Dean, School of Engineering and Computer Science
Position Profile

Under the leadership of President Christopher Callahan, appointed July 1, 2020, Pacific embarks on a bold new vision, one that will lead change, sustain values in community engagement, inclusion, civility, and is committed to a student-centered education. To accelerate the University's upward trajectory, Pacific recently appointed Chris Ferguson, a nationally regarded expert in enrollment growth, as Vice President for Enrollment Management. Now Pacific seeks its next leader, a forward-thinking and entrepreneurial Dean for the School of Engineering and Computer Science (SoECS). Pacific's SoECS is poised for a bright future thanks to the energies of a team led by Dean Steven Howell, who retires on June 30, 2021, having served superbly for 7 years.

President Callahan, Provost Maria Pallavicini, and the SoECS community invite inquiries from and recommendations of candidates who are eager to imagine, craft, and implement programs that shape the role of engineering and technology in the most diverse region in America, one ninety minutes from Silicon Valley.

The School of Engineering and Computer Science
Established in 1957, SoECS provides superior student-centered learning for undergraduate and masters level students emphasizing close faculty-student interaction, experiential education, and distinctive research opportunities. Pacific is ABET accredited and embraces a teacher-scholar model that values teaching and research. Ranked as one of "50 Great Schools at Great Prices" on U.S. News & World Report, the School offers eight Bachelor of Science degrees (Bioengineering, Civil Engineering, Computer Science, Computer Engineering, Electrical Engineering, Engineering Management, Engineering Physics, and Mechanical Engineering) and three master's degree programs (Master of Science in Engineering Science, Master of Science in Data Science, and Master of Science in Computer Science)

In Fall of 2020, SoECS enrolled 802 students (673 undergraduates and 129 master's students), guided by 54 faculty (30 tenure-track, 6 non tenure-track, and 18 part-time), and 19 staff (17 full-time and 2 part-time). 45% of tenure-track faculty identify as BIPOC.

Student diversity is a distinctive strength at SoECS, one that Pacific's leadership believes to be essential in diversifying the fields of engineering. Presently, students identifying as BIPOC represent 55% of SoECS' enrollment, international students represent another 19%, and 24% identify as white. It is important to note, 36% of current students are first generation college students and 90% of SoECS' domestic students hail from California while 10% of domestic students come from 18 states and territories in the United States. SoECS' 156 international students come to Pacific from 5 continents and 26 nations. Of these students, 65% of these international students come to Pacific from China, India, and Vietnam.

SoECS is supported by a $2.8M endowment and donors provided $3.8M in annual giving from FY 14-FY 19.
The School of Engineering and Computer Science recently celebrated the 50th anniversary of its signature Cooperative Education program. The CO-OP program has all students completing a 7-month paid internship between their junior and senior years for academic credit and required for completion of the BS degree in engineering. For more information about the School of Engineering and Computer Science, please visit https://engineering.pacific.edu/engineering.

**Notable Alumni**

SoECS alumni are a diverse and exceptional set of leaders, often recognized as international authorities in their professions and servant-leaders in their communities.

- Rear Admiral **Paula Brown** (Retired), US Navy, Past Director of Public Works, City of Ashland, Oregon
- **Ali Dashti**, CEO KCL Logistics, Kuwait, Current Regent, University of the Pacific
- Brigadier General **Glenn Goddard** (Retired), US Army, Deputy Director of Military Programs, H.Q., Army Corps of Engineers, SoECS Dean’s Council Member
- **Steve Leer**, Former CEO Arch Coal, Honorary Doctorate Recipient, University of the Pacific ‘93
- **Janet Y. Spears** CEO, Metta Fund, Former AT&T Vice President, Regent, University of the Pacific
- **George Tchobanoglous**, UC-Davis Professor Emeritus, international authority on wastewater management

**Facilities**

Students and faculty at SoECS have access to several notable facilities including:

- **John T. Chambers Technology Center (CTC)** – Opened in 2010, CTC is a LEED certified classroom and laboratory facility. Funded in part by former Cisco CEO, John Chambers (whose son attended Pacific), CTC includes state-of-the-art classrooms, a computer integrated manufacturing lab, water quality research lab, and a cyber-security network lab.
- **Pacific’s Technology Innovation and Entrepreneurship Maker Space** – This facility opened in 2016 and is home to CAD workstations, 3D printing, CNC milling, and a CNC laser cutter. It is used to support university-wide fabrication and rapid prototyping activities.
- **Newly renovated materials lab** – Renovations were completed in 2018 and include computer controlled digital tensile testing machines, digital compression testing, hardness testing, x-ray diffractometer, optical microscopes, scanning electron microscope, etc. This lab supports both undergraduate teaching and faculty research.
- **South campus manufacturing lab** – This lab includes student project workspace, welding center, various CNC mills, lathes, and other machinery.
- **Student computer labs** – SoECS provides more than 240 workstations, open 24/7 for student study and projects.

**The University**

Serving more than 6,300 students (3,700 undergraduates and over 2,600 graduate and professional students), Pacific is committed to providing a superior, personalized educational experience that integrates the liberal arts with professional learning and prepares students for a
meaningful life and a successful career. The first chartered university in California, Pacific was founded in 1851 and is ranked 133rd among national universities by *U.S. News and World Report*. **Pacific ranks 39th of top performers in social mobility, 3rd in alumni salaries among similarly sized universities in California, and 13th in alumni salaries among California universities.** Pacific is set apart from other universities by its highly personalized attention to each student in small and one-on-one learning environments of the kind found in renowned liberal arts colleges, *combined* with providing the wide variety of academic, professional and extracurricular choices of a major university.

The University’s iconic main campus, often cited as one of the nation’s most picturesque college campuses, is in Stockton, California; a Sacramento campus in California’s state capital is home to the McGeorge School of Law, a new School of Health Sciences, and an expanding set of graduate programs that serve the regional economy; and a campus in downtown San Francisco houses the Arthur A. Dugoni School of Dentistry and additional health and technology graduate programs. Pacific is recognized nationally and internationally for its academic programs in health-related fields, particularly dentistry and pharmacy, and provides exceptional liberal arts learning as well as engineering, business, music, and education paths for its undergraduates. Pacific’s 11 schools and colleges on its three campuses offer students their choice of 80-plus majors, including 21 graduate programs and 12 accelerated program options. For example, students can go directly into certain professional programs, including pharmacy, dentistry, and law, while accelerated programs in business, engineering, and education make it possible to earn both undergraduate and graduate degrees in five years. Pacific is well-known for its small class sizes, averaging 23 and a student-faculty ratio of 13:1, dedicated faculty, and numerous opportunities for real-world learning, including opportunities to study overseas. A broad suite of educational and developmental services ranging from mental health to tutoring to comprehensive career services also support students’ well-being and academic success.

Pacific is in the midst of historic fundraising success, particularly for student scholarships, with the bequest of a transformational $125 million estate gift in 2008, distributed to Pacific in FY2014 from Robert and Jeannette Powell, who both served on the university’s Board of Regents. The gift established the Powell Match program which matches new or enhanced scholarship and academic program endowments on a 1:1 basis. The Powell Match program is the cornerstone of the university’s comprehensive fundraising campaign, “Leading with Purpose” – The Campaign for University of the Pacific, which started in 2013 and publicly launched in October 2017. With a $300 million goal, the campaign represents the largest fundraising endeavor in the university’s history. To date, more than $268 million has been committed in the campaign, including 308 Powell Matches, many of which are focused on scholarships. In the past decade, Pacific’s endowment has grown by $300 million and nearly tripled in size in the last five years, and $21 million in new academic program endowments have been established. Since the campaign began, the amount of endowed donor-funded scholarship distributions has more than tripled from $3.5 million to nearly $11 million in 2019.

The University’s main campus which houses the majority of programs for undergraduates is located in Stockton, a diverse city of over 300,000 people, and part of the beautiful central valley of California bordered by a thousand miles of delta waterways. The Sacramento Campus, 45 minutes north of Stockton, primarily houses McGeorge School of Law, and the San Francisco Campus holds the Dugoni School of Dentistry and MS Data Science program, 90 minutes west of Stockton. For more information about the University of the Pacific, please visit [https://www.pacific.edu/](https://www.pacific.edu/). Information regarding Pacific’s strategic plan can be found at [https://www.pacific.edu/about-pacific/strategic-plan](https://www.pacific.edu/about-pacific/strategic-plan).
Position Summary
The Dean is the chief academic and administrative officer for the SoECS to whom Pacific delegates significant responsibility, autonomy, and accountability for the school’s path. The Dean is responsible for the academic leadership of the School, engagement with its communities, and overseeing enrollment management efforts, resource management, faculty and staff, facilities, and SoECS’ financial success. The Dean also has responsibility for guiding an administrative team of 19 in support of the school, alumni, donors, and community and industry partnerships. The Dean leads SoECS’ strategic planning initiatives and solidifying and implementing the vision, mission, and goals for the School.

In their role, the Dean will uphold and strengthen the intellectual engagement and accomplishment for which SoECS is known, steward innovation, provide strategic vision and operational leadership, promote synergies within the School, University, and with industry. Furthermore, the Dean will lead the School’s efforts in:

- Enhancing and implementing a strategic and academic planning process that inspires the School to envision and support a bold strategy for the future;
- Recruiting and retaining excellent faculty;
- Building a strong leadership team;
- Leading fundraising and development efforts for the School;
- Strengthening interdisciplinary connections among the units of the School;
- Building and sustaining interdisciplinary connections between the School and other colleges within the University;
- Enhancing the quality and reputation of the School’s academic programs;
- Encouraging and facilitating greater external funding of research;
- Articulating and advancing the School’s commitment to diversity;
- Developing new and existing relationships between the School and the communities Pacific serves;
- Communicating the vision of the School to prospective students, alumni, foundations, industry, and external partners;
- Providing academic leadership in planning and developing academic programs and in the implementation of plans and program improvements in the areas of instruction, research, and academic advising;
- Supporting the faculty’s scholarly activities and encouraging and advocating for interdisciplinary opportunities;
- Representing the School to the University’s senior administration, particularly in securing resource support for the School’s activities;
- Persuasively articulating the vision, mission, goals, and programs of the School to the University community, external stakeholders, and the general public;
- Providing leadership to ensure excellence through diversity in undergraduate and graduate programs and faculty recruitment;
- Providing leadership to the faculty in developing, maintaining, and improving high-quality programs of instruction, research, creative activity, outreach, and public service;
- Providing leadership in the area of fundraising and external relations as well as spearheading broader advancement efforts in communications and engagement with external stakeholders.

Qualities and Characteristics
The School of Engineering and Computer Science seeks a leader who will provide inspiration and execution of priorities directed toward undergraduate enrollment and retention, graduate
program expansion, and development of a strategic plan. With this goal in mind, the successful candidate must demonstrate or have:

- an innovative and entrepreneurial approach to the Dean position in order to serve as a catalyst for new and compelling academic and research initiatives in the School with the potential to expand on existing School strengths;
- the ability to work with faculty to develop a vision and plans for the future in an environment of shared governance;
- the ability to serve as an engaging fundraiser and advocate on behalf of School at the local and national level; the next Dean will be tasked with further developing the School’s external relationships to not only increase donations, but stimulate productive partnerships with external constituencies including donors and industry leaders;
- the ability to lead and manage, including management of human and financial resources;
- a commitment to fostering and sustaining a culturally diverse academic environment; a demonstrated ability to relate effectively to a wide variety of people of diverse backgrounds, including an understanding and respect for cultural, ethnic, gender, sexuality, and individual differences;
- a deep commitment to academic excellence, demonstrated ability for creative leadership and management, and the energy and vigor to translate ideas into action;
- the ability to work cooperatively and effectively with other senior University administrators and function as key member of the campus leadership team;
- the ability to think strategically and bring together diverse groups of interests (faculty, staff, students, alumni, industry partners, etc.) to coalesce in a unified vision;
- the ability to communicate effectively to build and enhance relationships with the staff, community, and various constituent groups;
- an enterprising mindset that will capitalize on Pacific’s unique campus environment and locations that promotes engagement and partnership opportunities with community stakeholders;
- a deep resonance with Pacific’s commitment to excellence and diversity, to the personal and educational enrichment of its faculty, staff, and students;
- a passion for the School’s role in ensuring student graduation and post-graduate job success;
- proven people skills and the ability to serve as a highly effective listener and communicator with both academic and non-academic audiences; and
- A high level of integrity and a demonstrated record of ethical and transparent leadership.

Qualifications
The successful candidate must be regarded as a distinguished or emerging leader in professional engineering fields and within the academy and must articulate a dynamic vision for the future of the School. The candidate must demonstrate a passion for the future of engineering and computer science at Pacific and an energy for building upon Northern California’s peerless international opportunities. The successful candidate must also value collaboration, transparency, and entrepreneurship, embrace Pacific’s mission to provide a superior, student-centered learning experience integrating liberal arts and professional education. The candidate’s commitment to inclusion as strength is clarion, and they must be dedicated to preparing individuals for achievement and leadership in their careers and as citizens.

The successful candidate will also possess:
• A PhD or equivalent terminal degree from an accredited institution and an outstanding record of scholarly achievement commensurate with appointment as full professor in one of the departments in the School;
• a record of successful administrative and/or leadership experience at a college or university;
• a history of providing students with a high-quality educational experience and a clear record of accomplishment in student success;
• achievement in or an ability to develop private investment;
• experience as a seasoned, decisive leader and diplomat with strong organizational and consensus-building skills, integrity, and the ability to inspire and lead faculty with diverse interests;
• a record of success in recruiting and retaining talented and diverse faculty; a champion of faculty eager to excel in teaching, research, and creative activities;
• a data driven leadership style that employs the appropriate facts to inform decision making;
• well-developed fiscal management experience, both in establishing and implementing budgets along with a record in balancing resources with responsibilities within and across the institution.

Application and Nomination Process
The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience. Submission of materials via e-mail is strongly encouraged. Nomination letters should include the name, position, and contact information for the nominee. All nominations and applications will be handled in confidence.

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Refer to code “Pacific-SoECS” in subject line

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