



## **California State University, Bakersfield**

### **Dean, School of Natural Sciences, Mathematics, and Engineering Position Profile**

California State University, Bakersfield (CSU Bakersfield) invites inquiries, nominations, and applications from visionary and inspiring leaders interested in serving as the University's next Dean of the School of Natural Sciences, Mathematics, and Engineering (Dean NSME).

#### **The University**

Founded in 1965, California State University, Bakersfield is a regional, comprehensive university serving the San Joaquin Valley of California. The University's service area covers nearly 25,000 square miles and is home to a socially, economically, and ethnically diverse population. CSU Bakersfield is the only four-year granting degree institution within a 100-mile radius and, as a result, plays a vital role in the educational attainment, economic development, and quality of life of its community. CSU Bakersfield is proud to be a Hispanic Serving Institution (HSI); 61% of the University's students are Latino, 18% are Caucasian or White, 7% are Asian, 5% are African-American, and 2% are multiracial.

The University serves more than 11,000 students on its main campus in Bakersfield and on its Antelope Valley campus and counts over 50,000 alumni from its four schools: Arts and Humanities; Business and Public Administration; Natural Sciences, Mathematics, and Engineering; and Social Sciences and Education. The University offers undergraduate, graduate, post-graduate and credential programs, and a doctoral program in Educational Leadership (Ed.D.). In Fall 2020, CSU Bakersfield serves a total of 11,397 full- and part-time students; 86% of students are undergraduate, 7% credential, and 7% are graduate/post-baccalaureate students.

The University has received a number of accolades in recent years, including: The Equality of Opportunity Project for the upward mobility of its students; Campaign for College Opportunity – Champion for Higher Education for excelling at enrolling and graduating Associate Degree for Transfer earners; The Wall Street Journal "A Top University for Student Inclusion;" American Association of State Colleges and Universities (AACU), The Christa McAuliffe Award for Excellence in Teacher Education; California State University System in STEM grant funding; and Carnegie Foundation's Community Engagement Classification. The impact of CSU Bakersfield's students, faculty, staff, research centers, institutions, and community activities resonate throughout the region. The University continues to shape the future of Kern County, and each year CSU Bakersfield contributes thousands of new alumni to the community's educated and skilled workforce. With over 70 percent of its alumni remaining and working within

the Central Valley, the University is a significant contributor to the area's ongoing social, cultural, and economic development.

### **Runner on the Rise**

In October 1970, students attended their first day of classes at California State University, Bakersfield. It was then when students voted for *Rowdy* the Roadrunner as the college mascot. These first Roadrunners are now part of an esteemed group of over 56,000 alumni who have transformed their lives at CSU Bakersfield. Since then, the University has risen in national rankings for its economic value and commitment to student success. Its student body is increasingly diverse, and its graduates continue to rise up and serve the region and the world by embracing some of our most complex challenges.

This year, the campus community celebrates 50 years. It is a time to commemorate the institution, honor its past and build excitement for the future. The CSU Bakersfield community — its changemakers, trailblazers, and leaders — have made it clear in these past decades that “Runners are on the rise!”

### **Strategic Plan**

CSU Bakersfield places student success and academic excellence at the center of its mission and recently launched a five-year Strategic Plan (2019-2024) with the following key goals:

- Strengthen and Inspire Student Success and Lifelong Learning.
- Advance Faculty and Staff Success.
- Develop and Sustain High-Quality and Innovative Academic Programs and Support Services.
- Recognize and Address Regional Needs in Collaboration with Our Community.
- Diversify, Enhance, and Responsibly Steward Our Campus Resources.

To learn more about CSU Bakersfield's core values and the Strategic Plan, please visit: <https://www.csub.edu/strategicplan>.

For more information about CSU Bakersfield, please visit <https://csub.edu>.

### **The School**

The School of Natural Sciences, Mathematics, and Engineering (NSME) is composed of seven departments: Biology, Chemistry and Biochemistry, Computer and Electrical Engineering and Computer Science, Geological Sciences, Mathematics, Nursing, and Physics and Engineering. There are approximately 130 full-time faculty and 40 staff across these departments. Students work closely with faculty members on relevant research that helps empower the economy of the region.

NSME is committed to serve the state and community in matters relating to science, technology, engineering, mathematics, and nursing. NSME is active in seeking external funding from both the public and private sectors to support research, academic activities, and outreach programs. Current active grants for NSME faculty and staff total nearly \$22 million.

Over the years NSME has been recognized by Excelencia in Education for improving Latino STEM enrollment, growing the program from 670 students in 2006 to over 2900 students in 2020, of which 57% are Latino. The School's efforts have led to a significant increase in overall

enrollment. Much of this increase is due to transfer and articulation success with Bakersfield College. NSME is meeting the challenge of improving higher educational achievement for Latino students.

NSME students, both graduate and undergraduate, have the opportunity to participate in research projects and work with faculty in state-of-the-art laboratory facilities with cutting-edge equipment. There is exciting research going on in every department, from microplastics in biology to cancer research in chemistry and biochemistry and to earthquakes in geology. Some of facilities that the School provides include the Scanning Electron Microscopy Laboratory, the Sediment Analysis Laboratory, the Computer Mapping/Simulation Laboratory, the Plant Physiology Laboratory Mineral/Elemental Composition Laboratory, the Materials Testing Laboratory, and the California Well Sample Repository.

In addition to being accessible to its students, NSME offers opportunities for community members of all ages to get involved. The Fab Lab, located in the Engineering Complex, is one of more than 1,600 around the world, all making up a network of makers from different backgrounds. The Fab Lab started in 2014 thanks to funding from Chevron and is the first brick-and-mortar Fab Lab in the CSU and UC school systems.

### **Year 2020**

Since the pandemic emerged, CSU Bakersfield, like other institutions of higher education, had to move most of its teaching to an online platform. As professors in the School of NSME navigate remote classes and think of creative ways to provide students the same material they would learn from in-person classes, they are also adjusting their own research to accommodate new restrictions. Research laboratories, once bustling with several students, can now have only one graduate student inside at a time. Lab teams that previously juggled a handful of projects at a time have had to choose what to focus on and stagger experiments. While dealing with restrictions, limited funding, and safety regulations, professors and students continue their research projects.

In September 2020, NSME was awarded a \$3 million, five-year Title V grant from the Department of Education that will launch students on paths toward a variety of health careers and develop a new major in Public Health, which is so needed in the local community. With a global pandemic shining a spotlight on the field, the importance of health professionals has never been more evident. The grant will have a great impact not only for students, but for the entire community. Kern County has consistently ranked low among California counties when it comes to overall health. Kern County also has among the lowest ratio of health professionals per 100,000 in population.

The new public health degree is currently under review by the Academic Senate. The need for this degree program predates the current crisis; the grant addresses the need for qualified professionals in diverse healthcare occupations. Many students interested in a healthcare career are focused mainly on becoming doctors or nurses. The grant will support new programming and opportunities for students to explore the wider variety of roles in healthcare professions.

In addition, plans are under way for the construction of a new Energy and Engineering Innovation Building. When completed, the Energy and Engineering Innovation Building will be a tri-level space of about 60,000 square feet. It will include CSUB's California Energy Research

Center and the Angelo and Mary Mazzei Auditorium, a courtyard and atrium to be named after the Batey family for their generous support.

### **The Position**

The next Dean of NSME will play a leadership role in the future growth of the School as well as ensure the School's success in education and community impact. The Dean will promote a collaborative environment to promote and advance innovative initiatives and programs that build upon school strengths and incorporate new ideas in multidisciplinary and interdisciplinary education. The next Dean will be a strong advocate for the needs of students, support faculty development, creativity, and scholarship, and raise the visibility of the School. To do this, the next Dean will work closely with faculty, staff, alumni, and university leadership to advance the School of NSME.

The successful candidate will possess academic credentials from an accredited institution sufficient to engender respect from the academy and the community at large. Ideally, the Dean will have demonstrated success as an administrator, excellence as a scholar, and impactful senior leadership experience in higher education.

The next Dean will be instrumental in leading the School transition back to on-campus instruction from its current virtual modality. The process will involve new regulations and safety measures to ensure the wellbeing of students, staff, and faculty.

Direct reports to the Dean include:

- Associate Dean
- Department Chairs
- Director of NSME Grants and Outreach
- California Energy Research Center (CERC) Director
- Advising Coordinator
- Communication Specialist
- Administrative Support Staff
- Instructional Support Staff

### **Opportunities and Challenges**

The next Dean must be an experienced and collaborative leader with a proven track record of pursuing academic excellence and interdisciplinary collaborations while promoting a collegial team environment to develop and implement school-wide student success initiatives and high-impact practices. The successful candidate will be expected to address the following equally-important opportunities and challenges:

#### **Promoting Diversity, Equity, and Inclusion**

The Dean will foster an open and welcoming environment for its diverse student body. The Dean will work closely with the campus administration to ensure that NSME supports not only the recruitment of accomplished and diverse faculty and staff but also provides an environment that supports professional growth conducive to faculty and staff retention. The Dean is also responsible for developing and implementing strategies that enhance the learning environment and address the needs of first-generation students.

### **Advancing Research and Scholarship**

The Dean will take advantage of existing facilities, equipment, grants, and projects to expand and strengthen the research profile of NSME. The Dean will work closely with department chairs and faculty to secure external funding that supports scholarly activities and provides undergraduate and graduate students with the opportunity to participate in faculty research projects.

### **Strengthening Collaboration & Communication**

The Dean must foster an environment that values inclusion and collaboration. The Dean is expected to develop and implement effective strategies for enhancing communication within NSME departments and with the community. The next Dean will have the opportunity to promote a transparent and inclusive environment for NSME faculty, staff, students and members of the community.

### **Improving Graduation & Retention Rates**

The Dean will continue NSME's collaborative efforts to ensure graduation and retention rate initiatives are on target, particularly Graduation 2025. The Dean will play a key role in ensuring that the School's academic programs are aligned to serve the workforce needs of the community in Bakersfield and Kern County.

### **Fostering Community Engagement**

The new Dean will have an opportunity to enhance and strengthen community ties. Whether it is through the Kern Education Pledge (a transformation of the educational system from cradle to career in Kern County) or partnerships with non-profit, public, and private business leaders, the Dean will be a catalyst in strengthening bonds that will result in applied learning opportunities for students, as well as in opening new doors for internships and pathways to employment.

### **Optimizing Resources**

The Dean will be a strong steward of fiscal resources and work on the equitable allocation of existing funds while also identifying opportunities for developing new revenue streams. As the number of faculty and students grow, the Dean will be proactive in assessing and maximizing the utilization of teaching rooms as well as faculty office and lab space.

### **Optimizing Space**

The Dean will play a crucial role in guiding the construction of the new Energy and Engineering Innovation Building. The project is in the planning stage and temporarily on hold during the pandemic. While the new building will provide much-needed additional space, the School's rapid enrollment growth will require the efficient use of limited classroom and lab space. The Dean will have an opportunity to advocate for and generate additional sources of revenue to support the renovation of existing classrooms and laboratories as well as equipment upgrades.

### **Strategic Planning**

In support of CSU Bakersfield's Strategic Plan 2019-2024, the Dean will develop and implement a cohesive vision for the School of NSME that will support the University's commitment to academic excellence and student success. The Dean will engage in partnerships that advance student success and create opportunities for faculty and staff engagement, scholarship, and research.

## **Qualities and Attributes**

The successful candidate must:

- Be an inspiring and experienced leader who will foster a shared vision among all NSME students, faculty, staff, and external stakeholders.
- Be committed and passionate to serve underrepresented and minority students.
- Have a record of development and implementation of student success programs and initiatives that generate positive and measurable results.
- Have an understanding that each department and academic program have different needs and priorities; the next Dean must be fair and equitable.
- Be proactive to engage the Bakersfield, Antelope Valley, and Kern County communities and other external stakeholders.
- Have comprehensive knowledge of discipline-specific accreditations.
- Be a champion for promoting access to higher education and student success.
- Be willing to participate effectively and successfully in external resource development and foster collaborative relationships with alumni and donors.
- Have an awareness and understanding of the trends and issues currently impacting higher education nationally and globally.
- Be inclusive of staff in communication-sharing and decision-making. Staff members need to be embraced, appreciated, and supported in their professional development.
- Be an effective, engaged, and transparent communicator and attentive listener.

## **Required Qualifications**

The next Dean of the School of Natural Sciences, Mathematics, and Engineering will be an accomplished academic administrator who is passionate about CSU Bakersfield's mission, vision, and the success of its students. Leading candidates will possess:

- An earned doctorate and a solid record of teaching, scholarly achievement, service, and other qualifications sufficient to merit appointment as Professor in one of the NSME disciplines;
- Appropriate academic administrative experience, including budgetary, personnel and tenure and promotion evaluation, and strategic plan development experience;
- Demonstrated success in the acquisition of external grant support and in working with external constituencies to build relationships and obtain funding;
- A record of effective engagement with faculty, students, staff, university administrators, and members of the greater community;
- Demonstrated commitment to collegiality both within an academic unit with varied departments and across a campus; and
- Commitment to diversity and inclusion and evidence of dedication to student success for a highly diverse, primarily first-generation student population.

## **Preferred Qualifications**

- Experience with accreditation agencies such as ABET, CCNE, and ACS,
- A proven track record of fostering the research and scholarly activities of others, and supporting professional development of faculty and staff;

- Demonstrated ability to build multidisciplinary programs and foster external partnerships with K-12 and community colleges to create an outwardly looking educational environment for faculty and students;
- A solid understanding of and disposition to promoting community outreach and engagement; and
- Experience in corporate and private donor fundraising.

### **Application / Nomination Process**

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Complete applications must include a current curriculum vitae, a letter of interest describing relevant experience and interest in the position, and a diversity statement.

Nomination letters should include the contact information of the nominee. Applications and letters of nomination should be submitted by email to:



**Alberto Pimentel, Managing Partner**  
**Emy Peña, Partner**  
 Email: apsearch@spaexec.com  
 Refer to code “CSUB NSME” in the subject line  
 SP&A Executive Search  
 6512 Painter Avenue, Whittier, CA 90601

*California State University, Bakersfield is an equal opportunity employer*

**BACKGROUND CHECK:** *Satisfactory completion of a background check (including a criminal records check) is required for employment. CSU will make a conditional offer of employment, which may be rescinded if the background check reveals disqualifying information, and/or it is discovered that the candidate knowingly withheld or falsified information. Failure to satisfactorily complete the background check may affect the continued employment of a current CSU employee who was conditionally offered the position.*

**SENSITIVE POSITION:** *Sensitive positions are designated by the CSU as requiring heightened scrutiny of individuals holding the position, based on potential for harm to children, concerns for the safety and security of the people, animals, or property, or heightened risk of financial loss to the CSU or individuals in the university community.*

**DESIGNATED POSITION:** *This position is currently on the List of Conflict of Interest Designated Positions for CSU Bakersfield. This requires the filing of a statement of Economic Interest on an annual basis and the completion of training within 6 months of assuming office and every two years thereafter.*

**MANDATED REPORTER:** *The person holding this position is considered a “mandated reporter” under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 Revised July 21, 2017 as a condition of employment.*