

A photograph of a large, historic building at San José State University. The building features a prominent tower with a red-tiled roof and intricate architectural details. The facade is made of light-colored stone or concrete with red brick accents. There are several arched windows and doorways. The building is surrounded by a green lawn and palm trees. The sky is blue with some wispy clouds.

# SEARCH FOR THE PRESIDENT OF SAN JOSÉ STATE UNIVERSITY

**SJSU** SAN JOSÉ STATE  
UNIVERSITY



## PRESIDENTIAL SEARCH PROFILE

### Search for the President of San José State University San Jose, California



#### The California State University

The California State University (CSU) Board of Trustees invites nominations and applications for the position of President of San José State University. Founded in 1857, SJSU is the founding campus of the 23-campus California State University System.

The California State University system is the nation's largest, most diverse, and affordable university system in the nation, with one in twenty college degree holders in the United States graduating from the CSU. The CSU system spans the state of California and has an annual budget of more than \$11 billion. With 23 campuses, 485,550 students, and over 55,000 faculty and staff members, the CSU is a leader in high-quality, accessible, student-focused higher education, and trains the majority of California's leaders, innovators, and policymakers. Approximately 64% of Californians with master's degrees in public administration studied at the CSU, and nearly half of California's bachelor's degrees are awarded by the CSU. In addition, 49% of Californians with bachelor's degrees in city, urban, community, and regional planning studied at the CSU. The CSU System has 3.9 million living alumni who have had an immeasurable impact in fields such as education, health care, agriculture, government, arts and entertainment, medicine, and non-profit leadership.

Graduation rates at the CSU are at record highs, due in part to Graduation Initiative 2025's emphasis on equity. The initiative is the CSU's determined effort to ensure that all students regardless of racial, ethnic or financial background have an equal opportunity to earn a college degree. More information about Graduation Initiative 2025 can be found at <https://www.calstate.edu/graduation-initiative-2025>.

To learn more about the California State University system, see [www.calstate.edu](http://www.calstate.edu).

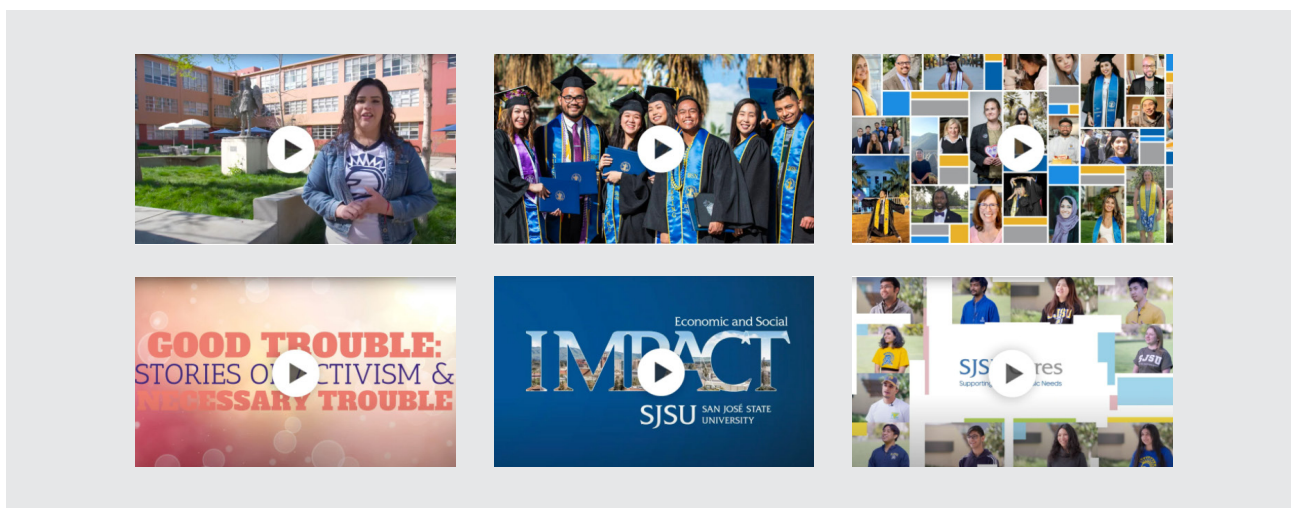
#### The Role of President of San José State University

The President reports to the Chancellor of the CSU System, and serves as the chief executive, academic, and administrative leader for San José State University, overseeing strategic planning, budget management and fundraising, human resources, academic programming, facilities maintenance, and all other areas of operation. Positions reporting to the President include the Provost and Senior Vice President for Academic Affairs, Vice President for Administration and Finance and Chief Financial Officer, Vice President for Student Affairs, Vice President for University Advancement, Vice President for Information Technology and Chief Information Officer, Vice President for Strategy and Institutional Affairs and Chief of Staff, Vice President for Research and Innovation, Chief Diversity Officer, and Intercollegiate Athletics Director.



## San José State University

This leadership profile should be read in conjunction with a [curated set of videos](#) that more fully communicate San José State University's key attributes and opportunities.



*Note: These videos do not represent the full complement of academic, co-curricular, cultural, and civic opportunities at San José State. However, the recency of their production provides a current view of the campus community.*

San José State University (SJSU), the oldest state university in California, is a large, comprehensive public university, currently serving over 36,000 resident and non-resident undergraduate, graduate, and credential students in the heart of Silicon Valley. It is the founding campus of the 23-campus California State University System (CSU), which educates over 480,000 students yearly. Its highly diverse student body, nearly one-third of whom are first-generation college students, reflects the demographics of the local community, and qualifies SJSU for designation as both a Hispanic-Serving Institution (HSI) and an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI).

SJSU takes pride in its long and storied history of student civil rights activism, service to first-generation students, ethnic and cultural diversity, and location in the vibrant cultural communities and robust economy of Silicon Valley. SJSU students enrich the campus community and inspire commitment to promoting student success, social justice, diversity, equity, and inclusion. Strong graduation rates, access for underrepresented students, and earning

opportunities for graduates have resulted in SJSU's ranking as the "Most Transformative University" in the United States by Money Magazine in 2020. Institutional commitment to educational excellence and student success was recognized in the 2021 U.S. News and World Report regional rankings, where SJSU ranked #7 in Top Public Schools, #3 in Social Mobility, #8 in Innovation, #10 in Undergraduate Teaching, and #15 for Best Colleges for Veterans. Campus-wide efforts in sustainability resulted in SJSU receiving its first international ranking in sustainability, for the 2020 UI GreenMetric World University Rankings. These rankings attest to SJSU's strong educational and experiential delivery.

The University takes pride in the accomplishments of its more than 280,000 living alumni, 63% of whom reside and work in the Bay Area. SJSU produces top graduates in education, engineering, health care, computer science, and business, as well as in fields such as journalism, digital media, and animation. SJSU serves as a talent pipeline for Silicon Valley companies such as Apple and Meta and is consistently one of the highest suppliers of workers to top multinational corporations. SJSU



graduates are also notable in the nonprofit field, working at prominent organizations locally and across the state. Essentially, SJSU's economic impact is substantial, supporting over 25,460 jobs throughout the state, generating roughly \$1.6 billion in labor income, and producing over \$4.1 billion in total economic output.

SJSU is uniquely located in the global capital of innovation and creativity, San José and the Silicon Valley. SJSU's multifaceted relationship to this city and region provides an essential partnership in the economic, cultural, and social development of Silicon Valley and California. This partnership is a springboard to meaningful careers for our students and provides distinct access to the most innovative, cutting-edge technology to support the University's efforts to continue to be the Most Transformative University in the United States (Money Magazine, 2020). SJSU takes pride in its commitment to teaching and learning, with faculty members active in scholarship, research, technological innovation, community service, and the arts. As a major workforce provider, we help fulfill the mission of the California State University system to "prepare significant numbers of educated, responsible people to contribute to California's schools, economy, culture, and

future." SJSU's partnerships with local professionals and organizations, and advisory boards composed of local industry leaders and representatives from nearby national laboratory facilities enhance SJSU's contribution to urban and regional growth. These interactions promote knowledge exchange and expert engagement that benefits academic programs and contributes to students' experiential learning.

The educational experience at SJSU is not confined to the classroom; it expands to its surroundings where the public university can serve the greater community. SJSU's students largely come from its regional service area, with 43% from Santa Clara County and 76% from the nine counties of the San Francisco Bay Area, enabling them to access a variety of local volunteer, internship, and fieldwork opportunities. The Center for Community Learning and Leadership (CCLL) promotes service learning and community engagement, collaborating with faculty, students, and community organizations for academic and professional enhancement and serving the common good. The César E. Chávez Community Action Center, a program of SJSU Associated Students, is a key collaborator with CCLL, connecting students with civic engagement





opportunities to deepen their educational experience while promoting a lifelong commitment to activism and social justice, which are at the heart of the César Chávez legacy.

The AmeriCorps Civic Action Fellowship launched through CCLL in fall 2020 with a grant of more than \$500,000 that provides financial support to students dedicated to providing public service and was recently featured by California Governor Gavin Newsom. CommUniverCity is a unique partnership between underserved communities in Central San José, San José State University, and the City of San José.



Since its inception in 2005, over 22,000 students have provided nearly 432,000 hours of service to local organizations. The SJSU Career Center's Handshake application connects students with thousands of internship and job opportunities. Each year, SJSU sponsors the Silicon Valley Innovation Challenge, which cultivates entrepreneurs by providing mentoring and networking with faculty and industry professionals to enable students to take their unique business ideas to the next level. SJSU contributes to the cultural vibrancy and the health and well-being of the community in two off campus facilities. The Hammer Theatre is a modern performance venue in the heart of downtown San José that serves

San José's community and the university through programming that features student, local, and international talent. SJSU operates the Timpany Center, an accessible physical activity and therapeutic recreation facility that serves local seniors and individuals with disabilities and provides internship, research, and service learning opportunities for students.

A new initiative, SJSU Loves SJ, brings together SJSU and the city of San José to promote San José as the capital of Silicon Valley. Building on our strong foundation of community engagement, it seeks to enrich San José's economic, cultural, natural, and intellectual vibrancy and enhance educational research, economic development opportunities, and enterprise-level solutions.

In the realm of shared governance, SJSU boasts the CSU System's longest-running Academic Senate, which has existed in various forms since 1952. Given that it is an "academic" and not just a "faculty" senate, top administrators have always been integrally involved, serving in the regular Senate as well as in the Senate Executive Committee, and thus are crucial in the deliberations of campus policymaking on a complex range of issues (e.g., student affairs, tenure/promotion, curriculum).





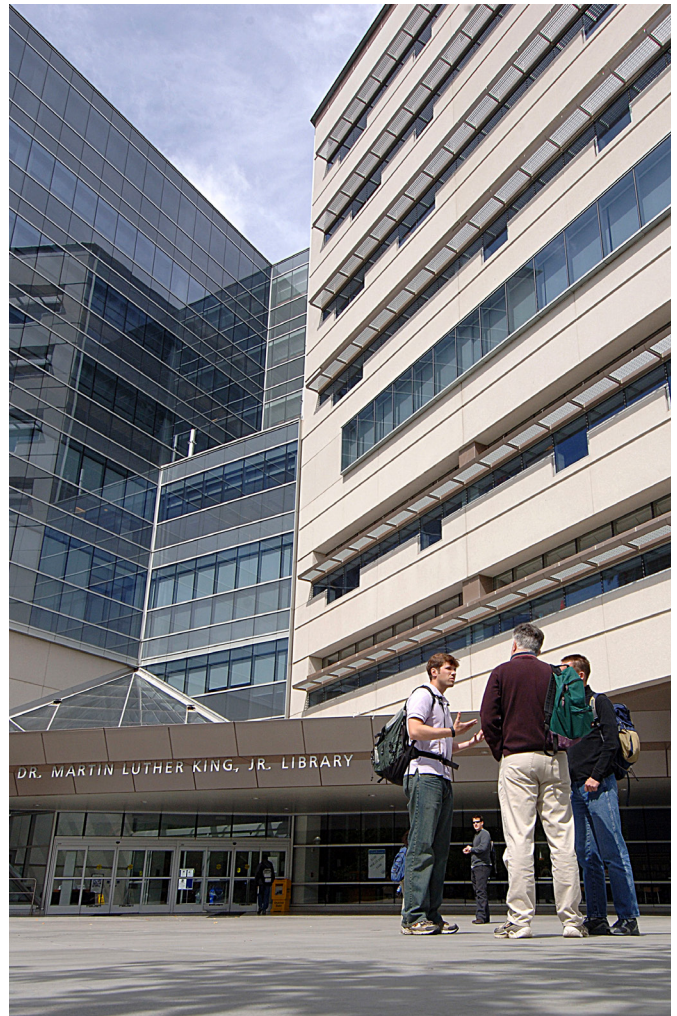
## Academics

SJSU began as the first State Normal School, training teachers—all women in the earliest years—who set out to educate the pioneering people of a young California.

Building upon its distinctive history, SJSU has evolved into a comprehensive metropolitan university, graduating nearly 9,000 students each year and employing more than 2,100 faculty members. The university currently offers 87 baccalaureate degrees (141 concentrations), 84 master's degrees (94 concentrations), 3 doctoral degrees, 134 minors, 11 credentials, and 38 certificates across nine distinct 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 Professional and Global Education](#)
- [College of Science](#)
- [College of Social Sciences](#)

SJSU is also home to the [Dr. Martin Luther King, Jr. Library](#) (King Library), a unique partnership between the university and the City of San José. Opened in August 2003, the King Library is the first library in the United States to integrate the services and collections of a major university and a public library system, offering 475,000 square feet of collections, collaborative work spaces, meeting rooms, exhibit areas, and unique resources dedicated to the lifelong learning of the community.



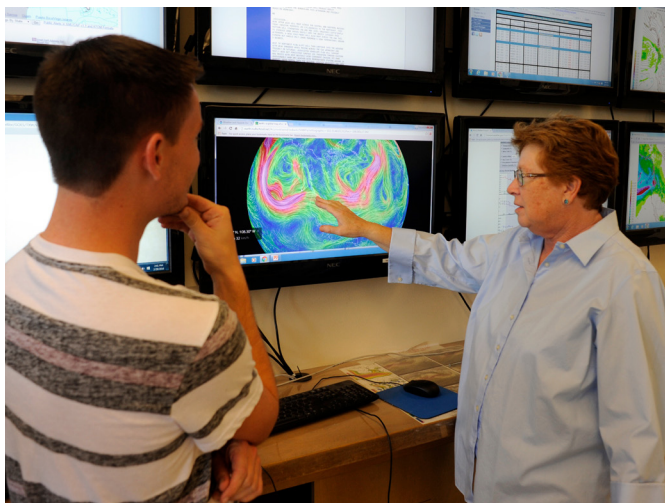


## Research, Scholarship, and Creative Activities

SJSU spent \$61 million in research in fiscal year 2020-2021 and ranks in the top 200 nationally. Some notable areas of focus include:

**Wildfire Interdisciplinary Research Center (WIRC)** - SJSU is home to the largest wildfire research center in the nation. Our researchers are CalFire certified, so they can be deployed on the frontlines with firefighters to study and inform operations. Their modeling of wildfires is used nationally to inform firefighting tactics in real time.

**Moss Landing Marine Labs (MLML)** - San José State University's Moss Landing Marine Laboratories (MLML) are dedicated to the pursuit of excellence in both education and research. Overseen by SJSU, MLML administers the Masters of Science program for a consortium of seven California State University campuses in northern and central California. An outfitted Marine Operations department, a strong research diving program, and state of the art equipment allow for cutting edge research in a wide variety of disciplines including: marine ecology, the biology of marine plants, invertebrates, fishes, turtles, birds and mammals, oceanography, and marine geology, chemistry, and biogeochemistry. MLML is known for a hands-on, field-oriented approach, which places our students, faculty, researchers and staff at the frontiers of marine science worldwide where discoveries are being made.



**SJSU-NASA Human Factors Program** - Over the past 30 years, the faculty in the SJSU Department of Psychology have partnered with scientists at the NASA Ames Research Center to conduct collaborative human factors research: the study of the capabilities and limitations of people as they interact with their environment, and the application of this knowledge to the design of human-centered systems and products. The goals are to improve functioning, efficiency, reliability, and safety, increase satisfaction, and reduce risk and error.





## Centers and Institutes

SJSU has many centers, institutes, and programs that make it a distinct institution of higher learning. Below is an abbreviated version. Others are described [here](#).

### ***Healthy Development Community Clinic***

**(HDCC)** - Launching in June 2022, the HDCC will provide free services to children in Santa Clara County, targeting residents of the underserved Eastside of San José. The center is composed of faculty and students from Speech and Language Pathology, Social Work, Child and Adolescent Studies, and Psychology will provide screenings, workshops, therapy, and wellness services to the community. It will also serve as a site for practicum hours and real world interprofessional training for the future clinicians.

### ***Institute for the Study of Sport, Society, and***

**Social Change** - In January 2017, SJSU launched the institute with a momentous town hall event featuring current and retired athletes and journalists discussing race relations in sport. SJSU's long history of athletes, coaches and alumni who have blazed new trails and moved from words to action, make our university the natural home for such an institute. The university is the birthplace of the Olympic Project for Human Rights (OPHR), a movement led by Harry Edwards that culminated in the iconic protest of Olympic medalists Tommie Smith and John Carlos.

The legacy of equity and social justice is a part of SJSU's DNA. The university was founded on education for all, and provides a voice for those who may otherwise remain silent. The ISSSSC honors our legacy and continues the dialogue about athlete activism and the influence of sport in effecting positive social change. As our nation confronts and explores deeply complex social issues, it is critical that we continue to challenge the boundaries of sport and activism. Sport offers the occasion to pose big questions, not just of athletes, but also of ourselves and provide enlightened perspectives. Hence, ISSSSC amplifies and embodies the motto "Words to Action".

The ISSSSC celebrates and empowers athletes to use their platforms to advocate for social change. We are dedicated to research, analysis and education at the intersection of sport and society. ISSSSC mission efforts are made possible through the San José State University mission to enrich the lives of its students, to transmit knowledge to its students along with the necessary skills for applying it in the service of our society, and to expand the base of knowledge through research and scholarship.

***Mineta Transportation Institute*** - Founded in 1991, the Mineta Transportation Institute (MTI), an organized research and training unit in partnership with the Lucas College and Graduate School of Business at San José State University (SJSU), increases mobility for all by improving the safety, efficiency, accessibility, and convenience of our nation's transportation system. Through research, education, workforce development, and technology transfer, they help create a connected world. The institute's mission is to increase mobility for all by improving the safety, efficiency, accessibility, and convenience of our nation's transportation system. Through research, education, workforce development and technology transfer, we help create a connected world.

### ***Silicon Valley Small Business Development***

**Center (SBDC)** - SJSU is home to Santa Clara County's Small Business Development Center. It opened to the public January 1, 2022 and serves to support entrepreneurs and small business owners as they launch and scale their businesses.

***Student Success Centers*** - SJSU is home to The BLOC (Black Leadership Opportunity Center), El Centro, and Cesar Chavez Community Action Center. It will soon be home to the APIDA (Asian Pacific Islander Desi American) Center and Native American Indigenous Center. These centers serve to create a sense of belonging through cultural programming, professional development and academic initiatives that promote community building and overall student success.



## University Athletics

**Division I Athletics** - San José State is recognized nationally and internationally as a notable academic and athletic institution due to the accomplishments of its student-athletes. Competing in the Mountain West Conference at the NCAA Division I FBS level, SJSU has had success in several competitions, including 10 NCAA Division I team championships, 52 NCAA individual championships, and graduated more than 300 professional athletes. SJSU provides \$7.2 million each year for student-athlete scholarships. This year, 135 student-athletes across all sports and cheer squad members were recognized as either a President's Scholar or Dean's Scholar, denoting a minimum 3.65 grade point average (Dean's Scholar) or 4.0 grade point average (President's Scholar) in one of the two preceding semesters.

**Beyond Sparta** - SJSU's Beyond Football program supports student-athletes in identifying interests that help them cultivate the knowledge, skills, and relationships necessary to establish a professional life outside the playing field. Not only does this

program enable student-athletes to develop professional skills that will benefit them after graduation, but also encourages students to get involved with the community. Beyond Football collaborates with and services local community agencies, including Autism Speaks, Family Supportive Housing, YMCA, and Be the Match. In 2018-19, Beyond Football student-athletes provided over 3,700 hours for campus, community, and career development events. Beyond Football has been so successful that it has recently led to the expansion of the program to all sports, an initiative known as Beyond Sparta. Now, all 470 student-athletes at SJSU can partake in events to help them engage with their community, develop professionally, and make sure they are ready for their careers and lives after graduation. They also have developed a micro-internship program for their athletes with Adobe.

**Olympians** - SJSU has been part of almost every Summer Olympic Games since 1924 and most recently the 2021 Tokyo Winter Olympics. SJSU alumni have won 7 gold medals, 7 silver medals, and 6 bronze medals.





## Key Priorities for the Next President

- Continue the implementation of Transformation 2030, an innovative and creative strategic plan.
- Expand initiatives to support diversity, equity, and inclusion within the SJSU community.
- Foster an environment that provides a sense of belonging for all people within the campus community; model best practices in justice, diversity, equity, and inclusion.
- Pursue and attract more philanthropic support, including external funding for faculty research, scholarship, and creative activity.
- Convene various constituent groups within and beyond the San José State University community to gather perspectives on relevant issues and concerns.
- Enhance effective working relationships with community leaders and expand strategic partnerships within the regional business community.



## Desired Qualifications and Attributes

- A deep understanding of the mission of higher education and the value of teaching, research, scholarship, and creative activity
- A clear vision for San José State University that is ambitious and achievable
- Demonstrated commitment to student success and inclusive excellence
- Experience as a student-centered leader
- Financial and business acumen, including oversight of complex budgets similar in size and scope to San José State University's budget
- Knowledge of innovative and effective enrollment and retention strategies, with a focus on closing equity gaps in access, retention, and graduation rates
- The ability to convene a variety of stakeholders to discuss and solve problems
- Strong commitment to and achievement of expanded diversity, equity, and inclusion to foster a welcoming and supportive university environment
- An understanding of and respect for shared governance, including the role of academic or faculty senates and unions on a university campus
- Ability to lead effectively in a state-wide university system environment
- Involvement and engagement in both the internal and external communities
- Experience in building, developing, and empowering high-quality, diverse leadership teams that enhance the culture of the institution
- Demonstrated fundraising success, with the ability to convey the university's needs and aspirations in a compelling manner to current and prospective donors; ability to work effectively with auxiliary groups, such as the Tower Foundation, for collaborative fundraising and as an advisor and sounding board for Presidential initiatives
- The ability to build effective partnerships with the business community, with a focus on leading-edge, technology-centric businesses and organizations central to Silicon Valley's dynamic success
- Excellent, open, and transparent communication skills, including well-developed listening skills and high emotional intelligence
- A terminal degree is strongly preferred.



## Application/Nomination Process

Interested candidates must submit a letter of interest that addresses the leadership opportunities, key priorities, and attributes outlined in this leadership profile, a current CV or résumé, and the names and contact information of five professional references. References will not be contacted without prior authorization from the applicant.

For full consideration, applications should be received by August 31, 2022. The search committee will continue its work until an appointment is made.

Application materials and nominations should be sent electronically to: [SJSUPresident@agbsearch.com](mailto:SJSUPresident@agbsearch.com).

AGB Search is assisting San José State University with this important search. Please direct nominations and inquiries to the AGB Search Consultants:

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