



CAL STATE EAST BAY

Invites Applications and Nominations for the
Position of:

Dean of the College of
Business and Economics

Greenwood/Asher
& ASSOCIATES

The Opportunity

Cal State, East Bay (CSUEB) seeks a dynamic, visionary leader and accomplished administrator who will work with the faculty in providing its diverse student body with a comprehensive business and economics education that enables them to become thoughtful and creative members of the workforce and society.

The Position

The dean is the academic and administrative leader of the College of Business and Economics and reports to the provost and vice president for academic affairs. The dean works closely with a management team comprised of two associate deans and the Council of Chairs, and the faculty of the college. The dean must be committed to the university's mission and eight strategic commitments identified later in the document.

Specific responsibilities include:

- › Develop recognition for the college, regionally, nationally, and globally
- › Build and maintain quality academic and professional degree programs
- › Build a strong and diverse faculty (both tenure-track and lecturers)
- › Assure student success by eliminating equity gaps and responding to new curricular trends
- › Build and support high quality faculty teaching, research, and creative and professional activities
- › Manage AACSB accreditation for the college; making sure faculty and programs are consistently able to meet AACSB and WASC accreditation standards
- › Build strong relationships with alumni, industry, government, and the community
- › Reach out to build new career opportunities for students
- › Create and nurture partnerships with the business community by developing fundraising strategies and soliciting external financial support for the college through scholarships, program support, endowed professorships, and in other areas
- › Serve as the primary advocate for the college both within and outside the university
- › Effectively manage personnel, programs, and financial resources
- › Oversee all programs of the college including negotiation of terms with CSUEB partners
- › Initiate and maintain cooperative relationships with other universities, community colleges, community organizations, and state and local agencies

Qualifications

- › Terminal degree in one of the disciplines within the college or possess an MBA with significant experience commensurate with leading a College of Business and Economics; Ph.D. preferred
- › Record of achievement in areas that support the college mission and include one or more of the following areas that support the college mission: educational and scholarly

accomplishments, experience in corporate or public enterprises, business community involvement, and fundraising

- › Qualifications sufficient to merit appointment, with tenure, as a full professor in the College of Business and Economics
- › Substantial experience being an inspirational leader with an administrative vision in an academic environment that encourages innovation, equity, entrepreneurship, scholarship, and research
- › Record of building and proactively supporting faculty teaching, research, and development
- › Experience leading and promoting programs that serve an ethnically and linguistically diverse population
- › Demonstrated experience and knowledge of ethical practices in a business environment
- › Demonstrated record of building and maintaining strong and collegial relationships with faculty, students, staff, and administration
- › Proven style of strong leadership through collaborative and shared decision making
- › Strength in effectively managing resources in a competitive environment
- › Ability to effectively implement the policies of a large, complex public organization
- › Ability to work with industry and community leaders to build effective partnerships
- › Ability to raise funds

Cal State, East Bay



Cal State, East Bay, one of the 23 California State Universities, consists of a 342-acre campus in the Hayward hills, overlooking the San Francisco Bay, a campus in Concord, a robust online education program, and a center in downtown Oakland. The university serves a diverse, multi-cultural population of over 14,000 students drawn largely from regional community colleges and high schools. Cal State,

East Bay's four colleges offer more than 100 fields of study, with the academic support, faculty advising and career development services to open to a world of possibilities.

The colleges include:

- › College of Education and Allied Studies
- › College of Letters, Arts, and Social Science
- › College of Business and Economics
- › College of Science



Mission

Cal State, East Bay welcomes and supports a diverse student body with academically rich, culturally relevant learning experiences which prepare students to apply their education to meaningful lifework, and to be socially responsible contributors to society. Through its educational programs and activities, the university strives to meet the educational needs and to contribute to the vitality of the East Bay, the state, the nation, and global communities.



Strategic Commitments

Cal State, East Bay takes pride in its eight shared strategic commitments, which express the university's values and aspirations:



- › Reinforce academic quality through open-minded inquiry, innovative teaching, engaged learning, and distinguished scholarship
- › Enhance inclusive campus, responding to the backgrounds and interests of their diverse community and promoting their academic, professional, and personal development
- › Serve students first, by expanding access and enhancing each student's educational experience and prospects for success as a graduate and life-long learner
- › Foster a vibrant community through enriched student services and student life that support student engagement and learning
- › Contribute to a sustainable planet through our academic programs, university operations, and individual behavior
- › Continuously improve their efficiency, transparency, and accountability while practicing mutual respect, responsiveness, and collaboration across the university
- › Support the civic, cultural, and economic life of all communities in the regions they serve through partnerships that promote education and social responsibility
- › Demonstrate their continuing record of leadership and innovation in higher education, focused on 21st-century skills, including science, technology, engineering, and mathematics (STEM)

Diversity:

- › Ranked #1 with "Best Colleges" for ethnic diversity in regional universities of the West (*U.S. News & World Report 2018*)
- › Ranked #3 for 2018 Most Diverse Public Institution in the Continental U.S. with the *Chronicle of Higher Education*

Students:

- › Fall 2020 Total Enrollment: 14,641
- › 2,179 graduate students
- › 40% male
- › 60% female

Financial Aid:

- › 72% of students awarded financial aid
- › 43% of students received Pell Grants

Accolades:

- › Ranked #23 with the *Princeton Review* for 2018 Best Business Schools
- › Ranked #9 with AACSB for Most affordable Business Bachelor's Degree
- › Cal State East Bay Named Lead Agency for Small Business Development in Alameda and Contra Costa Counties

Accreditation



Cal State, East Bay receives their institutional accreditation by the Western Association of Schools and Colleges Senior College and University Commission, commonly referred to as WASC.

Athletics

Cal State, East Bay sponsors 15 intercollegiate sports competing at the NCAA Division II Level. The Pioneers are part of the California Collegiate Athletic Association.



The College of Business and Economics

Established in 1957, the College of Business and Economics (CBE) serves the whole of the east of the San Francisco Bay Area with classes offered on the main Hayward Campus, the satellite campus in Concord, at the Oakland Professional Development Center, the San Ramon Valley Conference Center and online via the Cal State East Bay Online Campus. The college is an AACSB accredited school for over 40 years and is home to four departments: Accounting & Finance, Economics, Management, and Marketing. Undergraduate CBE programs serve approximately 2,100 majors and graduate programs serve about 500 majors.



Academic and Degree Programs:

- > B.S. Business Administration
- > B.S. and M.S. Economics
- > M.B.A. with concentrations
- > M.B.A. Global Innovators
- > M.S. Accountancy
- > M.S. Business Analytics
- > Online degree completion program in B.S. Administration
- > One-year M.B.A
- > Certificate in Digital Marketing and Analytics



Mission is to provide quality business education to inspire students from diverse backgrounds to become successful business professionals and pioneers in a changing environment.

Vision is to aspire to be a leading industry-focused business school in the San Francisco Bay Area known for innovation, access, and making positive impacts on our students as well as local and global communities.



Values In support of their mission, they value:

- › Ethical behavior and personal integrity
- › Collegiality and mutual respect
- › Collaboration for learning, research and scholarship, and community engagement
- › Corporate, social, and environmental responsibility
- › Inclusive learning environment for a diverse student population, including underserved and first-generation students
- › Innovative adaptable thinking and a forward-looking global mindset



The City of Hayward



Hayward, California is located in the East Bay of the San Francisco Bay Area, approximately a half hour southeast of San Francisco, and 20 minutes southeast of Oakland. Hayward is part of the San Francisco-Oakland-Fremont metropolitan area. Hayward has easy access to all the arts, cultural and entertainment offerings of the Bay Area. Hayward is ranked number three as being a city with

most ethnically and linguistic diversity.

Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, Inc. is assisting Cal State, East Bay in this search. Applications and nominations are now being accepted. Completed applications must include: a letter of application clearly addressing how the applicant's responsibilities and qualifications meet the position's requirements, a current curriculum vitae, and contact information for five current references. Applications should be submitted to <https://careers.pageuppeople.com/873/eb/en-us/listing/>. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected; furthermore, a background check will be performed on the selected candidate. Initial screening of applications will begin on March 1, 2022, and will continue until an appointment is made.

Please direct confidential inquiries and nominations to:

Betty Asher, Founder, Greenwood/Asher & Associates

bettyasher@greenwoodsearch.com

Itza Walters, Senior Executive Search Consultant

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Cal State, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with the provisions of the Immigration Reform and Control Act. A background check (including a criminal record check and prior employment verification) must be completed and cleared prior to the start of employment.

As an Equal Opportunity Employer, CSUEB does not discriminate on the basis of any protected categories: age, ancestry, citizenship, color, disability, gender, immigration status, marital status, national origin, race, religion, sexual orientation, or veteran's status. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body.