



Search for the Dean
San José State University, Connie L. Lurie College of Education
San Jose, California

THE SEARCH

San José State University (SJSU) seeks a visionary and collaborative leader to serve as the Dean of the Connie L. Lurie College of Education (LCOE). SJSU was founded as a training ground for teachers on the western frontier, and though it has grown dramatically in the years since, the University's mission and values remain rooted in education. The Dean of the Connie L. Lurie College of Education will build on the excellent foundation of the College and lead in a thoughtful and entrepreneurial manner, further distinguishing and deepening the work of LCOE on campus and in the community.

SJSU is the oldest public university on the west coast, and for nearly 170 years, the University has been a leader in serving the students of California while advancing scholarly innovation and community engagement. Recognized as one of the top public universities in the nation, SJSU's academic programs consistently earn top rankings among public universities. As the second-largest research university in the California State University system, with research expenditures exceeding \$80M in 2023-24, SJSU is committed to further expanding its research profile and developing new academic programs and collaborations with academic partners, nonprofit organizations, and corporations across Silicon Valley and beyond.

The Lurie College of Education prepares transformative educators, counselors, therapists, as well as school, community, and higher education leaders. The College's work extends across disciplines, valuing and sustaining the linguistic and cultural practices of the students served by the College. With a diverse array of offerings in bachelor's and master's degrees, teaching credential programs, an Ed.D degree in education leadership, and innovative centers and institutes, the College is committed to the preparation of educators—including teachers, administrators, counselors, and service providers—focusing on developing the knowledge, skills, dispositions, and ethics needed to ensure equity and excellence for all students in a culturally diverse, technologically complex, and global community. In recent years, the College has experienced enrollment growth, increases in student support, and new initiatives that advance equity within education. The next Dean will build on these successes and continue the College's positive trajectory, prominence, and impact in California and beyond.

To be successful, the next Dean will address the following opportunities and challenges, outlined in greater detail on page 5 of the document:

- Advance forward-thinking strategic leadership and vision to enhance the College's impact on the local, regional, and national education landscape
- Deepen partnerships in the community and strategically lead the College's fundraising efforts
- Recruit and retain a highly talented faculty and staff
- Advance SJSU's mission as Silicon Valley's public university
- Expertly steward and develop the College's resources across funding sources

A list of 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. 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 \(SJSU\)](#) has grown into a comprehensive university. 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.

SJSU is home to over 37,000 students comprising the one of 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). 44% of SJSU students identify as first-generation. The university offers its students a broad range of undergraduate, graduate, and doctoral programs in 250 areas of study through the 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 and Society, College of Science, and College of Social Sciences, Connie L. Lurie College of Education, and Lucas College and Graduate School of Business.

Located in the heart of the Silicon Valley, SJSU is renowned for its strong emphasis on research, innovation, and industry connections as an essential partner in the economic, cultural, and social

developments of Silicon Valley and California. 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. The university is ranked in the top 200 nationally in research funding spending and 2nd in research productivity in the CSU system, with \$83M in annual research expenditures.

SJSU 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. 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, Transforming 2030 serves 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 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.

ABOUT THE CONNIE L. LURIE COLLEGE OF EDUCATION

As a learning community dedicated to equity and excellence, the [Connie L. Lurie College of Education](#) (LCOE) champions equitable access and outcomes to actualize each student's unique potential as an individual. The diverse college community manifests its commitment in the rigor of its academic programs, in the contributions of its teacher-scholar faculty, and in its high levels of staff service. The result is outstanding educator preparation that allows each member of the LCOE community to navigate and impact the ever-changing education landscape with dedication, vision, and creativity.

The College enrolls 2,362 students across six departments: [Childhood and Adolescent Development](#), [Communicative Disorders and Sciences](#), [Counselor Education](#), [Educational Leadership](#), [Special Education](#), and [Teacher Education](#). In addition to undergraduate majors and minors, master's degree programs, and a series of credentialing programs, the College offers an [Ed.D Leadership Program](#) that is designed to prepare the next generation of educational leaders with the knowledge and skills to build a P-16 public education system that provides all students with a high quality education. The College employs a total of 117 part-time and full-time faculty by headcount, with 57 of those being tenured and tenure-track faculty, and approximately 28 staff and administrators.

In 2020, the College adopted a [strategic plan](#) after months of dialogue and reflections across faculty, students, and staff. The strategic plan is centered around a College that is community-engaged, culturally

sustaining, holistic, and interdisciplinary in its approach. In the past few years, in alignment with the strategic plan, the College has worked to expand academic programs and opportunities significantly by introducing a new degree in early childhood education, a higher education master's program, a speech-language pathology master's program, and California's first PK-3 teaching credential program. The College has also unveiled new centers and institutes like the Institute for Emancipatory Education, the Center for Innovation in Applied Education Policy, the Early Childhood Institute, and the Healthy Development Community Clinic. To strengthen access to its academic programs, the College recently expanded its doctoral program to include fully online modalities and created a streamlined pathway for students in the educational leadership master's program to continue into a doctoral cohort.

The College is also a campus leader in advancing student success initiatives. The Student Success Center at LCOE provides personalized student support to ensure progress toward goals and aspirations. Offering holistic advising, tutoring resources, student engagement opportunities and professional development, the Center promotes lifelong learning and provides students with resources to create a clear path to graduation and student success.

LCOE has exponentially increased its scholarly and research impact and achievements in external grant funding in recent years. Over the 2023-2024 academic year, the College saw a 395% increase in research funding from 2022-2023, and LCOE faculty secured over \$10 million in funds to support innovations in research and practice. LCOE faculty often engage undergraduate and graduate students in research to enhance student learning, retention, and graduation rates, and to strengthen student readiness for career success.

The College plays a vital role in the California educational community, helping to set the standards for educator preparation at the local, state, and national levels. The LCOE leadership team collaborates closely with a 25-member [Advisory Board](#), a group of dedicated professional leaders across the education sector who lend their resources, brainpower, and diversity of thought to support the College in fulfilling its mission and goals.

The College is accredited by the California Commission on Teacher Credentialing (CTC).

For more information about the Connie L. Lurie College of Education, please visit <https://www.sjsu.edu/education/>.

ROLE OF THE DEAN OF THE CONNIE L. LURIE COLLEGE OF EDUCATION

Reporting to [Provost Vincent J. Del Casino Jr.](#), the Dean serves as the chief executive for the Connie L. Lurie College of Education, providing leadership and direction for all the College's programs and departments. In doing so, the Dean works with department leaders, faculty, staff, and other senior university administrators to define, articulate, and successfully implement an innovative and distinctive vision for the College as a national and international leader for education in the 21st century.

The Dean is responsible for the leadership of the College's strategic planning, student success efforts, accreditation, enrollment, academic program planning, assessment of curriculum and instruction, recruitment and evaluation of faculty and staff, professional development and research support, budgeting and management of funds, and the allocation and use of facilities. The Dean demonstrates a clear understanding of state and national trends in education and works in partnership with the university and throughout the community. The Dean represents LCOE and SJSU in community, civic, cultural, and professional organizations. The Dean also works to develop resources from internal and external sources to further the goals of the College and the University. As a member of the Provost's leadership team, the Dean works with the president, provost, and other deans and senior administrators to accomplish the university's goals.

The Dean oversees an administrative team composed of an associate dean, six department chairs, a director of resources and operations, a director of alumni engagement, and an executive assistant, and manages a budget of nearly \$14M.

KEY OPPORTUNITIES FOR THE DEAN

In carrying out the responsibilities of the position, the next Dean of the Connie L. Lurie College of Education at SJSU will have several key opportunities that can be leveraged to advance the college, which are outlined below.

Advance forward-thinking strategic leadership and vision to enhance the College's impact on the local, regional, and national education landscape

The Lurie College of Education has had an impressive trajectory in recent years, and the College seeks to further enhance its impact. To shape the College's vision for the future, the Dean will prioritize and integrate the value and ambitions of faculty, staff, students, alumni, and external stakeholders and embrace emerging opportunities, building on existing positive momentum. In doing so, the Dean will ensure that the College continues to foster a culture of inclusive and academic excellence, leading the College's academic planning, curriculum, and instruction assessment efforts and ensuring the necessary support for all students to thrive at SJSU and after graduation. The Dean will bring an entrepreneurial energy to the College's offerings, including expanding online access to programs, developing distinctive new self-support programs, initiating new academic and scholarly collaborations, building on community engagement work, and ensuring that LCOE is at the forefront of best practices in pedagogy for graduates to meet the needs of the region, state, and nation.

Deepen partnerships in the community and strategically lead the College's fundraising efforts

The College is deeply committed to strengthening public education across the state of California and has made significant strides in these areas. To continue this important work, the Dean will strengthen current initiatives and build new partnerships, on- and off-campus, focused on enhancing educational opportunity for all students. Through outreach to alumni, the local community, school districts, business, industry, and

government leaders, the Dean will tap into the region's entrepreneurial culture and build productive relationships that enhance LCOE's mission and goals. The Dean will play a critical leadership role in building and sustaining positive relationships with external stakeholders, including the LCOE Advisory Board. In addition, the Dean must be a compelling ambassador for the Lurie College of Education and will be a tireless advocate for the resources necessary to realize the College's ambitious mission and aspirations. The Dean will be called upon to lead advancement for the College by engaging its extensive alumni network, strengthening relationships with external partners, and pursuing new opportunities to increase philanthropic support.

Recruit and retain a highly talented faculty and staff

Faculty and staff in the Lurie College of Education are critical to fulfilling the College's mission. To sustain and advance the College's reputation and to support its future growth, the Dean will continue to prioritize attracting, retaining, and developing talented faculty and staff who are passionate about contributing to the College's mission of excellence in research, teaching, and service. As LCOE grows in its program offerings and course modalities, the Dean will ensure equitable access to resources, opportunities for professional growth, and support for faculty across different teaching modes. Equally important, the Dean will advance a workplace that values the professional development of staff and recognizes their critical role in achieving LCOE's mission. To be successful, the Dean will have exceptional interpersonal and management skills, a commitment to mentorship, and will champion a culture of shared governance and collaboration across LCOE.

Advance SJSU's mission as Silicon Valley's public university

SJSU is, in many ways, the original Silicon Valley startup, continually evolving over more than 160 years to meet the needs of the region, state, nation, and world. The university's vision – to be a nationally and globally recognized, student-centered public research university cultivating equity-minded social impact, global innovation, and community engagement – must serve as a driving force for the work of the Dean of LCOE. The Dean will champion efforts to ensure LCOE students receive an exceptional education that positions them for success and impact and will develop programs and offerings that attract and support a community that reflects the rich diversity of California and the innovative spirit of the region. The Dean will also be an active and engaged member of the University leadership team, working closely with colleagues across campus to drive forward SJSU's mission.

Expertly steward and develop the College's resources across funding sources

The next Dean of LCOE will inherit a college that is in a strong position with self-support programs and growing enrollment, and the Dean must manage resources strategically, fairly, and effectively to maximize strategic success and impact. This will include developing and recommending the College's annual budget; facilitating interdepartmental grant-writing and external funding proposals; overseeing resource acquisition and allocation; and managing facilities and infrastructure to support College and University goals for teaching and research. The Dean will provide strong and transparent financial leadership to the

College by leveraging existing resources, advocating for resources on behalf of LCOE, and capitalizing on opportunities that enhance the financial sustainability of the College. To be successful, the Dean will pair innovation with strong financial acumen to maintain a healthy and sustainable budget that can support the College's ambitious plans and evolving needs.

QUALIFICATIONS AND CHARACTERISTICS

The next Dean of the Connie L. Lurie College of Education should possess many of the following qualifications and characteristics:

- A terminal degree in an education discipline or equivalent is required;
- Demonstrated record of teaching, research, service, and/or experience meriting appointment as a tenured full professor;
- Demonstrated ability to provide energetic, effective, and visionary leadership for a diverse college community;
- Skill in fundraising, alumni relations, and building connections with K-12 partners, community organizations, and public/private entities;
- High personal integrity with an innovative, visionary, and entrepreneurial leadership style;
- Proven record of promoting academic excellence and innovation to enhance student and faculty success;
- Ability to inspire and provide resources for student learning, research, and success initiatives;
- Knowledge of national and disciplinary trends, accreditation standards, and state requirements;
- Open communication and transparent decision-making to foster a professional, ethical, collegial, and inclusive environment;
- Strong interpersonal communication skills to build relationships with students, faculty, staff, and external stakeholders, as well as effective presentation and public speaking skills for diverse audiences;
- Ability to work collegially with university leadership, faculty, and staff within a shared governance structure and in a unionized environment;
- Capacity to lead a management team collaboratively and collegially;
- Experience with and sensitivity to the educational goals of a multicultural population;
- Familiarity with educational technologies and contemporary teaching methodologies;
- Capability to lead grant activities and attract external resources;
- Exemplary analytical and critical thinking skills.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. For best consideration, please apply by April 4, 2025. To submit inquiries, nominations, and applications, please visit the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/san-jose-state-university-connie-l-lurie-college-education/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 Administrative IV at \$115,000-\$370,752; the anticipated hiring range for this position is \$220,000-235,000.

Cati Mitchell-Crossley, Lauren Wilkes, and Thea Kosmack
Isaacson, Miller

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