



California State University, Chico

Search for the Dean of the College of Engineering, Computer Science, and Construction Management

California State University, Chico (Chico State) seeks a proven leader to serve as the next Dean of the College of Engineering, Computer Science, and Construction Management (ECC). This is a distinct opportunity for a mission-oriented individual to lead an innovative and diverse college within a comprehensive residential university.

Chico State is a public university, operating as part of the 23-campus California State University (CSU) system, that serves approximately 13,000 students across seven colleges and five schools. Founded in 1887, Chico State is the second-oldest CSU campus, and the anchor institution in Northern California, serving an expansive 12-county service area. The University provides students a unique residential experience with a focus on undergraduate education. The campus motto, "Today Decides Tomorrow," is brought to life by experiential learning, student-focused faculty, and innovative thinking. Chico State has been rated a top-10 regional public university in the West by *U.S. News and World Report* since 1998, when the rankings began, and earned the highest possible score on the U.S. Department of Education's College Scoreboard.

The College of Engineering, Computer Science, and Construction Management (ECC) is home to degree programs in Civil Engineering, Computer Science, Computer Engineering, Computer Animation and Game Development, Concrete Industry Management, Construction Management, Electrical Engineering, Mechanical Engineering, Mechatronic Engineering, and Advanced Manufacturing and Applied Robotics. The College has an engaged faculty and staff committed to delivering a robust learning experience that ensures the success of Chico State's diverse student community.

The next Dean of ECC will be an inspiring, collaborative, and entrepreneurial leader who is able to build upon the past successes of the College, while providing an inspiring and visionary course for the future. The successful Dean will bring a strategic approach to addressing a range of opportunities and challenges, as outlined in this profile.

All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

About California State University, Chico

Chico State has been rated a top-10 regional public university in the West by *U.S. News & World Report* since 1998. In its 2023 [Best Colleges Rankings](#), US News & World Report recognized Chico State on a half-dozen lists—including a trio of regional top 25 placements: Social Mobility, Best Colleges for Veterans, and Top Public Schools. Chico State's national and regional recognitions for providing a high-quality, high-value education are prolific—and in a diverse array of categories. Within the last year, [College Consensus ranked the University](#) No. 2 in its "[Best Online Colleges and Universities](#)" and No. 8 in the "[Best Public Colleges and Universities](#)" lists—both national honors. And the University placed in the top 15 in a pair of [Washington Monthly's 2021 College Guide and Rankings](#) lists—"Best Bang for the Buck Rankings: West" and "[Master's University Rankings](#)."

The University includes seven colleges and five schools offering over 340 undergraduate and graduate academic programs: the College of Agriculture; the College of Behavioral and Social Sciences; the College of Business; the College of Communication and Education; the College of Engineering, Computer Science, and Construction Management; the College of Humanities and Fine Arts; and the College of Natural Sciences. Chico State also has 22 specialized centers that provide social, technical, and institutional support services to the University, region, and state.

Chico State employs approximately 1,100 staff members and 990 instructional faculty. Chico State faculty are dedicated scholars and teachers, and 82.5% of full-time faculty have doctorates or terminal degrees in their fields of study. The student/faculty ratio is approximately 23 to 1, and the average undergraduate class size is 30. Chico State is accredited by the Western Association of Colleges and Schools (WASC), as well as 25 professional associations covering all seven colleges.

Chico State has a unique and much beloved character that enhances the experience of all members of the campus community. Known as the Chico Experience, it includes a wonderful college-town atmosphere, a friendly climate on the campus, a strong sense of student community, distinctive and innovative programs, state-of-the-art academic technologies, robust opportunities for student support, and a strong sense of connection to regional community and environment. The University prides itself as being a social mobility vehicle for first-generation students and lessening the student debt burden for all graduates. Chico State has ranked 5th in the nation and 1st in California for the lowest student loan debt. It is also a Hispanic-Serving Institution, and the College of Engineering, Computer Science, and Construction Management is a Hispanic-serving college, and more than half of enrolled students are the first generation in their families to attend college.

About the College of Engineering, Computer Science, and Construction Management

The College of Engineering, Computer Science, and Construction Management is committed to recognizing the challenges of the 21st century. The disciplines within the College provide students with the knowledge and skills to meet these challenges. Faculty and staff work to develop and graduate students

who are well-rounded and career-oriented. As the demand for STEM-related professionals grows, many departments boast 100% job placement of graduates who go on to become industry leaders.

The College hosts distinctive and unique programs, such as the first Mechatronics program and the first and only Computer Animation and Game Development program in the CSU system. Further, it is one of only four institutions in the country to offer a Concrete Industry Management program and is home to the [California Pavement Preservation Center](#) and the [California Mechatronics Center](#). Programs are accredited by the Accreditation Board for Engineers and Technology, Accreditation for Construction Education, and the Association of Technology, Management, and Applied Engineering.

The College is home to nearly 2,500 students studying across seven departments. ECC offers accredited degree programs leading to Bachelor of Science (BS) in Computer Science, Computer Information Systems, Construction Management, and several Engineering disciplines (Civil, Computer, Electrical/Electronic, Mechanical, and Mechatronic). Distinctive BS degree programs are offered in Computer Animation and Game Development, Concrete Industry Management, and Advanced Manufacturing and Applied Robotics. The College also has Master of Science graduate programs in both Computer Science and Electrical and Computer Engineering. In addition, there are a variety of options for minors, including Advanced Manufacturing, Applied Computer Graphics, Biomedical Engineering, Computer Engineering, Computer Science, Heavy Construction, Video Game Design, and a newly created Cybersecurity program.

The ECC Student Success Center (ESSC) provides academic advising and support to all students in every discipline. Through these efforts, staff members in the College work to increase retention and timely graduation of students. The ESSC provides individualized academic support through advising, assisting with class scheduling, and directing students to additional campus resources.

The Role of the Dean

The Dean reports to the Provost and Vice President of Academic Affairs and serves as the academic and administrative officer of the College of Engineering, Computer Science, and Construction Management. This individual will be responsible for ensuring the vitality and long-term success of the College and engaging with the broader university community and beyond to advance an agenda of teaching, research, and service. They will also be expected to balance their leadership in the College with concurrent obligations as a citizen and leader of the broader Chico State community.

The Dean oversees 48 full-time tenure/tenure-track faculty, 47 lecturers, 19 staff, 2 managers, 68 student employees, and a budget of approximately \$9.8 million. The Dean of ECC reports to the Provost and Vice President for Academic Affairs. In January 2024, Leslie Cornick was named the new Provost and Vice President for Academic Affairs at Chico State. Dr. Cornick most recently served as the Dean of the School of Science, Technology, Engineering & Mathematics for the University of Washington Bothell.

Key Opportunities and Challenges for the Dean

Leverage the diversity of the College, the assets of the Chico State campus, and the strengths of the CSU brand to advance ECC

ECC is a distinctive academic enterprise with a strong foundation and tremendous potential. Building upon these existing strengths and the College's recently developed [strategic plan](#), the Dean will identify and execute on a set of ambitious objectives that will require establishing broad buy-in while bringing new ideas to help ECC realize its full potential. The new Dean will leverage the collective strengths of the unit to identify opportunities to support enrollment growth, pursue scholarly and pedagogical innovations, enhance student success measures, and meet evolving workforce needs.

Manage and grow resources to enable the College to realize its full potential and meet its ambitious objectives

As Chico State emerges from the effects of a global pandemic and demographic trends that have impacted enrollment across the CSU system, the Dean will need to possess sharp financial acumen to effectively manage resources and ensure the College has a healthy and sustainable future. They need the ability to make strategic business and budget allocation decisions while diligently managing complex fiscal realities. The Dean will pursue avenues for enrollment growth, work to identify key revenue generation opportunities, and effectively advocate on behalf of ECC for investment in critical areas. The Dean will help partner and engage internally and externally to support the needs of the College, including scholarships, endowed faculty lines, classroom technology, capital projects, new online programs, interdisciplinary programs with other colleges, and other key initiatives.

Enhance ECC's educational programs to deepen experiential learning and focus on the development of the 21st century professional

The new Dean will be a strong advocate and ambassador for the College's offerings and achievements, as well as working to ensure it remains a leader in producing highly skilled graduates within the region. The Dean will strengthen and continue to grow the College's activities and engagement in STEM issues, furthering its reputation in hands-on education and career preparation more broadly. They will also build strong ties with local, state, and national industries while developing and engaging a robust and diverse alumni base. In doing so, the Dean will be a connector between employer needs and talented students and graduates during and after their time at the university and will strengthen student support services to ensure that students will have access to valuable pre-professional internship opportunities in addition to job placement support.

Recruit, retain, and inspire an outstanding faculty and staff

ECC's faculty and staff are indispensable to its mission. The Dean will drive the recruitment, promotion, and retention of faculty and staff who are highly qualified and committed to the College's mission. The

incoming Dean will inspire loyalty and dedication to ECC's mission and will further boost and enhance the sense of community among faculty and staff at all levels. The expertise of faculty will be leveraged to encourage new ideas and engage in ongoing conversations to ensure faculty feel valued and supported. In addition, the Dean will serve as a partner to faculty in prioritizing the College's core mission: teaching and learning. Experience mentoring, managing conflict, and recognizing and rewarding employees for outstanding performance will be critical. The Dean should also be prepared to lead in a unionized environment.

Advance equity, diversity, and inclusion efforts internally and externally

Chico State is committed to building a broadly diverse community and engaging diverse ideas for the purpose of creating a more culturally competent education experience for its students. The Dean will work closely with leaders on campus and in the Office of Equity, Diversity, and Inclusion to support its community of faculty, staff, and learners. By bringing a critical consciousness to inequities in STEM education, the incoming Dean will ensure ECC's curriculum is inclusive and will work to break down barriers to success in an effort to foster an environment where students want to learn and faculty and staff want to teach and work. The Dean will bring demonstrated experience with equity, diversity, and inclusion, championing practices and policies to create an inclusive environment where all community members feel well-supported and empowered and to ensure that faculty and staff are able to effectively support the diversity of the student body they serve, which reflects changing College, university, and state demographics.

Strengthen critical relationships across ECC, Chico State, and with external stakeholders

ECC seeks a Dean who will work collaboratively to increase the prominence and success of its individual programs and collective strengths. The ongoing success of the College will hinge on the Dean's ability to forge ties with industry, government, community, and philanthropic partners, in addition to collaborators across campus. The Dean will continue to build strong relationships with faculty, staff, students, and leaders within the broader ECC and Chico State community. This work will extend beyond Chico State to include CSU peer institutions, as well as local, regional, and national partners as the Dean seeks ways not only to extend the College's reach but to have a border impact in STEM fields.

Qualifications and Characteristics

While no single candidate will have all of the following qualifications and characteristics, the ideal candidate should possess many of the following:

- An earned doctorate and academic or industry accomplishments appropriate for faculty appointment at the rank of full professor in one of the academic disciplines in the College;
- Ability to serve as an effective advocate for the College and its programs;
- A proven record of effective administrative leadership and managerial experience;

- A record of transparent, strategic, and successful fiscal management and ability to manage a complex budget efficiently and effectively;
- Ability to promote and support excellence in teaching, scholarship, professional activity, and service to the College, University, and community;
- Understanding of the diverse engineering, management, and technology departments and programs in the College;
- Demonstrated evidence of experience promoting diversity, equity, and inclusion for faculty, staff, and students;
- Ability to successfully engage and develop external relationships to build an infrastructure of fundraising and resource enhancement for program support and growth;
- Experience leading and/or facilitating accreditation efforts (e.g. ABET and ACCE) and/or quality assurance programs;
- Strong interpersonal and advocacy skills across diverse groups and populations;
- Competence/knowledge of working in a collective bargaining environment; and
- An appreciation for the expertise of ECC staff, and a desire to support staff professional development.

Compensation and Location

The estimated annual salary range for this position is \$210,000-230,000 and is commensurate with experience.

Chico is a vibrant community of approximately 102,000 people with easy access to Lassen Volcanic National Park, Napa Valley, San Francisco, Northern Oregon, and Lake Tahoe areas. Home to Bidwell Park, one of the largest municipal parks in the nation, Chico offers a high quality of life, affordable housing when compared to other California communities, strong commitments to sustainability, and access to numerous outdoor recreational opportunities and a thriving arts, music, and events scene. Over the years, Chico has garnered recognition among the “Best Places in America” by Forbes magazine, the “Best Places to Retire” by U.S. News & World Report.

Although primarily known as an agricultural area, Chico and the northern Sacramento Valley also have a robust, organized, and growing tech sector, including software and mobile application development, e-commerce, clean technologies, renewable energy, and advanced manufacturing. The city strives to maintain its strong sense of community, while simultaneously establishing itself as a dynamic regional center for business, education, recreation, and culture.

We acknowledge and are mindful that Chico State stands on lands that were originally occupied by the first people of this area, the Mechoopda, and we recognize their distinctive spiritual relationship with this land, the flora, the fauna, and the waters that run through campus. We are humbled that our campus resides upon sacred lands that since time immemorial have sustained the Mechoopda people and continue to do so today.

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the end of the search process. For best consideration, materials should be received by **February 20, 2024**.

Inquiries, nominations, and referrals can be submitted online at <https://www.imsearch.com/open-searches/california-state-university-chico-ECC>. Applications must be submitted through the Chico State Online Employment System website: <https://jobs.csuchico.edu/ch/en-us/job/535263/dean-of-the-college-of-ecc-administrator-iv>. A CV and cover letter are required to apply. The anticipated salary range for this position is \$210,000-230,000 and is commensurate with experience.

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