



**California State Polytechnic University, Pomona
Dean, College of Engineering**

California State Polytechnic University, Pomona (Cal Poly Pomona) invites experienced and passionate academic leaders to apply for the role of **Dean of the College of Engineering**.

The University

Cal Poly Pomona is one of two polytechnic universities in the 23-campus California State University system and among 11 such institutions nationwide. Since its founding in 1938, the university has offered a unique education steeped in experiential learning. With a variety of degree programs in the arts, humanities, sciences, engineering, and professional disciplines, the university is well known for its learn-by-doing philosophy. The university is noted for its scenic and historic 1,400-acre campus, which was once the winter ranch of cereal magnate W.K. Kellogg. We acknowledge that Cal Poly Pomona resides on the territorial and homelands of the Tongva and Tataavium people who are the traditional land caretakers of Tovaangar. The university's nearly 28,000 students are taught and mentored by the campus's more than 1,400 faculty as part of 54 baccalaureate and 29 master's degree programs, 11 credential and certificate programs, and a doctoral program in educational leadership.

Highly regarded among its peer institutions, Cal Poly Pomona is No. 2 in the U.S. News and World Report rankings of top public regional universities in the west and was named the No. 15 best value college in the nation by Money Magazine. Cal Poly Pomona, a Hispanic-Serving Institution and an Asian American and Native American Pacific Islander-Serving Institution, stands as a national leader in promoting social mobility, and was placed among the 25 top institutions in the country in awarding bachelor's degrees to underrepresented students by Diverse Issues in Higher Education.

California residents comprise the majority (93 percent) of applicants to undergraduate programs at Cal Poly Pomona. Nearly half (49 percent) of new students were transfers in Fall 2021. Fifty-six percent of Cal Poly Pomona students are first-generation, 71 percent receive financial aid, and 44 percent are Pell recipients. The university enrolls a diverse student body that identifies as 50 percent Latinx, 22 percent Asian, 14 percent White, 3 percent Black, 4 percent International, 4 percent two or more races, 3 percent unknown, less than 1 percent Native Hawaiian or Native Pacific Islander and less than 1 percent Native American Indigenous. Forty-one percent of the student body were STEM majors with the top enrolled programs, which include mechanical engineering, psychology, civil engineering, computer science, and marketing management.

The Cal Poly Pomona campus is nestled in the beautiful San Gabriel Valley less than 30 miles east of downtown Los Angeles at the intersection of Los Angeles, Orange, Riverside and San Bernardino counties. It is within an hour's drive of beaches, mountains, and deserts, as well as famous gardens and museums. The area's warm climate, sunny weather, and a variety of available recreative and educational activities provide families and children with a joyful living environment. The university's history and geography are unlike any other institution in the region. Nowhere else can students ride an Arabian horse, practice on a Steinway piano, bring a new product to market, and build a liquid-fueled rocket. For additional information about the university, please visit www.cpp.edu.

The College

The College of Engineering's mission is to prepare students for industry and advanced studies by implementing an inclusive polytechnic philosophy through collaborative teamwork, innovation, entrepreneurship and professional integrity. The College offers 12 ABET-accredited undergraduate degrees and 7 Master's degrees to over 6,500 students across seven academic departments that include: Aerospace Engineering, Chemical and Materials Engineering, Civil Engineering, Electrical and Computer Engineering, Electromechanical Engineering Technology, Industrial and Manufacturing Engineering, and Mechanical Engineering. The College is nationally recognized by U.S. News & World Report and currently ranks 5th among undergraduate engineering programs in non-doctorate-granting public institutions. Additionally, it houses more than 40 student clubs that offer hands-on learning opportunities and have been recognized at several national competitions.

Cal Poly Pomona is widely recognized for its learning by doing philosophy. The Teacher-Scholar model promotes life-long intentional learning while advancing students' fields of inquiry by blending teaching and scholarship into a single synergistic endeavor that results in a creative integration of the two roles. Students enjoy a unique blend of theory and practice to solve problems in a lab setting today, while preparing to solve real-world problems tomorrow. Students have opportunities to apply their knowledge to hands-on projects, collaborate with faculty members on research for a team-based learning experience, and participate in valuable internships and service-learning programs.

The College is committed to student success and serves students through the [Engineering Advising Center](#), [the Center of Gender, Diversity & Excellence in Engineering](#), and the [Cal Poly Pomona Women in Science and Engineering](#), to name a few.

The Position

The Dean reports to the Provost and Vice President for Academic Affairs, serves as a member of the Provost's Council, and works closely with other university administrators across campus to advance the goals and priorities of the college and university. The Dean is the academic leader of the College and has direct responsibility for collaborating with and guiding all faculty. The Dean also supervises the College's leadership team consisting of associate deans, department chairs, and staff. The Dean fosters an environment conducive to academic quality, collegiality, innovation, transparency, and fosters an appreciation for equity, diversity and inclusion. The Dean is expected to promote collaboration, team building and the active engagement of faculty, staff, students, alumni and community partners. The Dean is responsible for managing the human and fiscal resources of the College and supporting the professional development of faculty and staff.

The Dean leads the college strategic planning, assessment, and reaccreditation efforts. This includes participating in meetings and providing leadership and direction to faculty and staff with regard to academic program quality, assessment, and student learning outcomes. The Dean provides guidance and oversight of faculty-led assessment efforts ensuring appropriate training and professional development opportunities that enhance faculty's academic and professional qualifications and promotes professionalism and ensures inclusive shared-governance. The Dean is the primary spokesperson for the College on campus and in the community and serves as a chief advocate for the College and its faculty, staff, and students.

The Dean is responsible for the academic success and timely graduation of students through strategic enrollment planning and growth; college-based advising; the creation and utilization of a college-based student success team; and course scheduling - ensuring that major/core

courses offered are aligned with student demand; and robust summer course offerings based on student demand. Furthermore, the Dean guides the college in the innovative utilization of classrooms and laboratories to create an environment that ensures successful student learning outcomes and collaboratively works with appropriate stakeholders on campus to implement the campus and college strategic enrollment plans for undergraduate and graduate programs. To enhance the quality and reputation of the College's academic programs, the Dean provides thoughtful academic and administrative leadership while identifying future areas of growth; strengthening interdisciplinary collaborations among the academic units in the College; and building strong connections with alumni, donors, and industry partners.

Required Qualifications

The successful candidate must possess:

- An earned doctorate in engineering (preferred) or a related field from an accredited institution.
- A record of distinguished research, teaching, and scholarly activity meriting appointment as a tenured full professor in one of the academic departments in the College.
- Service as a faculty member at a school, college, or program of engineering within a comprehensive or research university, or equivalent industry experience.
- A minimum of three years of academic administrative experience in progressively responsible positions in higher education or equivalent experience in industry.
- A commitment to and tangible evidence of advancing diversity and inclusion as well as the ability to work with diverse populations.
- A history of providing students with a high-quality educational experience and a clear record of accomplishment in student success.

Preferred Qualifications

- Experience as a seasoned, decisive leader and diplomat with strong organizational and consensus-building skills.
- The ability to inspire and lead faculty with diverse interests in a shared governance environment.
- Well-developed fiscal management experience, both in establishing and implementing budgets along with a record of balancing resources to achieve strategic goals and aspirations.
- A successful record in fundraising and spearheading broader advancement efforts.
- Experience with developing strong relations with industry and other university partners.
- Experience with external outreach and community engagement to build partnerships with local schools, community colleges, and other external stakeholders.
- Demonstrated experience in advancing research/scholarship/creative activity and increasing external sponsorship and funding.
- Experience building creative interdisciplinary teams that advance cutting edge academic innovation.
- Developing new and enhancing existing relationships between the College and other academic and administrative units across campus.
- The ability to think strategically and bring together diverse groups of interests (faculty, staff, students, alumni, industry partners, etc.) to coalesce in a unified vision.
- Experience in leading a professional society or serving as an active accreditation evaluator.

Additional Qualities

The successful dean will also demonstrate:

- Strong leadership skills, including the ability to develop and communicate a vision for an academic unit, inspire others with that vision, and work collaboratively and creatively to articulate that vision in a strategic planning process.
- A commitment to and achievements in supporting student learning and academic success.
- An ability to develop a positive and inclusive college culture and a climate conducive to recruiting and retaining outstanding faculty.
- Knowledge and experience in program assessment.
- Experience in developing and fostering productive working relationships with and among faculty, staff, students, alumni, and administrators.
- Knowledge of and experience with budgeting in a complex environment with multiple revenue sources and cost centers including state and extramural funding.
- Excellent written, oral communication, and interpersonal skills.
- Experience in raising the visibility and ranking of an engineering program.
- Knowledge of business practices in higher education administration and the ability to translate that knowledge to an educational environment.
- The ability and experience in collaborating with the external business community in support of instructional and research programs.
- Extensive management and research experience in a field of engineering.
- Experience in fostering a healthy working climate where administrators, faculty, staff and students collaboratively work together.
- Experience with ABET accreditation.
- The ability to produce results and implement accountability measures and practices across the College as well as the ability to use data to inform, plan, implement, and measure success.
- Knowledge of trends and best practices in public higher education, including the role of faculty in promoting academic excellence and student success.

Opportunities and Challenges

The successful candidate will be expected to address the following opportunities and challenges:

- Developing a unified vision for the College of Engineering that is responsive to current trends impacting higher education, while continuing to embrace “learning by doing,” creative thinking, academic excellence, and student success initiatives.
- Ensuring the recruitment of accomplished and diverse faculty and staff and supporting their professional growth through mentoring, advancement opportunities, and training development opportunities.
- Promoting a collaborative and collegial environment. The Dean will have the opportunity to create a positive and uplifting work environment and maintain high staff and faculty morale. External to the College, the Dean must identify new relationships and enhance existing collaborations with key external stakeholders within the region through partnership and active engagement. Internally, the Dean must earn the trust of all stakeholders and be approachable, transparent, and inspiring.
- Fostering and strengthening academic programs by advancing a teaching and learning environment that encourages interdisciplinary collaboration across the College and University. The Dean will serve as a catalyst for the creation and implementation of innovative academic programs, support services, and non-degree granting programs

that are relevant and meet the needs of both graduate and undergraduate students. To do this effectively, the Dean will request and integrate feedback provided by faculty, external partners and business leaders.

- Advocating for and managing resources strategically and exploring innovative new revenue streams to support current and future academic programs and student support services. The Dean will work in close collaboration with department chairs and faculty to decide when and where to make strategic investments that benefit the College, meet the needs of students, and address the workforce demands of the region.
- As a key leader at a proud Hispanic-Serving Institution, the Dean will play a significant role working hand-in-hand with the provost, chief diversity officer, and other senior staff to provide compassionate, culturally relevant, and competent leadership and guidance around diversity, equity, and inclusion initiatives.
- Providing a comprehensive educational environment that develops the abilities of students to become consummate professionals, educators, scholars, and entrepreneurs. The Dean must demonstrate a willingness to actively and enthusiastically engage students and support their interests and creative contributions.

Application / Nomination Process

The Search Committee will begin reviewing applications after January 21, 2022 and will continue to accept applications and nominations until the position is filled. To apply a candidate must submit 1) a letter of intent addressing how the candidate's experiences match the position requirements; 2) a current CV/resume. If you have any questions or if you have a disability and need accommodation with pre-employment processes (applications, interviews, etc.), please email apsearch@spaexec.com.

SP&A Executive Search is assisting Cal Poly Pomona in this search. To ensure full consideration, inquiries, nominations, and applications (PDF preferred) should be submitted electronically, in confidence, to: apsearch@spaexec.com. Nominators and prospective candidates may arrange a confidential conversation about this opportunity with the SP&A consulting team.



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Refer to “**CPP Dean Engineering**” in subject line

Affirmative Action/Equal Opportunity Employer California State Polytechnic University, Pomona is an Equal Opportunity, Affirmative Action Employer. The university seeks to recruit and retain a diverse workforce as a reflection of our commitment to serve the people of California, to maintain the excellence of the university, and to offer our students richly varied disciplines, perspectives, and ways of knowing.

Cal Poly Pomona subscribes to all state and federal regulations and prohibits discrimination based on race, color, religion, national origin, sex, gender identity/gender expression, sexual orientation, marital status, pregnancy, age, disability, genetic information, medical condition, and covered veteran status. The university hires only individuals lawfully authorized to work in the United States. As required by the Clery

Disclosure Act, the university's annual security report is available at

<http://dsa.cpp.edu/police/securityreport.asp>.