This Leadership Profile is intended to provide information about San José State University and the position of vice president for research and innovation. It is designed to assist qualified individuals in assessing their interest.
Opportunity and Summary of Position

San José State University seeks an innovative, entrepreneurial and transformational leader for its inaugural vice president for research and innovation (VPRI). This prominent leadership role provides exciting opportunities for an ambitious and collaborative individual to develop a clear vision and provide leadership to the position and grow SJ SU's research and innovation enterprise including cultivating a research and innovation culture, expanding strategic research initiatives and partnerships, establishing an office of innovation, and further developing the research infrastructure and administration.

Founded in 1857, San José State University is the oldest public institution of higher education on the West Coast. San José State is located in the heart of California's Silicon Valley and is the fifth largest of the 23 campuses of the California State University (CSU) system, the largest four-year university system in the United States. As one of the 200 top research universities in the nation, San José State has robust NSF and NIH-funded research programs and one of the highest levels of research funding in the CSU system. San José State also offers rigorous coursework to more than 35,000 undergraduate and graduate students in seven colleges.

Since the arrival of President Mary Papazian in 2016, San José State has experienced a transformational shift in culture and momentum as it seeks to become a pre-eminent urban public university. The tone on campus is one of vibrancy and optimism for the future. With record-breaking enrollment and a renewed commitment to excellence in teaching and research, the campus is poised to grow and innovate, strengthening its connection to the surrounding San José and Silicon Valley community and further fulfilling its social justice mission of access and equity. A new strategic plan will be released in the spring of 2019, laying the groundwork for the next ten years of unparalleled growth.

Reporting directly to President Papazian and joining a collegial and engaged senior leadership team that embraces the university's research aspirations, the inaugural vice president for research and innovation will develop and cultivate a culture and environment where research and innovation can thrive, consistent with the university's mission. The VPRI will understand the transformative role that research can play in the lives of students, opening up the university intellectually and inspiring the faculty and students to engage in creating a productive research environment. Concurrently, this role will grow, develop and strengthen the SJ SU infrastructure and organizational structure to support a comprehensive office of research and innovation. The VPRI will engage with the greater Silicon Valley community to promote opportunities for faculty and students as well as coordinate with government agencies, foundations and other partners to proactively identify and promote public and private funding opportunities. The VPRI will also create a hub for innovation to enable and support entrepreneurial activity at SJ SU.

The vice president for research and innovation will envision and develop a dynamic and synergistic research and innovation environment that drives the strategic vision of San José State University. The incumbent will have a record of facilitating and supporting research, scholarship and creative works—funded by the public and private sectors—consistent with the expectations of a university engaged in significant graduate and undergraduate education. Additionally, the VPRI will have experience developing and supporting innovation through intellectual property creation, technology transfer, commercialization and related activities as well as experience in securing and managing sponsored research programs. SJ SU's first VPRI
will possess a superb ability to collaborate and bring investigators together to conceptualize and develop large-scale, multidisciplinary research initiatives and translate them into compelling funding opportunities, experience building cohesive, high performing teams and exceptional interpersonal and relationship-building skills with multiple and diverse constituencies.

For information on how to apply or to submit nominations, please refer to the section, “Procedure for Candidacy” at the end of this document.

Opportunities and Expectations for Leadership

The inaugural vice president for research and innovation will address the following critical leadership issues, among others:

**Develop and cultivate a culture and environment where research can thrive, consistent with the university's mission**

The university has taken tremendous strides to incentivize and support faculty in pursuing research, scholarship and creative activity in support of achieving the university's aspiration to enhance its impact on addressing some of society's most pressing problems. After a thorough analysis and benchmarking to understand how to achieve its aspirations, the university developed the Research, Scholarly and Creative Activity (RSCA) program, which reshapes the way faculty spend their time.

The RSCA Faculty Award Program is a faculty-focused approach to time re-organization for scholarly work that affords a career development opportunity for interested faculty, and establishes a definitive course for this scholarship. It brings a greater percentage of faculty at SJSU in line with academy norms for faculty performance, and it creates new opportunities for scholarly collaboration with students at both the undergraduate and graduate levels. Concomitant with an extended opportunity for SJSU faculty to generate their research through partnerships across all manner of enterprises, there exists institutional need for leadership in shaping quality research initiatives. These initiatives fully underline effective research, meet intellectual challenges at the core of the university's functioning for both faculty and students, and meet the business and technological needs of the Silicon Valley area.

A strong leader who can address these key components is required at the vice presidential level to serve as the catalyst for creative, funded, initiatives. Many models exist for this type position across the national landscape. Rarely however, is there a similar nexus of opportunity (or moment in time) for forward momentum, as engendered by this vice presidential position for SJSU's circumstances. The VPRI will work collaboratively with fellow campus leaders to ensure
that the university continues to invest in and grow opportunities for faculty to pursue their scholarly activity and to identify and proactively work to remove barriers and create smooth pathways.

As a university fully engaged in education at both the graduate and undergraduate levels, one that holds the Carnegie Foundation classification for Community Engagement and serves as a flagship campus of the CSU system, San José State is deeply committed to its students, both graduate and undergraduate, and their success. As such, the research endeavor must play a role in both graduate and undergraduate education in a way that aligns with the mission and recognizes the unique role research can play in helping to prepare students for future career opportunities, developing highly adaptable skill sets and creating mentoring opportunities with faculty. The university's diverse student body brings an inherent creativity that can be harnessed to address and solve pressing problems facing society today. Likewise, the CSU educates some of the most diverse students in the state. Many of these students aspire to have careers in academia and are the pipeline for future diverse educators and scholars.

The VPRI will understand the transformative role that research and innovation can play in the lives of students, creating a climate of possibilities that do not yet exist, opening up the university intellectually, and inspiring the faculty and students to engage in creating a productive research environment.

Grow, develop and strengthen the infrastructure and organizational structure to support a comprehensive office of research and innovation

The university has key components in place to support the research enterprise including the Research Foundation, Tower Foundation and the Office of Research.

- The Research Foundation, a separate auxiliary enterprise, is one of the oldest auxiliaries in the CSU system. It acts as the recipient of grants and contracts on behalf of SJ SU, reimburses the university for faculty and student time to work on research and provides business services in support of grant activity. The Research Foundation manages approximately $60 million in research funding annually including 410 active grants and contracts, the second largest portfolio in the CSU system. In addition, the Research Foundation maintains a portfolio of patents, licensing agreements, trademarks and copy writes on behalf of the university. An executive director who has a dotted line reporting relationship to the VPRI manages the foundation.

- The Tower Foundation is the university's philanthropic foundation. It raises funds to support university priorities—including research—and facilitates grant activity from private sources. The Tower Foundation manages approximately $150 million in endowed funds and annually disburses both endowment distributions and current-use dollars to all sectors of campus, including faculty and programs, fostering enhanced research capabilities.

- The Office of Research is responsible for overseeing the submission of all proposals, the IRB, 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 percent seeking federal funding and 30 percent for local, state and private funding.

The current infrastructure and systems are not sufficient to support the aspirations of the university. As such, the VPRI will develop an organizational plan and budget to expand the personnel, systems and processes to support a growing research endeavor. Likewise, the VPRI will partner with cabinet colleagues and review processes and structures where there is overlap between offices—for example, with corporate funding which can be processed through both the Research Foundation and Tower Foundation—to ensure coordination and consistency.

**Engage government agencies, foundations and other partners to proactively identify and promote public and private funding opportunities**

The VPRI will maintain a strong external focus serving as an ambassador, connector, collaborator and spokesperson with key funding agencies, private foundations, corporations and other organizations well positioned to invest in and support the university's programs, faculty and students. The VPRI will work with senior leaders and faculty to understand, situate and communicate the university's unique strengths and assets in a compelling way, attracting support and investment. Those strengths include expertise around climate change, connected with the Moss Landing Marine Laboratory and meteorology programs; ethics and health; digital health; and cybersecurity and privacy issues, among many others. There are also many opportunities to integrate the arts and humanities with science, engineering and technology to understand the human dimension of advances in these areas. For example, the Paseo Prototyping program serves as a strong example of developing solutions to address social and environmental challenges through multidisciplinary collaboration and technological innovation. There are strong opportunities to bring together teams to conduct impactful, applied work. The VPRI will help identify and nurture those teams.

The VPRI also will collaborate with the vice president for university advancement to further the fundraising agenda for the university, a key component of financial support to bolster research. SJSU is gearing up for its next comprehensive campaign, which includes defined goals for a research endowment and support for the new *Science and Innovation Complex*.

**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 VPRI will provide 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. This presents opportunities for a variety of partnerships, new curricular pipelines and fundraising opportunities, among others. Everyone has a role to play in the multi-dimensional relationships to solve the problems and capitalize on the opportunities facing the community. SJSU embraces its key role in this transformation, and the VPRI will be among the university leaders central to our collective success.

**Create a hub for innovation to enable and support entrepreneurial activity**

The VPRI will help to fuel and harness the entrepreneurial energy and activity of faculty and students, enabling them to bring their ideas to fruition in order to help solve real-world problems. The VPRI will create an office of innovation that will provide expertise in intellectual property, tech transfer, commercialization, and related activities.

The university currently is looking at potential models for an office of innovation with the goal of providing recommendations of several models by early 2019. The recommendations ultimately will be reviewed and acted on by the new VPRI in collaboration with her or his cabinet colleagues. In the course of this work, the university is conducting a benchmarking study with CSU and non-CSU campuses. Likewise, university leadership has begun a conversation with a consultant to introduce these concepts to the campus and begin further educating faculty about the processes and structure needed to support innovation. Finally, another key asset in the innovation arena is the innovation wing of the forthcoming Science and Innovation Complex. Private funds are being raised to support the creation of this space. The VPRI will have the opportunity to help shape the use and provide direction for this space consistent with the innovation strategy.

The VPRI will create the innovation framework, strategy and path forward for the university. This must happen in a way that is in alignment with the CSU system and at a pace that is realistic for the university.

**Professional Qualifications and Personal Qualities**

The ideal candidate will have the following professional qualifications and personal characteristics:

- Demonstrated ability to facilitate and attract support for research, scholarship, and creative works—from the public and private sectors—consistent with the expectations of a university fully engaged in both graduate and undergraduate education.

- Record of successful administrative experience within a large, complex organization, preferably in a large, public research setting.

- Experience developing and supporting innovation through intellectual property, tech transfer, commercialization and related activities.
• Demonstrated experience in the procurement and management of sponsored research programs.

• Successful experience with and understanding of federal, state and regional funding agencies.

• Experience in policy setting and decision making in research.

• Superb ability to collaborate and bring investigators together to conceptualize and develop large-scale, multidisciplinary research initiatives and translate them into compelling funding opportunities.

• Commitment to research as a core component of the academic enterprise rather than a separate endeavor and the ability to engage the entire institution around research and innovation to advance the university’s mission.

• Experience building cohesive, high performing teams that complements his or her own strengths and weaknesses.

• Experience in building collaborations with public and private sector organizations, higher education systems, and leaders and organizations in the community, region and state.

• Understanding of the needs of the range of faculty—from early career to senior level — and can effectively support their research and innovation goals and objectives.

• Ability to conceptualize and lead the enhancement of student engagement in research and innovation activities in collaboration with academic leadership.

• Exceptional interpersonal and relationship-building skills, with talents in verbal and written communication with multiple and diverse constituencies.

• Exemplary analytical, strategic and critical thinking skills.

• Highly energized, hardworking and forward thinking.

• Ability to interpret and implement effective budgeting and fiscal management.

• Demonstrated history of innovative thinking and leadership.

• A good sense of humor; capacity to approach situations with positivity and flexibility.

• Doctorate or equivalent; an academic record sufficient to be granted advanced rank and tenure in one of the university's academic departments is preferred.

San José State University: An Overview
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, by its location and by 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 research universities in the nation, San José State offers rigorous course work and research opportunities to nearly 35,000 undergraduate and graduate students in seven colleges and a College of International and Extended Studies offering professional and continuing education.

San José State's location in the Silicon Valley provides an exceptionally rewarding learning environment for students and a stimulating environment for faculty. Silicon Valley 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.

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.

President, Mary A. Papazian

Dr. Mary A. Papazian, a talented leader with 30 years of experience as a university professor and an academic and administrative leader, joined San José State University as its 30th president on July 1, 2016.

As the leader of the founding campus of the California State University and Silicon Valley’s only public university, Papazian—a Southern California native—is firmly committed to academic excellence; student success; open, transparent and inclusive leadership; shared governance; fostering a culture of curiosity and discovery; and building enduring campus and community partnerships.
At San José State University
In her early months at SJSU, Papazian focused on revitalizing communication among and between campus leaders, students, faculty and staff; energizing alumni, supporters and friends of the university; meaningfully elevating engagement with elected, industry and community leaders on important regional policy issues; empowering people across the university focusing on academic excellence and student success; inclusively assessing opportunities to enhance operational effectiveness; and articulating an aspirational vision for SJSU to be America’s preeminent urban public university.

Notable milestones at SJSU since Papazian’s appointment include approval of plans to build a Science and Innovation Complex (the first planned expansion of academic facilities in more than three decades); the launch of an Institute for the Study of Sport, Society and Social Change; plans to bring back SJSU's storied men’s track and field program; the convention of a series of student success summits to explore ways to enhance college readiness; and, the addition of five key university leaders: a new vice president for administration and finance and CFO; a chief diversity officer to lead a newly-established campus Office of Diversity, Equity and Inclusion; a vice president for organizational development; a vice president for student affairs and a vice president for information technology/CIO.

Previous appointments

Before coming to SJSU, Papazian was president of Southern Connecticut State University in New Haven, Connecticut. There, her accomplishments included strengthening programs supporting the successful transition of first-year and transfer students; establishing a vision for what will be SCSU's first-ever comprehensive philanthropic campaign; securing a $3 million gift and completing a $1.2 million bequest by establishing its first endowed chair; opening the new Academic Laboratory and Science Building; expanding international education and study abroad programs; increasing research opportunities for undergraduate students; and expanding scholarships to support student recruitment, retention and completion.

Previously, Papazian was the provost and senior vice president for Academic Affairs at Lehman College of The City University of New York, managing a $70 million budget that supported 450 full-time faculty members and 200 staff members, creating a research advisory board, hiring a new director of the Office of Research and Sponsored Programs and developing a research handbook for faculty.

She also served as the dean of the College of Humanities and Social Sciences at Montclair State University in New Jersey and as associate dean of the College of Arts and Science at Oakland University in Rochester, Michigan, where she began her academic career as an assistant, associate and tenured full professor of English.

Academic interests and leadership
Papazian is actively engaged in national and regional volunteer leadership, serving on the boards of HERS (Higher Education Resource Services), Association of American Colleges and Universities, Urban Serving Universities, NCAA Division I Presidential Forum, Bay Area Council, Silicon Valley Leadership Group and Joint Venture Silicon Valley.

She seeks an outstanding vice president for research and innovation who is willing to partner and lead in San José State’s transformation.

**Academic Affairs**

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. Davison 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**

Sj SU 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 Sj SU’s graduate programs and degrees.

*Student Life*
As one of the 200 top research universities in the nation, San José State offers rigorous course work and research opportunities to almost 35,000 undergraduate and graduate students in seven colleges. San José State holds HSI (Hispanic Serving Institution) and AANAPISI (Asian American, Native American and Pacific Islander Serving Institution) designations.

The Division of Student Affairs provides comprehensive programs and services designed to support the academic, career and life aspirations of students and create a climate for learning and engagement that enhances the student experience. The rich diversity of backgrounds within the student body at San José State informs the work of the division. An experienced and committed staff works in partnership with faculty and students to maximize the opportunities for student success on a campus with a distinguished history of social activism and a current commitment to a richly multicultural community. The division aspires to organize its resources and services in support of the needs of its students. With 4,200 students currently in residence on campus and thousands more students living in apartments in the area of the University, the student life program at San José State University is both complex and comprehensive.

Spartan Athletics

Intercollegiate Athletics is an integral part of the University and exists to promote equitable opportunities for men and women to compete at the NCAA Division I Level. The athletic program strives to create a diverse and inclusive environment emphasizing academics, compliance, student-athlete welfare, fair play, sportsmanship and Spartan Pride. San José State University offers a diverse variety of both men's and women's athletics. Core values are based around graduation, student-athlete well-being, equity, integrity and student advocacy. The SJ SU athletics department supports 22 NCAA Division I programs, 470 student-athletes, 130 coaches and staff members. As of June 30, 2017, Director of Athletics Marie Tuite is one of nine women who serve as athletics director at a NCAA Division I Football Bowl Subdivision (FBS) institution.

Links to Additional Information

University Snapshot
Research at SJ SU
Office of Research
Research Foundation
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 an estimated 2016 population of 1,042,094, it is the third most populous city in California (after Los Angeles and San Diego) and the tenth most populous in United States.

San José is cradled by the beautiful Santa Cruz Mountains and the southern shore of San Francisco Bay. It is the most affluent county in California and one of the most affluent counties in the United States. 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’s also a unique cultural hub with the largest Vietnamese population outside of Vietnam and one of the three remaining Japantowns in the United States. For additional information about this vibrant and progressive city, see www.sanjose.ca.gov and www.sanjose.org.
Procedure for Candidacy

Inquiries, nominations and applications are invited. Review of applications will continue until the position is filled. For fullest consideration, applicant materials should be received by February 15, 2019. Candidates should provide, as three separate documents, a curriculum vitae, a letter of application and a list of five references. References will not be contacted without prior permission. These materials should be submitted to the candidate portal by clicking here.

Inquiries, nominations and questions may be directed to the Witt/Kieffer consultants supporting this search, Zachary A. Smith, Ph.D., Suzanne Teer and Jen Meyers Pickard, Ph.D., at SJSUVPRI@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.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from San José State University documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

All images and logos used in this leadership profile were obtained from San José State University and/or are owned by Witt/Kieffer via Getty Images.
Witt/Kieffer is the preeminent executive search firm that identifies outstanding leadership solutions for organizations committed to improving the quality of life. The firm’s values are infused with a passion for excellence, personalized service and integrity.