

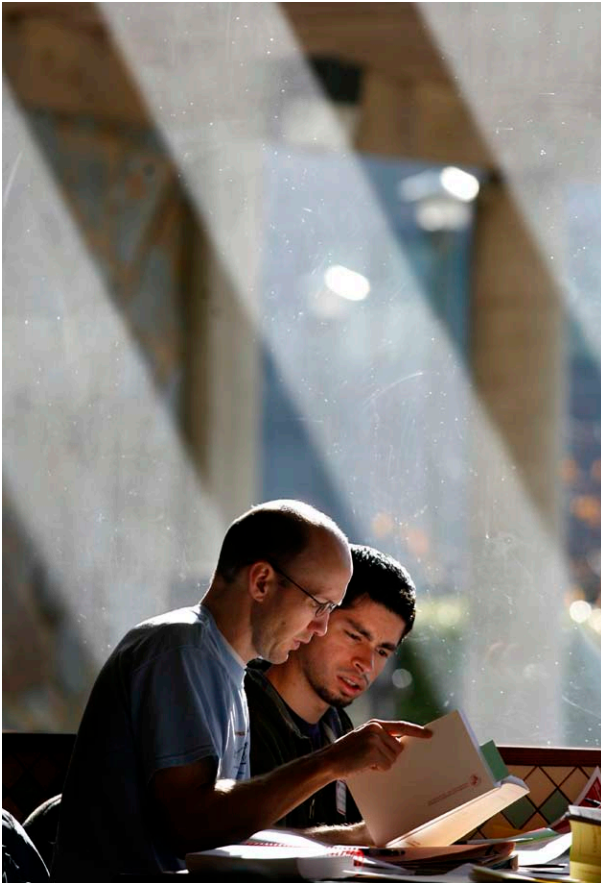


# EXECUTIVE SEARCH PROFILE

## DEAN, COLLEGE OF NATURAL SCIENCES



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



## THE OPPORTUNITY

As the head of California State University Stanislaus' College of Natural Sciences, the next Dean will have the opportunity to grow its academic programs by expanding undergraduate programs and to build several new Master's-level degree programs. The dean will generate new sources of revenue, in cooperation with the Dean of Extended Education, to purchase state-of-the-art science equipment, introduce new, cutting-edge technologies, and implement e-learning and hybrid modalities.

## THE UNIVERSITY

California State University, Stanislaus (CSU Stanislaus) was founded in 1957 as Stanislaus State College and opened its doors to students in 1960. Relocated to its present site in 1965, the institution was renamed California State University, Stanislaus in 1985. As a member of the 23-campus California State University system, CSU Stanislaus contributes to California State University's higher education of 400,000+ students. Serving over 8,300 students, CSU Stanislaus is located in Turlock – a small city in California's Central Valley with a growing population of over 70,000. Turlock is rich with agriculture, history, dining, and entertainment and is ideally located two hours east of San Francisco and two hours west of Yosemite National Park and the Sierra Nevada Mountains.

The campus is set on 228 picturesque acres on the outskirts of Turlock. The university prides itself on blending pastoral countryside charm with modern facilities. Additionally, the campus' numerous trees, ponds, streams, and waterfalls form the backdrop for rigorous learning and relaxation. Noted facilities on CSU Stanislaus' campus include: apartment-style accommodations; the Mary Stuart Rogers Gateway Building, which provides enrollment, advising, counseling, and career development services; the Bernell and Flora Snider Music Recital Hall; and the Nora and Hashem Naraghi Hall of Science. Completed in 2007, this modern science facility offers state-of-the-art classrooms, laboratories, a new observatory, animal care facilities, and a greenhouse.

CSU Stanislaus is also home to the Stockton Center, which provides upper division students the chance to participate in one of nine undergraduate or three graduate programs on a beautiful 102-acre campus in the historic Magnolia District of Stockton, California. Most Stockton Center students work full-time and are continuing prior degrees or seeking a master's degree.

Carnegie lists California State University, Stanislaus as Master's Medium. With a total institutional enrollment of 8,305 students (6,972 undergraduate and 1,333 graduate students), the student population is 66% female and 34% male and the student to faculty ratio is 22:1. The average undergraduate student age is 23 and the average graduate student age is 32.





## THE UNIVERSITY *(continued)*

Seventy-two percent of undergraduate students received need-based financial aid and more than \$22.5 million in scholarships and grants are awarded annually. In athletics, the CSU Stanislaus Warriors are a NCAA Division II team and offer 14 men's and women's athletic programs in the California Collegiate Athletic Association.

Like all California State University campuses, CSU Stanislaus represents an ethnically diverse campus with particularly healthy Asian and Hispanic/Latino student populations. CSU Stanislaus has been designated as a Hispanic-serving Institution by the U.S. Department of Education. Additionally, The American Association of State Colleges and Universities recognized CSU Stanislaus as one of 12 public universities nationwide that demonstrate exceptional performance in improving retention and graduation rates.

CSU Stanislaus offers 42 undergraduate and 24 graduate programs within six colleges: the College of The Arts, the College of Business Administration, the College of Education, the College of Human & Health Sciences, the College of Humanities & Social Sciences and the College of Natural Sciences. The University also offers a doctoral degree in Educational Leadership. The College of the Natural Sciences (CNS) student headcount enrollment is just over 1,000 and includes degree programs in Biological Sciences, Chemistry, Cognitive Studies, Computer Science, Genetic Counseling, Ecology and Sustainability, Geology, Marine Sciences, Mathematics, Physics, and Physical Sciences.

California State University, Stanislaus is regionally accredited by the Western Association of Schools and Colleges. Thirteen specialized accrediting agencies recognize multiple programs across all six colleges, and within the College of Natural Sciences, the undergraduate Chemistry degree program is accredited by the American Chemical Society, and the graduate Genetic Counseling degree program is accredited by the American Board of Genetic Counseling.

CSU Stanislaus is also a member of the Western Undergraduate Exchange (WUE) program, which allows students from Arizona, Montana, Oregon, Alaska, Nevada, Utah, Colorado, New Mexico, Washington, Hawaii, South/North Dakota, Wyoming, and Idaho to receive discounted tuition as contrasted with a higher non-resident tuition.

## MISSION

*CSU Stanislaus places value on lifelong exploration, a student-centered community, continual discovery and ongoing transformation, and the ability for its campus community to attain new knowledge and challenge assumptions in order to support the institutional mission and vision.*



## MISSION STATEMENT

*The faculty, staff, administrators, and students of California State University, Stanislaus are committed to creating a learning environment which encourages all members of the campus community to expand their intellectual, creative, and social horizons. We challenge one another to realize our potential, to appreciate and contribute to the enrichment of our diverse community, and to develop a passion for lifelong learning. To facilitate this mission, we promote academic excellence in the teaching and scholarly activities of our faculty, encourage personalized student learning, foster interactions and partnerships with our surrounding communities, and provide opportunities for the intellectual, cultural, and artistic enrichment of the region.*

## BACKGROUND

The College of Natural Sciences (CNS) is one of CSU Stanislaus' six colleges. Bachelor degrees are offered in Biological Sciences, Chemistry, Cognitive Studies, Computer Science, Geology, Mathematics, Physical Sciences, and Physics. The College also offers master's degrees in Ecology and Sustainability, Genetic Counseling, and Marine Sciences. The undergraduate Chemistry program is accredited by the American Chemical Society and the graduate Genetic Counseling program is accredited by the American Board of Genetic Counseling. CNS is also home to the Endangered Species Recovery Program, a cooperative program with the U.S. Fish and Wildlife Service and the U.S. Bureau of Reclamation.

Founded in 2007, CNS is home to over 60 full-time faculty and staff, over 950 Bachelor's degree candidates, and graduate students. Of all the CNS degree programs, Biological Sciences has the most enrollment. There are over 600 undergraduate students pursuing a degree in Biological Sciences, which represents 9% of the entire undergraduate community at CSU Stanislaus.

The College of Natural Sciences values the combination of practical applications and support of scientific theory and methods. CNS students are encouraged to gain practical laboratory, clinical, and field experiences, and to engage in theoretical research in order to prepare for competitive careers in the Sciences or pursue advanced degrees.

In August 2007, CSU Stanislaus opened its newest building, the Nora and Hashem Naraghi Hall of Science, which provides students with 110,000 square feet of state-of-the-art classrooms, laboratories, an animal care facility, and a greenhouse. The U.S. Green Building Council for the Leadership in Energy and Environmental Design (LEED) program gave Naraghi Hall of Science a "Silver" rating in 2008 for its environmentally friendly features.

The University is ably led by Dr. Hamid Shirvani (Ph.D., Princeton University), an accomplished architect with both public and private higher education experience. He is noted for his emphasis on quality academic programs and various entrepreneurial pursuits, including fund raising prowess. The Dean of Natural Sciences will report to Dr. James T. Strong, who is Provost and Vice President for Academic Affairs. Dr. Strong came to the University in 2010 from another CSU campus, where he served as Dean of the College of Business. He believes strongly that all of the academic deans should be "rainmakers" who create or grow programs and, by doing so, bring additional resources to the program, college, and university.

## CHALLENGES

### **Major challenges for the next Dean of the College of Natural Sciences are:**

- Taking this young college to its next level of academic excellence; building upon its recent successes in pulling together the hard sciences, mathematics, and computer science into a cohesive whole;
- Leading an exciting new strategic planning and budgeting process for identifying the most important academic priorities for the future of CNS;



## CHALLENGES (continued)

- Engaging in fund-raising and grantsmanship for faculty/student research and securing state-of-art equipment for CNS; establishing a number of endowed chairs in the sciences;
- Exploring new graduate programs that build on the success of the advanced programs in Biology;
- Developing new interdisciplinary programs in such areas as sustainability and green technology, and bringing other colleges into this important endeavor;
- Implementing on-line and blended programs in science; cooperating with the Dean of Extended Education on such ventures; and
- Building college cohesiveness and a climate of trust between the college and the central administration.

## QUALIFICATIONS

**The next Dean of Natural Sciences will be a strong leader who can build and fund programs, and offer a number of strategies for building the College's quality and reputation. The new dean will be a person of unquestioned integrity and a strategic thinker who:**

- Holds an earned doctorate from a regionally accredited institution of higher education in one of the CNS disciplines or in a related field;
- Is a committed role model for, and has a strong scholarly record in, research, teaching, and service; meets the criteria of holding the rank of full professor at CNS;
- Is an accomplished leader as a dean, associate dean, divisional chair, and/or chair of a large, complex science department;
- Demonstrates a successful record of commitment to peer evaluation, curricular assessment, and program review; knows regional and specialized accreditation; believes in continuous improvement and is a person of vision;
- Possesses strong communication skills in speaking, listening, and writing; is accomplished in interpersonal relations;
- Has a collaborative management style; is a team leader and team player within CNS and with the other deans;
- Produces a record of obtaining grants (added pluses include foundation and private support);
- Knows technology and how to maximize student learning in using different modalities; and
- Is experienced in using data for decision making, developing budgets and strategic plans.



# CSU STANISLAUS KEY INDICATORS 2010

Investment in Plant, less depreciation:	\$133.32 million
Plant Replacement Insured Value:	\$5.92 million
Cost of Operating Physical Plant:	\$6.79 million
Deferred Maintenance:	\$451,112
Endowment:	\$8.87 million
Budget:	\$93.07 million
Tuition:	\$11,160 out-of-state only per year for full-time undergrads, \$8928 for full-time out-of-state graduate students, or \$372/credit hour for out-of-state; Fees for full-time students: \$5,302 (UG); \$6,286 (GR)
Student Enrollment for fall, 2007:	8,836 (UG: 7,088, GR: 1,748) – Fall 2007 8,305 (UG: 6,970, GR: 1,335) – Fall 2010
Average ACT Score:	20 (Fall 2010 FTF, n=364)
Freshman Retention Rate:	85.8% (Fall 2009 FTF cohort)
Graduation Rate:	50.2 (Fall 2004 FTF cohort)
Living Alumni:	38,681
Number of Full-time Faculty:	265 (Fall 2010)
Tenured:	63% tenured; 84% tenured/tenure track
Average Faculty Salaries:	Professor: \$90,462-M, \$91,177-W Associate Professor: \$70,359-M, \$67,448-W Assistant Professor: \$60,734-M, \$66,070-W
Student/Teacher Ratio:	22 to 1 (Fall 2010)
Degrees:	Undergraduates: 1,429 (09/10) Graduate: 249 (09/10)
Library Volumes:	378,200
Athletics League:	NCAA Division II



## APPLICATION PROCEDURES

Review of applications begins **May 23, 2011** and continues until the position has been filled. To ensure full consideration, materials should be received by that date. To be considered, candidates should e-mail, as MS Word or Adobe Acrobat attachments: 1) a cover letter that addresses the challenges and qualifications listed above; 2) a current résumé or C.V.; and 3) the names and contact information of three references to: [csustancns@rhperry.com](mailto:csustancns@rhperry.com).

## FOR FURTHER INFORMATION, 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.

*CSU Stanislaus is an Equal Opportunity/Affirmative Action Title IX/Section 503/504 employer.  
Qualified women, minorities, and persons with disabilities are encouraged to apply.*

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

