EXECUTIVE SEARCH PROFILE

Dean of the College of Natural and Behavioral Sciences

California State University, Dominguez Hills (CSUDH) requests applications from and nominations of accomplished, innovative leaders for consideration as the new Dean of the College of Natural and Behavioral Sciences.

California State University, Dominguez Hills is committed to improving the lives of its students and enhancing the economic and social well being of our community, the state, and the region.

The University is implementing multi-year faculty and staff hiring plans, increasing its investment in best practices to enhance student success, strengthening faculty and staff professional development, investing in critical information technology and classroom infrastructure upgrades, building research and fundraising capacity, expanding learning outcomes assessment, and aggressively pursuing increased external engagement, public private partnerships, gifts and donations, and research and other grants. The goal is to become a national laboratory and model for student academic success. The Dean will be an important member of the leadership team to support these initiatives.

THE UNIVERSITY

An urban university in the 23-campus California State University system, CSUDH is located in Carson, in the South Bay region of Los Angeles County. Its 346-acre park-like campus is situated in the historic Rancho San Pedro, the oldest Spanish land grant in the Los Angeles area. The campus is strategically located in the heart of a major technological, industrial, and transportation complex in Southern California. The area includes the massive Port of Los Angeles and Port of Long Beach—Southern California’s gateway to international commerce. Cultural, performance, and sports venues in downtown Los Angeles are about 15 minutes away and the South Bay beach communities are a few minutes away to the west and south. The StubHub Sports Center, a 125-acre sports center developed by AEG and home to Major League Soccer’s L.A. Galaxy and Chivas USA, is located on the CSUDH campus. With an enrollment exceeding 12,500 students, CSUDH is a federally recognized Minority-Serving Institution as well as a Hispanic Serving Institution and is among the most ethnically diverse universities in the nation.
THE UNIVERSITY (continued)

CSUDH is fully accredited by the Western Association of Schools and Colleges (WASC) Senior College and University Commission and offers 45 baccalaureate degrees, 24 master’s degrees, and a number of certificate and credential programs. CSUDH is scheduled for its reaccreditation visit in 2017. While continuing to emphasize the liberal arts and sciences, the university offers professional programs at both the undergraduate and graduate levels. Eleven programs hold accreditations from national professional associations: business administration, clinical sciences, computer science, education, health science, music, nursing, occupational therapy, public administration, special education, and theatre arts. The University is known for excellence in teacher education, nursing, psychology, business administration, and digital media arts. CSUDH is also a national leader in distance education, with ten academic degree programs and seven certificate programs offered online. In addition, the University has recently received the prestigious "All-Steinway School Designation".

Mission

We provide education, scholarship and service that are, by design, accessible and transformative. We welcome students who seek academic achievement, personal fulfillment, and preparation for the work of today and tomorrow.

Vision

A vital educational and economic resource for the South Bay, CSU Dominguez Hills will be recognized as a top-performing Comprehensive Model Urban University in America. By 2015, we will be known as a campus community and gathering place where:

• Diversity in all its forms is explored, understood, and transformed into knowledge and practice that benefits the world.
• Technology is embraced and leveraged to transcend educational boundaries as we reach out to students, both locally and globally.
• Sustainable environmental, social, and economic practices are a way of life.
• Students from our community who aspire to complete a college degree are provided the pathway and guidance to succeed.
• Faculty and staff across the University are engaged in serving the dynamic needs of the surrounding communities.
• Student life is meaningful and vibrant.
• Our accomplishments and those of our alumni are recognized nationally and internationally.
• Ultimately, our students graduate with an exemplary academic education, a highly respected degree, and a genuine commitment to justice and social responsibility.
Core Values

The following core values are fundamental to our success:

- **Accountability.** We recognize and live up to our responsibility to our students, campus resources and finances, staff, faculty alumni, supporters, and the community at large.
- **Collaboration.** All segments of the campus community work together to support our vision as well as our students' success.
- **Continuous Learning.** We strive to continually improve teaching, scholarship and service.
- **Rigorous Standards.** We identify, implement and support excellence in all our practices.
- **Proactive Partnerships.** We actively engage with our communities and its members to promote educational opportunities and excellence for our students.
- **Respect.** We celebrate and respect diversity in all forms.
- **Responsiveness.** We are here to serve the needs of students, this community and society.

THE COLLEGE

One of six distinctive colleges at CSUDH, the College of Natural and Behavioral Sciences is a multidisciplinary College, with an outstanding, and dedicated faculty offering a rich mix of undergraduate programmatic offerings in Anthropology, Biology, Behavioral Science, Chemistry/Biochemistry, Computer Science/Computer Technology, Earth and Environment, Mathematics, Sociology, Physics, Political Science and Psychology. Graduate programs are offered in Biology, Mathematics, Sociology and Psychology. The College also houses The Urban Community Research Center and the Center for Urban Environmental Research.

The core mission of the College is to prepare students for careers in scientific research, math/science education, or applied science fields such as medicine, engineering, computer technology, and clinical psychology.

The College of Natural and Behavioral Sciences contributes to the general education program in three ways; first, through its offering of mathematics courses designed for students to develop basic quantitative skills, secondly, through the offering of non-major courses that introduce students to general scientific concepts and methods, and, thirdly, through the offering of upper-division integrative studies courses in Science, Math, and Technology (SMT) and Social and Behavioral Sciences (SBS).

THE POSITION

Reporting directly to the Provost and Vice President for Academic Affairs, the Dean of the College of Natural and Behavioral Sciences is the chief academic and administrative officer of the College and works to strengthen degree programs to achieve distinction. The Dean assists faculty by mobilizing support, both internally and externally, to support faculty in research
activities successful grant and service activity and supporting and recognizing faculty achievements.

The Dean has primary responsibility for fostering and sustaining an environment of academic excellence and innovation. He or she will provide vision and guide strategic planning and curriculum development; leading active fundraising; and for working effectively with faculty, staff, students and alumni, as well as community, industry, business and government leaders.

The Dean is expected to provide strong, creative and inclusive leadership in managing the programs of the College and creating new cutting edge programs and certificates that serve students and the region; establishing goals and objectives consistent with the University’s mission, goals and objectives. He or she will take an aggressive role in ensuring and documenting the effective recruitment retention, and graduation of students; in building strong pipelines for local high schools and community college students to matriculate to the campus and in creating stronger pathways for graduate to successful careers in the region or on to graduate study; in taking an active role in a variety of high-profile initiatives to increase student success in STEM; in continuing support for internationalization, globalization and sustainability efforts; and in overseeing the recruitment retention and continued development of a high quality faculty and staff within the context of shared governance.

The Dean is also charged with all supporting aspects of academic components involved in completing the campus’s new Science and Innovation building, which is scheduled to break ground in 2017 for completion in 2019.

MINIMUM QUALIFICATIONS

The University community seeks a visionary new leader to steward the College of Natural and Behavioral Sciences, who possesses an earned doctorate from an accredited school in one of the disciplines represented in the College, and a strong record of teaching, research, publication, and service that merits appointment to the rank of Professor. He or she will have verifiable background and qualifications for a faculty appointment as a tenured professor in one of the departments of the College, and evidence of a record of scholarly publications and grant activity, strong teaching and service.

REQUIRED EXPERIENCE

The Dean will have a demonstrated record of 4-5 years of successful and progressively higher levels of university administrative experience as a department chair, program director, associate dean and above at a master's-granting university. The successful candidate must have the ability to provide energetic, visionary, inclusive and collaborative leadership in leading a diverse college, and a proven record of promoting positive, collegial and cooperative relationships among faculty, staff, and students.
He or she must have evidence of knowledge and analytical skills related to:

- Effective budget allocation, enrollment management and tracking student success outcomes and metrics;
- Skills in effective academic planning, administration, personnel and space issues;
- Demonstrated commitment to fostering and providing faculty development in the areas of scholarship, teaching and/or service;
- Demonstrated knowledge and evidence of strong grant seeking success at the federal, state and foundation levels and skills in supporting faculty in seeking these grants;
- Ability to promote academic excellence and innovation, including the use of technology;
- Demonstrated excellence in effective management skills, interpersonal, and oral and written communication skills;
- Knowledge of and commitment to voluntary national accreditations;
- A strong commitment to academic governance;
- Evidence of fostering an atmosphere of civility and respect for all learners; and,
- Ability to respond effectively to diverse community constituencies.

**PREFERRED EXPERIENCE**

The University is seeking a visionary new leader with significant and demonstrated experience in solving a variety of fiscal budgetary, personnel, and management problems within a union context. Knowledge of California State University System policies is preferred. In addition, there is a strong preference for a new Dean who has:

- Demonstrated ability to work collaboratively with community organizations;
- Demonstrated consultative and interpersonal competencies;
- Documented record of successful generation of external funds;
- Knowledge of innovative and successful leadership of academic programs;
- Demonstrated successful management of an information technology environment and alternative modes of instruction;
- Experience with international programs;
• A record of successful internal fiscal management and advocacy;

• Knowledge of the disciplines represented in the College and disciplinary accreditation where relevant (i.e., Departments of Anthropology, Biology, Behavioral Science, Chemistry/Biochemistry, Computer Science/Computer Technology, Earth and Environment, Mathematics, Sociology, Physics, Political Science and Psychology); and,

• Knowledge or experience with the faculty retention, tenure, and promotion process.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES

The successful candidate will have the following knowledge, abilities and skills:

• Knowledge of the academic structure of a four-year comprehensive university;

• Demonstrated significant and successful administration experience; proven leadership ability; effective interpersonal, oral and written communication skills;

• Knowledge and commitment to voluntary national accreditation;

• Strong commitment to inclusivity and diversity, and to interaction with the business community;

• A commitment to academic governance; skill in consultative decision-making;

• Demonstrated strengths in leadership, planning, evaluation and curriculum design;

• Ability to promote student success and faculty excellence in teaching, scholarship and service;

• Demonstrated ability to build consensus amongst faculty;

• Ability to perform all the essential functions of the position, including the ability to analyze complex problems and to devise innovative solutions; to perceive the implications and potential consequences of various situations and to assess the potential impact of alternative courses of action;

• Ability to interact effectively with diverse cultural and ethnic groups; and,

• Evidence of fundraising ability is a strong plus.
APPLICATION PROCEDURES

Applications are due by **April 15, 2016**. While the position will remain open until filled, please apply by that date. For full consideration, candidates should e-mail, as Microsoft Word or Adobe Acrobat attachments the following: 1) a letter of interest that addresses the position responsibilities and qualifications listed above; 2) a current curriculum vitae; and 3) the contact information for three professional references addressed to **CSUDH_NBS@rhperry.com**.

For further information, please contact:

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POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or his becoming a candidate.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

California State University, Dominguez Hills, is an equal employment opportunity employer, and is strongly committed to achieving excellence through a diverse workforce. The University actively encourages applications of all qualified individuals.

California State University Dominguez Hills is an Affirmative Action/Equal Opportunity Employer. We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, or protected veteran status. Individuals with disabilities requesting accommodations under the Americans with Disabilities Act (ADA) may call the Human Resources Office at (310) 243-3771 or the Academic Affairs Personnel Services Office at (310) 243-3766.

[www.csudh.edu](http://www.csudh.edu)