

SJSU SAN JOSÉ STATE UNIVERSITY

Associate Vice President, Research

Leadership Profile

May 2021



WittKieffer

Executive Summary

San José State University seeks an accomplished and collaborative professional with a history of research and administrative leadership to serve as its next associate vice president (AVP) of research.

Founded in 1857, San José State University is the oldest public institution of higher education on the West Coast, serving over 36,000 students as the only public four-year university in California's Silicon Valley. As a top 200 public research university in the nation with record-breaking enrollment and an unwavering commitment to excellence in teaching, San José State University is poised to grow and innovate, strengthening its connection to the surrounding San José and Silicon Valley community. A new strategic plan—[Transformation 2030](#)—was released in the spring of 2019, laying the groundwork for the next 10 years of unparalleled growth.

Reporting to and working closely with vice president for research and innovation, the AVP Research oversees all university research administration-related activities and is the president's designee for externally sponsored research, scholarship and creative activities and other specialized programs. The AVP Research reviews funding proposals for grants and contracts from the university community and monitors externally-funded research for compliance, institutional capacity issues and any other program requirements.

The AVP Research serves as vice president and member of the [SJSU Research Foundation's](#) board of directors. The research foundation—a private, nonprofit corporation and an auxiliary of SJSU—is SJSU's largest provider of research and public services to local, national and international sponsors, receiving in excess of \$50 million annually in public and private funding in support of research and specialized programs. The AVP Research is also the institutional officer for the Institutional Review Board for Human Subjects and Institutional Animal Care and Use and provides leadership for policies for all research activities.

The AVP Research will play a vital role in SJSU's aspirations to grow annual research expenditures to \$100 million, by developing and implementing initiatives to promote new and expanded external funding in conjunction with the SJSU Research Foundation. SJSU is in a moment of pronounced growth and innovation, strengthening its connection to the surrounding San José and Silicon Valley community and further fulfilling its social justice mission of access and equity. The AVP Research will be an essential leader and steward of these growth efforts. The AVP Research will also collaborate with the Office of Innovation to help expand the public impact opportunities for SJSU research through technology transfer, entrepreneurship and industry collaboration. The AVP Research must possess the exceptional interpersonal and communications skills needed to partner effectively with university leaders, faculty and staff, a board of directors and numerous external funding partners and stakeholders including local, state and federal agencies and not-for-profit organizations and industry.

Applications, nominations and inquiries are invited. For information on how to apply or to submit nominations, please refer to the section "Procedure for Candidacy" at the end of this document.

Role of the Associate Vice President of Research

The role of the AVP Research is to oversee university research administration-related activities and serve as the president's designee for externally sponsored research, scholarship and creative activities (RSCA) and other specialized programs. Essential functions and associated tasks for the AVP research include:

General Management of RSCA

- Reviews and approves all grants and contracts submitted to external funding agencies and foundations.
- Ensures RSCA projects adhere to university policies for Responsible Conduct of Research.
- Serves as institutional officer for protection of Human Subjects, Animal Care and Use and Institutional Biosafety Committee.
- Develops and directs the implementation and communication of policies, procedures and systems pertaining to research administration to assure the integrity of the institution, protect the safety and welfare of researchers and research subjects and promote compliance with all regulations.
- Oversees internal and CSU RSCA initiatives and Organized Research and Training Units (ORTU) of the university.

Office of Research Leadership and Supervision

- Oversees and guides the Office of Research at SJSU to ensure collaboration with campus academic unit leaders (deans, associate deans, chairs and directors), the Center for Faculty Development and the SJSU Research Foundation.
- Acts as a focal resource point for all matters relating to RSCA administration.
- Contributes to the growth and health of the Office of Research, by focusing on recruitment, retention, development and guidance of all office personnel, including the director of research development and the director of research compliance.
- Develops intramural grant calls, oversees related review and approval processes and measures effectiveness of grant programs.
- Creates, maintains and supports internal RSCA training and education.
- Oversees and ensures faculty and student RSCA professional and ethical development.
- Leads the RSCA Advisory Council as a forum to ensure continued engagement of all academic units with Office of Research initiatives and programs.

Board and Other Administrative Duties

- Serves as the vice president of the board of directors of the SJSU Research Foundation and as the official liaison between the foundation and the SJSU research enterprise. Also serves as the chair of the Sponsored Programs Advisory Committee (SPAC) for the research foundation board.
- Ensures efficient and effective management of the SJSU Research Foundation and strong customer service to the SJSU campus and its programs.
- Provides vision and entrepreneurial perspective in conjunction with the SJSU senior team, to promote effective, collaborative work of faculty-student and external partner teams.
- Ensures the SJSU Research Foundation maintains an effective business structure to support the research mission of the campus and the growth of campus research programs.
- Mediates conflicts that arise involving personnel or programs managed through the SJSU Research Foundation.
- Ensures compliance and stewardship of sponsored activities.

Policy Leadership and Research Growth

- Provides leadership in determining and creating policies for all RSCA that support the growth of the research enterprise.
- Serves on committees dealing with RSCA.
- Ensures campus is informed about federal, state, CSU and SJSU policies relating to RSCA and research compliance issues.
- Acts as a resource for the campus and the research foundation on all RSCA and research compliance matters.
- Performs other duties as assigned by the vice president for research and innovation.

Positions Managed by the AVP Research:

- Director of Research Development
- Director of Research Compliance
- Administrative Resource Specialist

Opportunities and Expectations for Leadership

The following represent some of the immediate priorities the associate vice president of research will address:

- **Support and collaborate with the vice president for research and innovation (VPRI) in transforming SJSU into a hub for innovation**

SJSU is developing and cultivating a culture and environment where research and innovation thrive, consistent with the university's mission. The university is proactively engaging with the greater Silicon Valley community as well as government agencies, foundations and other partners, all in order to develop a dynamic and synergistic research and innovation environment on campus. The AVP Research will be an essential partner of the VPRI in this work, helping to ensure that the SJSU's research programs play a transformative role on campus, opening up the university intellectually and inspiring faculty and students to engage in the continued growth of the university's research programs. It is imperative that the AVP Research come to the role with a proven track record of facilitating and supporting research, scholarship and creative works—both privately and publicly funded—as well as expertise in managing sponsored research programs. The AVP Research must be comfortable coordinating large-scale, multidisciplinary research initiatives and ensuring that all research programs are ultimately aligned with and in support of the university's mission.

- **Independently oversee the administration of university research, scholarship and creative activities (RSCA) and other specialized programs, with an eye for maximizing quality and impact**

The AVP Research is the principal university leader responsible for the oversight of RSCA and other specialized programs, especially in terms of compliance, institutional capacity and other program requirements. The AVP Research must bring to the role an established expertise in reviewing funding proposals for grants and contracts as well as a proven ability to navigate difficult issues related to research compliance and reporting. The AVP Research's responsibilities will include overseeing projects funded by external organizations, many of whom have contracted with SJSU to use university facilities both on and off campus; any logistical complications that arise as a result of these arrangements must be swiftly addressed and resolved by the AVP Research. The AVP Research must be a highly competent problem-solver and an impeccably organized administrator.

- **Lead, develop and strengthen the Office of Research at SJSU**

The [Office of Research](#) is responsible for overseeing the submission of all proposals, the institutional review board, managing internal grant opportunities and providing educational workshops and strategic consulting to help build faculty capacity to compete effectively for grants. The office supports the submission of 25 proposals on average per month, with approximately 70% seeking federal funding and 30% for local, state and private funding. The AVP Research will lead and grow this division of the university; excellent management skill as well as a long-term vision for growth will be essential to success in the role.

- **Deepen the impact of research programs at SJSU by developing and implementing initiatives to promote new and expanded external funding**

The AVP Research should be proactively focused on expanding the footprint and impact of research programs at SJSU, not just maintaining the status quo. To that end, the AVP Research should be continuously developing and implementing initiatives that would grow the institution's research funding base and portfolio, especially from external partners. The AVP Research will work closely with Vice President for Research and Innovation in this endeavor and should be prepared to offer critical feedback on the vice president's strategies while bringing new strategic ideas to the table. The AVP Research must also balance new opportunities for funding and partnership with existing institutional constraints such as capacity—removing or ameliorating those constraints as much as possible to support the research foundation and the university's greater mission.

- **Provide ethical leadership to the university's research community**

The AVP Research will be the primary institutional administrator ensuring responsible conduct of research. The AVP Research should come to the role prepared to use their own deep knowledge of ethics in research to educate and develop the university community's understanding of ethical best practices. The AVP Research will oversee training in areas including conflict of interest, responsible conduct of research, research misconduct, protection of human subjects, animal care and use and assurance reporting to federal agencies. The AVP also serves as the university's institutional officer for the Institutional Review Board for Human Subjects and Institutional Animal Care and Use.

- **Engage the greater Silicon Valley community to promote opportunities for faculty and students**

The university's location in the heart of the Silicon Valley is one of its greatest assets. It is already a significant contributor of talent to the valley's workforce and a number of individual research projects being fostered across the campus. The AVP Research will assist the VPRI in providing leadership to develop and execute a university-wide strategy to engage with leadership in the valley, leveraging the university's assets—its students, faculty expertise, research strengths, creative assets—to create mutually beneficial partnerships and collaborations. This endeavor will create an even stronger ecosystem, enhance the well-being of the community, provide new and enriching opportunities for faculty and students and provide a strategic advantage to the valley's companies. San José is a city that is undergoing tremendous change. The university has an opportunity to be a part of that—to work with city partners, community partners, corporate partners and the mayor's office—to play a significant role in leading that change.

Professional Qualifications and Personal Qualities

Minimum Qualifications

- Earned doctorate from an accredited institution.
- A minimum of 10 years of combined active research experience as principal investigator and/or oversight of research operations at a large academic/research institution. Significant administrative experience leading research administration at a university or research institution.
- Experience in compliance management, requirements, norms and current issues relating to research.
- Excellent written and oral communication skills.
- Demonstrated commitment to and/or experience supporting diverse groups of faculty and student researchers.

Preferred Qualifications

- Five years' experience in the oversight and leadership of research operations in a large public university setting.
- Experience in leadership-building and strong interpersonal skills including conflict resolution.
- Experience and knowledge of innovation and entrepreneurship and trends as they relate to research administration and compliance.

Knowledge, skills and abilities desired to perform the essential functions of the role of the AVP Research include:

- Broad and deep knowledge of and expertise in leading the administration, compliance, contracting, finance/accounting and/or other related support services for research within a complex research organization.
- Broad knowledge and understanding of issues, laws, policies, regulations and emerging trends related to research administration and compliance.
- Knowledge of the research life cycle and faculty needs in a university setting and commitment to building, advancing and supporting a world-class research enterprise.
- Demonstrated ability using analytical skills to resolve issues raised in research-related enforcement inspections and/or governmental audits.
- Sophisticated, strategic leadership skills to develop, implement and measure the outcomes of strategies and programs.

- Commitment to the values of diversity, equity and inclusion as well as strong communication and listening skills to establish trust and credibility.
- Expert-level skills in organizational management, systems planning, project management and change management. Demonstrated ability to set and manage goals and objectives in alignment with the institutional mission and to motivate and influence others to achieve through effective performance metric mechanisms.
- Ability to review proposals for compliance and ensure all levels of proposal review have occurred prior to proposal submission. Ability to conduct RSCA oversight using an interdisciplinary approach.
- Ability to manage and administer RSCA policies, procedures, and appropriate RSCA training dealing with ethical and responsible conduct in research.
- Impeccable ethical leadership, including the ability to raise awareness of the importance of ethical perspectives and actions that are just and fair to all and a capability to effectively communicate these principles to the campus community.
- Ability to work effectively with the Research and Innovation Division Leadership Team and the Academic Affairs Leadership Team to provide effective programming to support RSCA activity at SJSU.
- Knowledgeable about RSCA best practices and student engagement in RSCA as a high-impact practice.
- Ability to effectively manage an office and budget.
- Excellent leadership skills in supervising staff, delivering service to researchers and leading teams through business process improvement and organizational change initiatives.
- Knowledgeable about research policies at the federal and state levels and demonstrable ability to learn and support CSU and SJSU policies.
- Ability to communicate effective and ethical RSCA practices to faculty, students, staff and administrators.
- Ability to develop, implement and maintain major initiatives within a highly complex academic and research environment.
- Strong service orientation and diplomacy skills to represent research functions and work effectively with a variety of stakeholders across the institution in all areas and levels, including investigators, researchers, administrators and campus leadership.

About San José State University

[San José State University](#) is a major, comprehensive public university located in the hub of downtown San José and in the heart of California's Silicon Valley. Its distinctive character has been forged by its long history, its location and its vision—a blend of the old and the new, of the traditional and the innovative. Among its most prized traditions is an uncompromising commitment to offering access to higher education at both the graduate and the undergraduate levels to its diverse communities, yielding a stimulating mix of age groups, cultures and economic backgrounds for teaching, learning and research. San José State takes pride in and is firmly committed to teaching and learning, with a faculty that is active in scholarship, research, technological innovation, community service and the arts.

Founded in 1857, San José State is the oldest public institution of higher education in the West. From its beginnings as a normal school that prepared teachers for the developing frontier, San José State has progressed into a major metropolitan university that offers 241 areas of study. Quality teaching is a priority at San José State, where tenured professors teach introductory as well as advanced courses.

One of the 200 top public research universities in the nation, San José State offers rigorous coursework and research opportunities to 36,000 undergraduate and graduate students in eight colleges.

San José State's location in Silicon Valley provides an exceptionally rewarding learning environment for students and a stimulating environment for faculty. Silicon Valley's firms and agencies seek San José State students for internships, summer work programs and for assistance with research and development projects. Silicon Valley companies employ more graduates from San José State than from any other university in the nation.

Academics

Each college houses schools, departments and programs specific to its area, creating a rich variety of offerings for our students and the community.

College of Health and Human Sciences

The [College of Health and Human Sciences \(CHHS\)](#) is composed of four schools and seven departments. The college takes great pride in its degree programs, which provide students with a theoretical base developed and tested through research; knowledge that can be applied in diverse systems; processes that incorporate human understanding and cooperation; and supervised practice through internships, practical and/or preceptorships in a variety of career-related settings. In addition, CHHS is home to the Air Force ROTC. The accomplishments of CHHS faculty, students and alumni are definitive points of pride recognized each year through awards for distinguished teaching, service, scholarship and professional accomplishments.

College of Humanities and the Arts

The [College of Humanities and the Arts](#) provides a high-quality liberal arts education focused on creativity, innovation and problem solving. It prepares students to be compassionate, informed citizens of the world.

The College of Humanities and the Arts has nine departments and proudly serves approximately 3,800 major and graduate students. CH&A also supports all undergraduates at SJSU through a wide range of General Education offerings in humanities and arts disciplines.

Lucas College and Graduate School of Business

Founded in 1928, the [Lucas College and Graduate School of Business](#) has been accredited since 1967 by the world's preeminent accreditation body for business schools. It is the largest contributor of business graduates to Silicon Valley and a major contributor to what the Valley is today. Like the University in which it is housed, The Lucas College and Graduate School of Business reflects the vibrant, multi-cultural and global atmosphere of the Silicon Valley. With more than 175 faculty and 5,000 students, our college offers students while holding strong ties to Silicon Valley companies.

Through its undergraduate schools and departments, the LCOB delivers thirteen business concentrations and its [graduate school](#) provide advanced degrees and certificates in business, accounting, taxation and transportation management. Its offer unique opportunities for students to hone their knowledge and skills in tax, accounting, financial services, operations management, global leadership, entrepreneurship and more. Other award-winning programs round out LCOB's student experience creating an extraordinary learning community that is powering Silicon Valley and beyond.

College of International and Extended Studies

The [College of International and Extended Studies \(CIES\)](#) provides today's busy student with dynamic new ways to go to college. CIES serves adult professionals interested in enhancing their careers with graduate degrees and certificates, local students wishing to add credit toward their march toward graduation, non-credit courses for professional development and corporate training and access for remote students seeking online course alternatives. It offers college courses for credit online and on-campus. SJSU is the university of choice for international students seeking to start their career path in the midst of Silicon Valley, the world's center of innovation and business development. CIES offers support and resources to help international students enroll, adjust and thrive.

College of Science

The [College of Science](#) continues its 85-year tradition of providing science and technology graduates who power Silicon Valley, enrolling over 2,200 undergraduate and graduate students this year over its nine departments.

The College of Science transforms its majors into qualified science professionals for a global and regional work force and prepares them for advanced (graduate) training and life-long learning. Core science education is provided for engineers, health care professionals, K-12 teachers and other technical fields as well as basic mathematics and science skills to students in non-science majors. COS students are instilled with a general awareness of science and technology, necessary to be an informed citizen in our highly technical, culturally diverse society.

College of Social Sciences

Programs in the [College of Social Sciences](#) prepare students for work and life in Silicon Valley and a rapidly changing world. The thirteen departments within COSS provide training for careers in counseling, ergonomics, environmental impact assessment and restoration, computerized mapping, public administration, economic analysis, internet communication and countless other positions in business, government, teaching and human services.



Major courses of study emphasize the contributions of the many cultures that form our community. Internships are encouraged to help students relate academic work to the opportunities and needs of this diverse region. Completion of a COSS undergraduate major also provides an excellent foundation for advanced work in one of the disciplines or at a professional school such as law or business.

New technologies increasingly improve instruction and strengthen links to the innovative industry of the region and to the educational resources of the world, but personal interaction between students and faculty is still prized within the College of Social Sciences. Capable and interesting teachers, active student clubs and small classes provide ideal environments for learning.

Connie L. Lurie College of Education

The [Connie L. Lurie College of Education](#) is a learning community dedicated to equity and excellence. Equity initially addresses access and outcomes and the college works to incorporate equity in action through policy and process. Excellence in a democratic society actualizes each student's unique potential as an individual and as a member of a diverse community. Excellence involves knowledge and skills with a commitment to lifelong curiosity, imagination and learning. The result is the college's commitment to the preparation of educators, including teachers, administrators, counselors and service providers who have the knowledge, skills, dispositions and ethics that ensure equity and excellence for all students in a culturally diverse, technologically-complex, global community.

Charles W. Davidson College of Engineering

The [Charles W. Davidson College of Engineering](#) at San José State University is the second largest college of engineering in California, with over 7,000 students enrolled in 26 degree programs. Students choose the Davidson College of Engineering to experience a hands-on learning environment, applied research techniques and opportunities to master the engineering fundamentals and technical skills needed to solve real-world problems. Collaborating with faculty and industry partners, students actively prepare for professional engineering careers in Silicon Valley and beyond.

College of Graduate Studies

SJSU presently enrolls approximately 7,600 post-baccalaureate students, in over 70 degree and credential programs with numerous concentrations, plus what will soon be four doctoral programs. This represents a robust percentage of the entire SJSU instructional effort and is reported to be the largest graduate population in the CSU system. Best practices in graduate education indicate a strong need for a graduate administration carried out through a single, central, university office.

To best serve its robust graduate population and provide leadership to the graduate enterprise, SJSU is now moving forward with the appointment of a graduate dean and the creation of a College of Graduate Studies that will serve as the primary advocate for all graduate matters, across all colleges throughout the university. The graduate dean serves as the chief academic officer responsible for all current and future directions that reflect the breadth and depth of SJSU's graduate programs and degrees.

Research at San José State University

Student and faculty engagement in research, scholarship and creative activity is central to the mission of San José State University. Opportunities abound for the pursuit of research in all fields: sciences relating to the earth, sea, and sky; health sciences and social services; literature and the arts; and engineering studies that relate to progressive Silicon Valley technologies.

For profiles of some of San José State's most exciting research projects, please see: [SJSU Research Foundation 2020 Annual Report](#).

The Division of Research and Innovation: An Overview

The Division of Research and Innovation was formed in June 2019 to work with the entire campus to seek internal and external support for faculty and student research, scholarship and creative activity (RSCA), and institutional projects that support the educational and service mission of the university. Collaboration is sought across disciplines, departments, and community partners in preparing proposals to federal, state, and private agencies. The Division is comprised of three primary units: [Office of Research](#), [SJSU Research Foundation](#), and Office of Innovation.

Office of Research

The Office of Research offers faculty and students a wide variety of services related to their research, scholarship and creative activity. The Office of Research staff assist with proposal development, proposal submission to external funding agencies and guidance to assure that RSCA is conducted in accordance with the highest ethical and regulatory standards. The Office of Research includes Research Development and Research Compliance.

Research Development encompasses a set of strategic capacity-building activities designed to enhance faculty and administrators' ability to increase competitiveness and secure extramural RSCA funding. Our mission is to maximize the institutional capacity for extramural funding by building a robust SJSU research culture in support of faculty-led, student-focused, multidisciplinary research that empowers

SJSU to lead in the creation of public impact research delivering social and economic benefits to our local, regional and global communities.

Research Compliance helps to ensure that research, scholarship and creative activities at SJSU are conducted safely, ethically and legally. These goals are achieved through the University’s Institutional Review Board (IRB), Institutional Animal Care and Use Committee (IACUC) and Institutional Biosafety Committee (IBC). The Office of Research also provides research-related courses to the SJSU community with course topics including human subject research, animal care and use, responsible conduct of research and conflicts of interest.

San José State University Research Foundation



The [San José State University Research Foundation’s](#) Central Office supports SJSU faculty throughout the research project life cycle, including: identifying sources of funding, developing and submitting proposals to sponsoring agencies, managing business details once the project is funded, and assisting with project closeout. Organized into three functional teams—Office of Sponsored Programs (OSP), Finance and Accounting and Human Resources—the Research Foundation provides comprehensive specialized business services and support at each phase of a research project.

Mission

As an integral member of the San José State University community, the San José State University Research Foundation provides an entrepreneurial framework through which local, state and federal agencies, businesses and private foundations engage SJSU faculty and students in sponsored research, public service and community projects, consulting and other specialized educational activities in support of the university’s mission. Delivering specialized business services to support a diverse range of externally funded activities, the San José State University Research Foundation fosters the university’s quest for excellence by:

Supporting faculty success

- Promote, develop and manage sponsored programs involving basic and applied research, scholarship (including research related to enhancement of teaching), creative activity, public service, education and training.
- Support the full development of intellectual property by acting as the university’s exclusive agent for technology commercialization.
- Develop unique strategies to secure support for interdisciplinary programs related to the role of SJSU as a “metropolitan university.”

Expanding student horizons

- Promote student involvement in sponsored programs.

- Develop unique opportunities for student research with faculty mentors.
- Seek student internships in local business, industry, professional organizations, public agencies, art museums, historical societies and other appropriate venues.

Delivering specialized business services

- Administer funds for campus programs.
- Maintain a diversified investment portfolio using targeted investment advisors.

Developing partnerships with the community

- Establish and/or support business partnerships consistent with the role of SJSU as a “metropolitan university.”
- Provide the legal and administrative structures for new ventures with business, industry, and community organizations, including acquisition and management of real property.

Today

For the fiscal year ending on June 30, 2020, the Research Foundation contributed over \$2 million in indirect revenue and strategic investments back to the campus community. Additionally, during the same fiscal year, the Research Foundation:

- submitted 303 proposals valued at more than \$100 million
- received 232 awards valued at more than \$56 million
- employed 275 SJSU students as research project employees or as central office staff
- managed sponsored grants and research projects that engaged 154 SJSU faculty members

Leadership

Mohamed Abousalem, Vice President for Research and Innovation, SJSU, and President of the SJSU Research Foundation Board of Directors



Dr. Mohamed Abousalem, MBA, was appointed in June 2019 as SJSU’s inaugural Vice President for Research and Innovation (VPRI) and the President of the Board of Directors of the SJSU Research Foundation. Mohamed has served in a variety of teaching, research and business leadership positions for three decades.

In his previous role as Assistant Vice Chancellor for Research at the University of California Santa Cruz, Mohamed was responsible for the management of the university’s technology transfer, commercialization and entrepreneurship support programs. Within one year of assuming his role, he developed the innovation and entrepreneurship strategy, revamped the administrative framework for the tech transfer operation, doubled the annual number of invention disclosures and secured \$2.2 million in state funds for entrepreneurship support. Through successful community partnerships, he established a biotech wet-lab incubator in Santa Cruz and a technology startup accelerator in Silicon Valley.

Mohamed's technical and business management experience is far-reaching and includes positions in academia as well as the non-profit and industry sectors. Prior to joining UC Santa Cruz, Mohamed was the founding chief executive officer of TECTERRA, a Canadian not-for-profit organization supporting innovation and technology commercialization. Under his leadership, TECTERRA invested over \$37 million in supporting 200 startup companies across Canada and 25 applied research projects in Alberta, which generated over \$325 million in economic impact and prosperity for the entrepreneurs and companies supported, the applied research institutions involved and the community. TECTERRA continues to operate to this day as a flagship innovation support program with significant and growing economic impact.

Prior to TECTERRA, Mohamed had several executive management roles in industry with responsibilities including product development, corporate development, general management, marketing communications and human resources. In these roles, he developed and launched major technology solutions, strategic alliance programs, and corporate strategies for various worldwide market segments. Mohamed's earlier research work in the development and application of the global positioning system (GPS) technology was successfully incorporated in the products and technologies of several companies in the USA and Canada.

Mohamed has a B.S. in civil engineering from Alexandria University, Egypt; an M.S. and Ph.D. in geomatics engineering from the University of Calgary, Canada; and an MBA from Santa Clara University.

San José, California

San José was built with an innovative spirit. Founded in 1777 as Pueblo de San José, it was California's first civilian settlement. It is the economic, cultural and political center of Silicon Valley and the largest city in Northern California. With a population of over one million, it is the third most populous city in California (after Los Angeles and San Diego) and the tenth most populous in the United States.

San José is cradled by the beautiful Santa Cruz Mountains and the southern shore of the San Francisco Bay. You can feel the city's rich past by taking a walking tour through its charming downtown or meandering through its rich History Park. There is much more to San José than technology and history; it is also a unique cultural hub with the largest Vietnamese population outside of Vietnam and one of the three remaining Japan towns in the United States.

For additional information about this vibrant and progressive city, see www.sanjoseca.gov and www.sanjose.org.

Procedure for Candidacy

All applications, nominations and inquiries are invited. Applicants must submit, as separate documents, a CV or resume and a letter of interest, via WittKieffer's [candidate portal](#).

Review of credentials will begin immediately. Candidates are encouraged to apply as soon as possible.

Direct confidential nominations and inquiries to the WittKieffer consultants supporting this search:

Suzanne Teer and Kim Brettschneider
AVPSJSU@wittkieffer.com

SJSU is an Equal Opportunity Affirmative Action employer. We consider qualified applicants for employment without regard to race, color, religion, national origin, age, gender, gender identity/expression, sexual orientation, genetic information, medical condition, marital status, veteran status, or disability.

It is the policy of SJSU to provide reasonable accommodations for applicants with disabilities who self-disclose.

