



# EXECUTIVE SEARCH PROFILE

## DEAN, DAVIDSON COLLEGE OF ENGINEERING



**SAN JOSÉ STATE  
UNIVERSITY**



**R.H. PERRY & ASSOCIATES**  
SEARCH COUNSEL TO HIGHER EDUCATION



## THE OPPORTUNITY

The Dean of the Charles W. Davidson College of Engineering will work internally and externally to move the College to its next level of academic excellence and continue the College's growth as a national and international leader in engineering education in the 21st century.

## THE UNIVERSITY

### Mission

*In collaboration with nearby industries and communities, SJSU faculty and staff are dedicated to achieving the university's mission as a responsive institution of the state of California to: enrich the lives of its students; transmit knowledge to its students along with the necessary skills for applying it in the service of our society; and expand the base of knowledge through research and scholarship.*

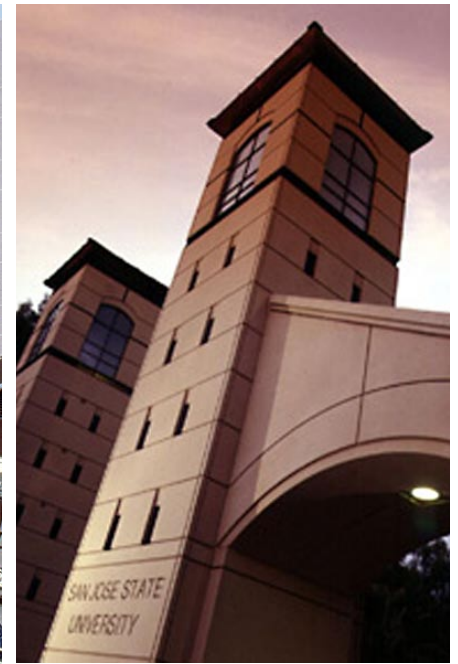
### Background

San José State University (SJSU) is a major, comprehensive public university located in the center of San José, California - the heart of Silicon Valley. As the oldest state university in California, SJSU's distinctive character has been forged by its long history, its location and its vision – a blend of the old and the new, the traditional and the innovative.

Among SJSU's most prized traditions is a commitment to offer access to higher education to all persons who meet the criteria for admission, yielding one of the most diverse student bodies in the country. SJSU takes pride in and is firmly committed to teaching and learning, with a faculty that is active in scholarship, research, technological innovation, community service and the arts.







## Academics

SJSU grants bachelor's and master's degrees in 134 areas of study. Quality teaching and small classes are a priority, where tenured professors teach introductory as well as advanced courses. Among the top 200 universities in research and development expenditures (as surveyed by the National Science Foundation), SJSU offers rigorous course work and research opportunities to more than 30,000 undergraduate and graduate students, with approximately 700 tenure/tenure track faculty and 1,400 staff.

SJSU is accredited by the Western Association of Schools and Colleges. The academic colleges include Applied Sciences and Arts, Business, Education, Engineering, Humanities and the Arts, Science, and Social Sciences, offering 69 bachelor's degrees with 81 concentrations and 65 master's degrees with 29 concentrations. The University is proud of its award-winning Martin Luther King, Jr. library, a unique joint city-university partnership.

SJSU is an exceptional place for hands on learning, professional development and personal growth. The University occupies 19 blocks in downtown San José with 23 academic buildings and seven residence halls. Located 1.5 miles away on 62 acres is the South Campus, which includes the Spartan Stadium and athletics fields.

## Vision 2017 – SJSU's Strategic Plan

Vision 2017 was determined collaboratively using input from the university community. The achievement of the strategic goals will be accomplished through the alignment of resources and most notably the hard work and dedication of its faculty, staff, students, and community members. The strategic framework will guide SJSU as it continues its pursuit of excellence. Vision 2017's goals are:

- **Spartan Pride:** Develop vibrant, safe and welcoming communities that create a sense of belonging and instill Spartan pride.





### Vision 2017 – SJSU’s Strategic Plan (*continued*)

- **Unbounded Learning:** Enhance student success through continuous learning innovations.
- **Helping And Caring:** Create a culture of helping.
- **Agility Through Technology:** Improve organizational responsiveness through an advanced technology infrastructure and by elimination of procedural obstacles.
- **21st Century Spaces:** Provide gathering spaces and up-to-date facilities.

### LEADERSHIP

Dr. Mohammad H. Qayoumi assumed office on July 1, 2011. Previously, he served as President of CSU East Bay (2006 to 2011) and V.P. for Administration & Finance at CSU Northridge (2000 to 2006). He has over 32 years of engineering and administrative experience in several universities. Dr. Qayoumi holds a bachelor’s in electrical engineering from the American University of Beirut and four degrees from the University of Cincinnati: a master’s in nuclear engineering, a master’s in electrical and computer engineering, an MBA and a doctorate in electrical engineering.

Dr. Ellen Junn was appointed Provost & V.P. for Academic Affairs in January of 2012. Previously, she served as Associate Provost at CSU Fresno (2008-2012) and Associate Dean of the College of Health and Human Development at CSU Fullerton (2001-2008).





## LEADERSHIP *(continued)*

In addition, she has had a significant record of accomplishments in the areas of academic technology, accreditation, and issues of diversity and equity. Dr. Junn graduated from the University of Michigan with a B.S. and high honors in psychology and earned an M.A. and Ph.D. in cognitive and developmental psychology from Princeton University.

## THE COLLEGE

With nearly 5,000 students, the Charles W. Davidson College of Engineering is the largest provider of engineers to Silicon Valley. The College, consistently ranked as one of the top 20 undergraduate engineering programs in the country by U.S. News & World Report's 2012 survey, strives to continue as a national and international leader for engineering in the 21st Century. The only public engineering school in Silicon Valley, the College's graduates have become critical contributors to the region's development and many have become leaders in technology, business, and the community.

The College consists of eight departments: Aviation & Technology; Biomedical, Chemical & Materials Engineering; Civil & Environmental Engineering; Computer Engineering; Electrical Engineering; General Engineering; Industrial & Systems Engineering; and Mechanical & Aerospace Engineering. The College's dynamic faculty provides a rich mix of undergraduate and graduate offerings encompassing 18 Masters and 12 undergraduate majors and 11 minors (which include concentrations), as well as several interdisciplinary programs, two dual-degree programs (MBA/MS and MBA/MSE) and a Ph.D. Gateway Program in collaboration with Mississippi State University.

As Silicon Valley evolves and looks toward the future, so will the Davidson College of Engineering. To that end, the College has developed ENGINEERING 2015, which outlines goals and provides measurements to guide the College community's collective efforts.

## THE POSITION

The Davidson College of Engineering is home to the campus' first endowed Deanship, the Don Beall Dean of Engineering. As the senior administrator for the College of Engineering, the Dean must work effectively with the College's departments, faculty, staff, as well as other senior administrators, to define, articulate, and successfully implement an innovative and distinctive vision for the College.

The Dean of the College of Engineering reports directly to the Provost & V.P. for Academic Affairs and sits on the Provost's Cabinet. Reporting to the dean are: two associate deans, three coordinators, three administrative support staff, a financial analyst, and the eight department chairs. The previous dean, Dr. Belle W. Y. Wei, recently departed after 10 years as dean to become the provost and vice president for academic affairs at CSU Chico. Dr. Ping Hsu, the current interim dean, will not be a candidate for the position.

## RESPONSIBILITIES & OPPORTUNITIES

**The next Beall Dean of the Davidson College of Engineering will be responsible for, and have the opportunity to:**

- Oversee the College's academic, planning, tracking and assessment of high quality, 120-unit maximum curricular success, and meeting and excelling in accreditation demands.



## RESPONSIBILITIES & OPPORTUNITIES (*continued*)

- Support faculty's effectiveness and innovative instruction; promote strong student retention, graduation and workforce success.
- Support academic technology to promote teaching, internships, service learning, and student engagement and success; champion innovation in both applied and basic research.
- Oversee the College's effective recruitment and evaluation of the faculty, staff, and administrators as well as the professional development of all employees.
- Implements solid, proven effective budgeting and management skills, effectiveness in resource acquisition and allocation, management of funds, and the equitable allocation, development and use of facilities.
- Increase diversity in student enrollment by leveraging the diversity of the faculty and the university's unique location.
- Build partnerships within the university as well as forge productive external partnerships and outreach with the community, business and industry leaders and government entities, and increase advancement efforts with Silicon Valley and beyond.
- Build successful, distinctive and entrepreneurial new online self-support programs and certificates that utilize new technologies.
- Work to develop resources from internal and external sources to further the goals of the college and university; effectively represent the College and the university in community, corporate, and professional and national/international organizations.
- Understand national and disciplinary trends in education and STEM; proactively supports the growth of STEM majors, women and underrepresented groups in engineering.
- As a member of the Provost's leadership team, the Dean works with the Provost, other Deans, President, and other senior administrators to manage the university's resources towards the accomplishment of the college and university goals.

## QUALIFICATIONS

**The next Beall Dean of the Davidson College of Engineering will be a visionary and entrepreneurial leader who has:**

- A terminal degree from an accredited institution of higher education in a discipline represented in the college; has a record of teaching, research, and scholarship that would allow retreat rights to a department in the College.
- A progressive record of extensive and successful administrative experience, including relevant administrative experience as a chair (assistant/associate dean or dean experience preferred) at a master's-granting university or higher.



## QUALIFICATIONS *(continued)*

- The ability to lead the outreach and fundraising effort necessary to fund the enrichment programs necessary to ensure that the College of Engineering is a recognized leader in providing the most qualified engineering talent for business, government and academia.
- Demonstrated excellence in effective academic planning, administration, personnel and fiscal management; exemplary budgetary, analytical and critical thinking skills with a strong emphasis on innovative thinking approaches with proven effective outcomes.
- The ability to provide energetic and visionary leadership and administrative competency in leading a diverse college community with broad curricular offerings; the ability to promote academic excellence and innovation, including the use of technology.
- A collaborative and inclusive leadership style that involves all constituencies in dialogue leading up to key decisions affecting the organization; a proven record of selecting and hiring strong talent and developing that talent to reach its' full potential.
- The experience and desire to reach out to the Silicon Valley business and government community to attract support, both financial and in-kind, for the College and its programs.
- A strong commitment to work in, and cultivate, an ethnically and culturally diverse educational environment and maintain an atmosphere of civility and respect for all learners.
- Outstanding interpersonal, communication, management and leadership skills in working collaboratively with faculty, students, staff, administrators and external constituencies.



# SAN JOSÉ STATE UNIVERSITY

## KEY INDICATORS 2011-12

University Endowment:	\$73,000,000 (approximate)
University Budget (FY 2011-12):	\$101,113,122 from state and \$159,092,787 from fee revenue
Tuition (FY 2011-12):	\$5,472 (6.1 units or greater)
Campus Fees:	\$1,242
University Student Enrollment (Fall 2011):	30,236
Average SAT Score:	Composite 1009 – Verbal 489, Math 521 (Fall 2011 FTF)
Retention Rate (Fall 2011):	1st Year Retention Rate 87.1%
% Fall 2005 first-time freshman:	46.1% (6 Year Graduation Rate)
% Fall 2008 Transfer:	51.0% (3-year Graduation Rate)
Living Alumni:	200,000
Number of Total Faculty (Fall 2010):	1,730 Total 1,128 FTEF 595 tenured/tenure-track
Student/Teacher Ratio (Fall 2011):	21.5:1 (SFR=FTES/FTEF)
Degrees offered:	B.A., B.F.A., B.M., B.S, M.A., M.B.A., M.F.A., M.L.I.S., M.P.H., M.S., M.S.W., M.U.P.
Library Volumes:	1,000,000+
Athletics:	NCAA Division I Western Athletic Conference (WAC)





## APPLICATION PROCEDURES

*This is an accelerated search process. Review of applications will begin immediately and continue until the position has been filled.* For full consideration, candidates should e-mail: 1) a cover letter that addresses the opportunities and qualifications listed above; 2) a current résumé or C.V.; and 3) the contact information for three professional references to: [sjsucoe@rhperry.com](mailto:sjsucoe@rhperry.com).

### FOR FURTHER INFORMATION, PLEASE CONTACT:

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**Telephone: 406-220-2129**

**OR**

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**Telephone: 202-253-9846**

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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.

*SJSU is an Equal Opportunity/Affirmative Action employer committed to nondiscrimination on the basis of race, color, religion, national origin, sex, sexual orientation, gender status, marital status, pregnancy, age, disability, or covered veteran's status consistent with applicable federal and state laws. Reasonable accommodations will be provided for qualified applicants with disabilities who self disclose.*

**Additional information about San José State University can be found at:**

**[www.sjsu.edu](http://www.sjsu.edu)**

