



*Search for the Dean
San José State University, College of Information, Data & Society
San Jose, California*

San José State University (SJSU) seeks a visionary and collaborative leader to serve as the inaugural Dean of the College of Information, Data & Society, the first college of its kind in the California State University system.

For nearly 170 years, SJSU has pushed boundaries around innovation and industry connections, all while prioritizing the education of diverse student populations from the region and across the globe as the first public university in the West. Recognized as one the top public universities in the nation, SJSU's academic programs consistently earn top rankings among public universities, with graduates achieving high salaries, according to the *Wall Street Journal* in 2024. As the second-largest research university in the CSU system with expenditures exceeding \$80M in 2023-2024, SJSU is committed to further expanding its research profile and developing new academic programs and collaborations with corporations and nonprofit organizations across the Silicon Valley and beyond.

The newly formed College of Information, Data & Society (IDS) brings together two leading interdisciplinary academic units: the School of Information (iSchool) and the Department of Applied Data Science (ADS). This bold cross-campus strategy expands SJSU's capacity to lead in workforce development across critical fields such as information and library science, artificial intelligence (AI), big data analytics and ethics, instructional design, and cybersecurity at both the undergraduate and graduate levels. Positioned at the intersection of technology and practice, IDS connects professionals, institutions, businesses, and industries to Silicon Valley's only public university, offering educational programs that empower individuals to become engaged citizens of a global society. And, it does so in a highly collaborative environment, where cross-college collaborations and programs are highly valued.

The iSchool and ADS have consistently grown over the years, offering both online and in-person degree programs such as the Bachelor of Science in Information Science and Data Analytics, the Master of Library and Information Science, the Master of Archives and Records Administration, the Master of Science in Informatics, and the Master of Science in Data Analytics. The iSchool, a trailblazer in online education for over 55 years, prepares students for diverse careers as information professionals in areas such as libraries and librarianship, user experience design, digital asset management, information architecture, electronic records management,

information governance, and digital preservation. As the first information school within the CSU system, the iSchool consistently ranks among the top programs in the country by *U.S. News and World Report*. The Applied Data Science Department addresses the growing demand for interdisciplinary talents capable of designing and deploying intelligent solutions to real-world data challenges, equipping students to excel in today's data-driven society.

This is an unparalleled opportunity to lead a newly launched college at the forefront of information and data science during a transformative period of growth and innovation. The inaugural Dean will shape the future of a college that is not just growing but thriving. The Dean will ensure the college's priorities align with the broader university goals and are responsive to the rich diversity of the region and the state.

To be successful, the Dean will address the following opportunities and challenges, outlined in greater detail on page 6 of the document:

- **Advance a shared vision to support IDS in shaping the future of information and data science**
- **Expand enrollment of undergraduate and graduate populations by hybridizing academic programs – leveraging faculty to serve more residential students – and ensuring student success**
- **Recruit and retain a diverse, world-class faculty and staff**
- **Maintain and build robust partnerships across the university, in the industry, and beyond**
- **Manage and grow resources in support of the mission of IDS**

A list of the desired qualifications and characteristics of the Dean can be found at the conclusion of this document. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

ABOUT CALIFORNIA STATE UNIVERSITY

The California State University (CSU) system spans the state of California and has an annual budget of more than \$8 billion. It is not only the largest four-year university system in the nation, but also one of the most diverse and affordable. With 23 campuses, more than 450,000 students, and 63,000 faculty and staff, CSU is a leader in high-quality, accessible, student-focused higher education. A student success initiative in the CSU system, the Graduation Initiative 2025 (GI 2025), is the CSU's ambitious effort to increase graduation rates for all CSU students while eliminating opportunity and achievement gaps. The CSU system provides opportunities for upward mobility to a broadly diverse student body and empowers those students to become leaders in the changing workforce.

To learn more about the California State University system, see <https://www.calstate.edu/>.

ABOUT SAN JOSE STATE UNIVERSITY

Established in 1857, [San José State University \(SJSU\)](https://www.sjsu.edu/) has grown into a comprehensive university with ten academic colleges – Lucas College and Graduate School of Business, Connie L. Lurie College of Education, Charles W. Davidson College of Engineering, College of Graduate Studies, College of Health and Human Sciences, College of Humanities and the Arts, College of Information, Data & Society, Professional and Global Engagement, College of Science, and College of Social Sciences – a College of Graduate Studies and the MLK Library. The university offers a diverse range of undergraduate, graduate, and doctoral programs in 250 areas of study. As the first public university in the West, SJSU is an empowering institution enrolling historically underserved students, driving inclusion, and embracing talent from diverse cultures from the region and across the globe.

Located in the heart of the Silicon Valley, SJSU is renowned for its strong emphasis on innovation and industry connections as an essential partner in the economic, cultural, and social developments of Silicon Valley and California. SJSU offers rigorous courses and research opportunities to approximately 36,000 students comprising the most ethnically diverse student populations in the nation. As a top performer in student upward mobility, SJSU is a Hispanic Serving Institution (HSI) and Asian American and Native American Pacific Islander Serving Institution (AANAPISI), with 44% of students identifying as first-generation. As part of the commitment to serving a diverse campus community, SJSU established the Office of Diversity, Equity, and Inclusion, which provides services and training opportunities to all members of the campus community to create a more just and welcoming University.

For more than 60 years, SJSU has developed to meet the needs of the region, state, nation and world, operating in many ways as the original Silicon Valley startup. SJSU has 2,120 faculty members who combine research, scholarship, and creative activity with industry or practical experience and create a problem-solving and entrepreneurial culture. In fact, SJSU is ranked in the top 200 nationally in research funding spending and 2nd in research productivity in the CSU system with \$65M in annual research expenditures. With a commitment to excellence in teaching and research, SJSU is poised to provide the support and structure for students to become transformative leaders in their communities and globally, while investing in faculty research and scholarships.

The university completed its first comprehensive fundraising campaign in 2013, raising more than \$208 million, and continued reaching new heights from its philanthropic support with more than \$105 million in new gifts and pledges received. The university is preparing for its next comprehensive fundraising campaign to support its bold and ambitious strategic plan, Transforming 2030, which will ultimately serve as a direct investment in students, faculty, and staff.

TRANSFORMING 2030

San José State University is well into its 2030 strategic plan, which will position the university to evolve with the needs of students, region, and the world. As the university experiences a transformational shift in culture and momentum as a pre-eminent urban public university committed to academic excellence and diversity, equity, and inclusion, the strategic plan will serve as the blueprint to guide students, faculty, staff, alumni, and external stakeholders to actualize the university's position as a nationally prominent urban public university. The 2030 strategic plan is undergirded by five goals:

1. [Engage and Educate](#)
2. [Excel and Lead](#)
3. [Grow and Thrive](#)
4. [Connect and Contribute](#)
5. [Rebuild and Renew](#)

Transforming 2030 incorporates the dynamic, diverse, and engaged campus community and thriving region in the heart of the Silicon Valley to better position SJSU to have far-reaching and global impact. The strategic plan serves as a framework to realize an ambitious future and a roadmap for fulfilling the university's mission. For more information, please visit <https://www.sjsu.edu/strategicplan/>.

ABOUT THE COLLEGE OF INFORMATION, DATA & SOCIETY

The [College of Information, Data and Society](#) (IDS) was established in 2024 and was previously known as the College of Professional and Global Education. The new college consists of the School of Information (iSchool) and the Department of Applied Data Science (ADS), highlighting the significant impact and growing demand of these programs. With a mission to provide access to relevant educational programs that allow individuals to gain knowledge in a dynamic and

innovative environment and become engaged and productive members of an evolving and global society, the college aspires to be globally recognized and shape the future workforce.

As of Fall 2024, the College enrolls over 3,500 students from around the world. The faculty consists of 32 tenure-track and 10 full-time lecturers. The school also employs 19 staff and two MPP's, an Associate Dean and a Director of Resources and Operations (DRO). IDS is currently in the process of hiring four to five more tenure-track faculty across the iSchool and ADS this year with the goal of further increasing faculty across the College in the next two to five years.

San José State University has been a leader in the field of Library and Information Science since 1928 when the university taught its first Library Science course. The iSchool offered its first graduate degree in Library Science in 1954 and has since awarded graduate degrees to information professionals across the Silicon Valley and globally. In fact, the iSchool graduates 14 percent of all library masters students in the country. The iSchool introduced its second graduate degree in 2008 and has continued to grow academic disciplines, including offering online certificates and establishing the school's first bachelor's degree program in 2020. The iSchool carries forward its vision to be a global leader within the information professions and expand knowledge in the field through research, innovation, and service by joining the College of Information, Data and Society.

The Applied Data Science Department offers academic programs to address emerging workforce demands of interdisciplinary talents designing and deploying intelligent solutions to real-world data challenges serving as an academic hub in partnership with other SJSU departments and industry partners. Given the proximity to Silicon Valley, the department continuously seeks guidance from leading data professionals and companies to ensure the curriculum is relevant to the workforce needs in the region.

IDS is home to several industry partnerships in the region and nationally, including with Coursera, Apple, Nvidia, and more. These opportunities advance the College's mission in supporting students to meet the global demands in the data and information industry and create pipelines for internships and career opportunities. Students and faculty collaborate across centers and labs, providing hands-on learning, research, and growth opportunities. These include the Silicon Valley Center for Artificial Intelligence and Cybersecurity, iSchool Center for Information Research and Innovation (CIRI), iSchool ICAN Lab, Cross-Campus Interdisciplinary Responsible Computing Learning Experience (CIRCLE), and iSchool Library Technology Integration (LTI) Lab.

Students, alumni, and faculty of IDS are able to engage in academic, professional, and research-oriented events that bring together leaders in the field across a variety of issues impacting the field, including online student conferences, equity, diversity, inclusion (EDI) and social justice webinar series, iSchool EDI Symposia, Library 2.0 Virtual Conference, and a number of events hosted by The Big Data and Cybersecurity Center. Students are also encouraged to participate in student chapters of professional associations and special interest groups across the university, many of which have won numerous awards recognizing their excellence and innovative approaches to serving online students.

The College of Information, Data and Society offers interdisciplinary and forward-looking academic programs that prepare students to address the world's increasing challenges with data, information, records, and archives through technology-oriented, user-focused practices and solutions. The college offers five degree programs and three online certificate programs providing students with the tools to solve complex issues and preparing them for the field. The college offers the following programs:

- *Bachelor of Science in Information Science and Data Analytics* prepares students to work with data, technology and people.
- *Master of Library and Information Science* equips students for exciting careers as information professionals who work in myriad information environments and professional positions. It is also fully accredited by the American Library Association and ranked #23 in the nation by *US News & World Report*.
- *Master of Archives and Records Administration* trains students for careers in the rapidly expanding fields of records management, corporate archives and information governance.
- *Master of Science in Informatics* is a 100% online degree program that prepares students for exciting careers focused on analyzing and managing data, securing data, and actionizing data for users within a specific field.
- *Master of Science in Data Analytics*, crafted in collaboration with industry leaders from Silicon Valley, trains students from diverse academic and professional backgrounds with the advanced education necessary to draw insights from real data and apply analytical skills to solve real-world problems. Students will be prepared to conduct high-volume data management, predictive analytics, data visualization, and generative AI Models to solve these issues in their career.

The College of Information, Data and Society offers three online graduate certificates, which include:

- *California Teacher Librarian Services Credential* for individuals looking to work as a school librarian in California.
- *Advanced Certificate in Strategic Management of Digital Assets and Services* preparing master's students and information professionals who are looking to gain practical skills needed to manage the increasing variety of digital information.
- *Post-Master's Certificate in Library and Information Science* equipping master's-level professionals with the skills to solve current emerging trends.
- *Gateway PhD Program with Manchester Metropolitan University* preparing individuals for research, faculty and leadership positions in the field of library and information science.

ROLE OF THE DEAN

The Dean will be responsible for championing a vision and strategy to guide the future direction of the IDS while engaging with the broader University community to define and implement the mission of the college toward the advancement of research, teaching, and academic excellence. The Dean will demonstrate a genuine commitment to and aptitude toward advancing diversity, equity, and inclusion and integrating this across all areas of the college's work. As an external representative for IDS, the Dean will cultivate resources to build the college's capacity as a regional and national model of information science, data analytics, and librarianship education.

The Dean is responsible for the College's strategic, research, academic, philanthropic, and financial affairs; manages a team that includes the Associate Dean of Academics, Senior Director of Resources and Operations, Chair of the Department of Applied Data Science, and Director of the School of Information; and oversees an operating budget of approximately \$21M. Reporting to [Provost Vincent J. Del Casino Jr.](#), the Dean will serve as a member of the Provosts' Academic Affairs Leadership Team (AALT), Dean's Council, and the University Leadership Council.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

Advance a shared vision to support IDS in shaping the future of information and data science

IDS is experiencing a period of rapid growth, positioning it to be a leader in addressing the future of information and information systems, data and data science, and AI-related and machine learning technologies. As conversations surrounding AI, privacy, access, and the role of libraries permeate academia, industry, and society, IDS has a unique opportunity to drive the dialogue and educate the next generation of leaders to address these issues. The founding Dean will champion a vision that brings together students, faculty, and staff, and communicate this broadly

to strengthen the college's regional, national, and international reputation. The Dean will also incorporate diversity, equity, and inclusion in the strategy to cultivate a diverse workforce that reflects the society it serves and reinforces the university's role as a Hispanic-Serving Institution. Additionally, the Dean will promote a culture of innovation and research excellence, positioning IDS at the forefront of emerging technologies and methodologies. By defining roles, streamlining processes, and implementing transparent and inclusive policies, the Dean will foster collaboration across IDS and build strong partnerships with other colleges. Ultimately, the Dean will create a cohesive vision that drives IDS forward, ensuring it remains a leader in shaping the rapidly evolving landscape of information and data science.

Expand enrollment of undergraduate and graduate populations by hybridizing academic programs – leveraging faculty to serve more residential students – and ensuring student success

The increase in enrollment across the iSchool and ADS, particularly at the graduate level, demonstrates the growing demand in the field. The Dean will formalize an enrollment strategy that continues to build a strong graduate population and also prioritizes undergraduate growth. With many IDS programs currently online, the Dean will strategize on expanding and hybridizing undergraduate offerings to establish a stronger on-campus culture and identity for the college. The Dean will partner with the Provost and collaborate across academic disciplines to develop innovative undergraduate programs, including understanding multiple funding streams.

Equally important will be ensuring student success and career readiness, given the applied nature of the programs. The Dean will need to implement robust support systems to maintain high retention and graduation rates across both online and on-campus programs. This includes enhancing career services tailored to information and data science fields, expanding internship and co-op opportunities by leveraging Silicon Valley connections, and fostering a vibrant, inclusive student community. The Dean must also remain attuned to future opportunities for program development, ensuring that curriculum and degree offerings evolve in tandem with the rapidly changing landscape of information and data science and the needs of the job market. By focusing on both enrollment growth and student outcomes, the Dean will position IDS graduates for success in the competitive tech-driven job market, further enhancing the college's reputation and appeal to prospective students.

Recruit and retain a diverse, world-class faculty and staff

Faculty and staff in IDS are critical to fulfilling the college's mission. As IDS aims to increase enrollment and develop its presence as a national model, the Dean will advance the recruitment and retention efforts of talented faculty and staff who are passionate about contributing to the college's mission. The growing interest in fields such as artificial intelligence and the interdisciplinary nature of the college presents opportunities to attract faculty in cutting-edge areas to strengthen the college's research profile and academic excellence. The Dean will also work on strategies for creating additional faculty lines while navigating the complexities of self-supported and state-based funding streams and investing in retention efforts and professional development opportunities for faculty and staff. The Dean will also focus on expanding research support to help faculty secure external funding and promote collaborative projects across disciplines with partners within and beyond SJSU, further positioning IDS as a leader in cutting-edge research.

As IDS continues to grow, the Dean will need to be mindful of the equity implications for faculty who teach primarily online and those who teach on campus. Ensuring equitable access to resources, opportunities for professional growth, and support for faculty across different teaching modalities will be essential in fostering a unified faculty. To be successful, the Dean will have exceptional interpersonal and management skills, a commitment to mentorship, and champion a culture of collaboration across IDS.

Maintain and build robust partnerships across the university, in the industry, and beyond

As IDS seeks to maximize its impact in the fields of information and data science, the Dean will play a crucial role in forging strategic partnerships with internal and external stakeholders. Leveraging SJSU's collaborative culture and a strong cohort of deans, among colleges across SJSU will allow the Dean to continue to build strong relationships with campus partners and support the growth of interdisciplinary academic programs that are complementary to established departments. Given the university's proximity to Silicon Valley and strong connections to the library and corporate industries, the Dean will identify and cultivate industry partnerships while being strategic and thoughtful in managing these partnerships. This work will be instrumental in building a pipeline of the future workforce regionally, nationally, and internationally.

Manage and grow resources in support of the mission of IDS

IDS is in a strong financial position due to the diversity of funding from state- and self-funded revenue. The Dean will need to thoroughly understand this mixed funding model while also developing capacity for fundraising by expanding networks and identifying new revenue streams. IDS has several advantages, including significant opportunities for resource growth, a strong alumni base, strategic geographic location, and potential for external partnerships in Silicon Valley and beyond. To be successful, the Dean will bring an entrepreneurial spirit along with a strong financial acumen to maintain a healthy and sustainable budget that can support the college's ambitious growth plans and evolving needs in a dynamic field.

QUALIFICATIONS AND CHARACTERISTICS

The search committee enthusiastically welcomes applicants from a wide range of backgrounds and experiences. It will consider the factors below when evaluating candidates for this important leadership role. A successful candidate should possess many of the following characteristics:

- A terminal degree in an information or data science discipline or equivalent is required;
- Demonstrated record of teaching, research, service, and/ or experience meriting appointment as a tenured professor, preferably in the college;
- Significant administrative and leadership experience;
- Demonstrated ability to develop a culture of philanthropy;
- A demonstrated record in achieving and maintaining program accreditation and/or working in a collective bargaining unit;
- Demonstrated commitment to and aptitude for advancing diversity, equity, inclusion, and belonging efforts;
- Excellent collaboration and consensus-building abilities to bring together a diverse group of constituents as well as a commitment to shared governance;
- Exceptional oral and written communication skills;
- Ability to implement solid, proven effective budgeting and management skills;
- Strong interpersonal communication skills, including collegiality and collaboration appropriate for interacting with a diverse range of individuals and settings;
- Desire to promote academic excellence and innovation, including the use of technology to address equity gaps;
- Demonstrated ability to lead forward-looking and innovative academic initiatives and support faculty and staff in a complex collaborative environment;
- A firm understanding of higher education and ability to identify, interpret or develop relevant policies and procedures;

- Exemplary analytical, strategic, and critical thinking skills with a strong emphasis on data-driven decision making and innovative thinking approaches with demonstrated outcomes;
- Skilled in effective academic planning, administration, and personnel management.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process/until the position is filled. **For best consideration, please apply by October 30, 2024.** For more details and to submit inquiries, nominations, referrals, and applications, please see the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/san-jose-state-university-college-information-data-society/dean>. Applicants may also complete a [Voluntary Self Identification Form for Executives](#) to assist the CSU system's recruitment efforts and workforce diversity.

The CSU salary bands set the pay ranges for deans and classify the salary band for an Administrator IV at \$115,000-\$370,752; the anticipated hiring range for this position is \$225,000-\$240,000.

Cati Mitchell-Crossley, Phuong Ta, Luciano Zuniga, and Thea Kosmack
Isaacson, Miller
1000 Sansome Street, Suite 300
San Francisco, CA 94111

San José State University (SJSU) is an Equal Opportunity/Affirmative Action employer committed to nondiscrimination on the basis of age, ancestry, citizenship status, color, creed, disability, ethnicity, gender, genetic information, marital status, medical condition, national origin, race, religion or lack thereof, sex, sexual orientation, transgender, or protected veteran status consistent with applicable federal and state laws. This policy applies to all SJSU students, faculty and staff programs and activities. Title IX of the Education Amendments of 1972, and certain other federal and state laws, prohibit discrimination on the basis of sex in all education programs and activities operated by the university (both on and off campus).