



## **Opportunity and Challenge Profile**

*Sonoma State University  
Search for the Dean of the School of Business and Economics  
Rohnert Park, California*

Sonoma State is a regionally serving public university committed to educational access and excellence. Guided by our core values and driven by a commitment to the liberal arts and sciences, Sonoma State delivers high-quality education through innovative programs that leverage the economic, cultural, and natural resources of the North Bay. The university seeks a visionary and collaborative leader to serve as Dean of the School of Business and Economics (SBE or the School). This is a distinctive opportunity to provide essential leadership at a public institution poised to become a national model for student success. SSU is located north of San Francisco in the heart of wine country and is the only public four-year university in the North Bay.

Working with faculty, students, staff, alumni, and external stakeholders, the Dean will have the opportunity to shape and execute the vision for the School's next chapter of growth aligned with the university's new strategic plan. Building Our Future @ SSU has four priorities at its core: student success; academic excellence and innovation; leadership cultivation; and transformative impact. The Dean will join a leadership team that is working to build the future of Sonoma State and deliver on its vision to embrace innovation in the institution's quest to be a national model for public higher education by 2025.

Founded as a liberal arts college in 1961, Sonoma State has evolved into a diversified university that provides students with the intellectual framework and academic preparation to thrive in a variety of professional careers. *U.S. News and World Report* consistently names SSU among "America's Best Colleges." The University enrolls approximately 9,400 students (92 percent undergraduate) and operates as part of the 23-campus California State University (CSU) system, the largest four-year system of higher education in the United States. Sonoma State has a long tradition of promoting intellectual and personal growth and contributing significantly to the region. The institution embraces its core values of diversity, sustainability, community engagement, and adaptability. The campus is in a phase of growth and excitement that started with the arrival of President Judy Sakaki in 2016 and Provost Lisa Vollendorf in 2017, who are committed to a collaborative vision supporting and promoting student, faculty, and staff success.

The School of Business and Economics has a strong international reputation for its Wine Business Institute and is widely recognized for having strong undergraduate and graduate programs that prepare students in a range of business fields. The School led fundraising efforts that resulted in the opening of the Wine Spectator Learning Center in May 2018, as well as a successful Association for Advancing Collegiate Schools of Business (AACSB) accreditation visit, granting the School reaccreditation through 2022. The next Dean, working closely with various stakeholders, will set new directions based on SBE's many strengths, and will inspire action from the School and University, as well as among alumni, the business community, and other constituencies. This is an opportunity to lead a niche AACSB accredited

business school, one with a deep commitment to the region; in doing so, the Dean will have the chance to make a social impact locally, nationally, and globally.

In support of the enduring legacy and mission of Sonoma State and the School of Business and Economics, the Dean will address a set of key opportunities and challenges, which are detailed further in this profile:

- **Provide intellectual and academic leadership, both internally and externally, for the business school and the institution.**
- **Develop and articulate a compelling vision for the School that aligns with the SSU strategic plan;**
- **Recruit, retain, and support faculty and staff in support of student success and academic excellence;**
- **Support student success and enrollment management to ensure SSU meets its graduation and retention goals for the Graduation Initiative 2025;**
- **Manage and diversify revenue streams to grow resources and capacity;**
- **Leverage the strengths of the School in prioritizing, embracing, and promoting diversity and inclusion.**

A list of the desired qualifications and characteristics of the Dean can be found at the conclusion of this document, which was prepared by the search committee with the assistance of Isaacson, Miller, a national executive search firm, to provide background information and detail the key opportunities and challenges related to the position. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

### **About California State University**

The California State University system spans the entire state of California and has an annual budget of more than \$5 billion; it is not only the largest four-year university system, but it is also one of the most diverse and affordable university systems in the nation. With 23 campuses<sup>1</sup>, 460,000 students, and 47,000 faculty and staff, CSU is a leader in high-quality, accessible, student-focused higher education, and prepares the majority of California's leaders and policymakers: approximately 64 percent of Californians with master's degrees in public administration studied at the CSU, as well as 35 percent of those with bachelor's degrees. In addition, 49 percent of Californians with bachelor's degrees in city, urban, community, and regional planning studied at the CSU. The CSU System has produced tens of thousands of graduates who have had an immeasurable impact in fields such as education, health care, agriculture, government, arts and entertainment, medicine, and non-profit leadership. To learn more about the California State University system, see [www.calstate.edu](http://www.calstate.edu).

### **About Sonoma State University**

Founded as a teacher education center for the North Bay, Sonoma State College was approved by the state legislature in 1960; it opened in the fall of 1961 with 274 students. Five years later, the nascent college moved to its current, 269-acre campus, which at the time had two buildings. In its first years, Sonoma

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<sup>1</sup> CSU Bakersfield, CSU Channel Islands, CSU Chico, CSU Dominguez Hills, CSU East Bay, CSU Fresno, CSU Fullerton, Humboldt State University, CSU Long Beach, CSU Los Angeles, CSU Maritime Academy, CSU Monterey Bay, CSU Northridge, California State Polytechnic University, Pomona, CSU Sacramento, CSU San Bernardino, San Diego State University, San Francisco State University, San José State University, California Polytechnic State University, San Luis Obispo, CSU San Marcos, Sonoma State University, and CSU Stanislaus.

State was a small, liberal arts college that served primarily as a commuter and re-entry student campus. The institution grew steadily over the years and, in 1978, Sonoma State officially received university status. SSU currently has 9,400 students, 600 faculty, 900 staff, an endowment of \$44 million, and an operating budget of over \$100 million. It is a federally designated Hispanic Serving Institution.

Sonoma State University has six schools—Arts and Humanities, Business and Economics, Education, Extended & International Education, Science and Technology, and Social Sciences—that provide students with a high-quality education featuring close interactions with faculty, research, and internship opportunities. A major contributor to the North Bay workforce, Sonoma State offers degrees in 46 majors and 49 minors at the bachelor's level and 15 at the master's level, as well as nine credential programs and eight undergraduate and graduate certificate programs.

SSU has been recognized nationally as a “Best Value,” “Most Connected,” and “Most Green” college by the Princeton Review. Recently SSU achieved the best transfer graduation rates out of all of the California State University system and was recognized by Money magazine as #12 in the nation for transfer students.

#### *Leadership at Sonoma State University*

Dr. Judy Sakaki joined Sonoma State University as its seventh president in July 2016 and is the first Japanese-American woman to lead a four-year university in the U.S. Dr. Sakaki previously served a nine-year tenure as Vice President of Student Affairs for the University of California system. Previously, Dr. Sakaki served as Vice Chancellor of Student Affairs at UC Davis, and Vice President and Dean of Student Affairs at Fresno State. Dr. Sakaki has devoted her career to issues of student inclusion, educational opportunities and achievement. She has a strong commitment to undocumented students, veterans, and LGBTQ+ students, faculty, and staff communities. Dr. Sakaki is a former American Council on Education Fellow, an Executive Fellow of the California State University, and a senior Fellow of the American Leadership Forum. Sakaki earned an M.A. in Educational Psychology and B.A. in Human Development from California State University, East Bay and a Ph.D. in Education from UC Berkeley.

In 2017, Lisa Vollendorf, formerly Dean of San José State University's College of Humanities and the Arts, joined SSU as the Provost and Executive Vice President for Academic Affairs. Prior to her work at San José State, Dr. Vollendorf was a professor of Spanish at California State University, Long Beach from 2005 to 2012. She is a strong proponent of shared governance and was elected to three terms as Academic Senate chair. Dr. Vollendorf's research has centered on women's cultural history in Iberia and Latin America, with a focus on the sixteenth and seventeenth centuries. She has published two monographs, six edited books, and 35 chapters and articles. She earned her Ph.D. in Romance Languages at the University of Pennsylvania and a B.A. in English and Spanish at Colorado State University.

#### *Mission*

Sonoma State is a regionally serving public university committed to educational access and excellence. Guided by our core values and driven by a commitment to the liberal arts and sciences, Sonoma State delivers high-quality education through innovative programs that leverage the economic, cultural, and natural resources of the North Bay. As a member of the 23-campus California State University system, Sonoma State is proud to serve a diverse student population on our beautiful campus, at our environmental preserves, and at satellite centers throughout the region. Located north of San Francisco in California's wine country, Sonoma State drives the economic, cultural, and educational engines of the North Bay. Sonoma State University prepares students for meaningful citizenship in a complex world.

### *Vision*

Sonoma State University embraces innovation in our quest to be a national model for public higher education by 2025. Our students graduate prepared to meet the challenges of the 21<sup>st</sup> century and to make an impact in the community and the world.

### *Core Values*

SSU's core values are an expression of who we are at Sonoma State. We proudly embrace integrity, respect, excellence, and responsibility as part of our Seawolf Commitment. Our core values include:

1. Diversity and social justice
2. Sustainability and environmental inquiry
3. Connectivity and community engagement
4. Adaptability and responsiveness

### *Student and Campus Life*

The Sonoma State campus community is ethnically diverse<sup>2</sup> and 64 percent of SSU students receive some type of financial aid; SSU awards approximately \$1.1 million in scholarships per year (academic scholarships, athletics, and performing arts). The University has a 60 to 40 female-to-male ratio. The majority of SSU students come from California (99 percent), although countries all over the world are represented within the student body. The University is also proud to have received its designation as a Hispanic-Serving Institution (HSI) in 2017 as 33 percent of the university's 8,600 undergraduates identify as Hispanic.

### *Strategic Plan*

In 2017-2018, Sonoma State University engaged in a comprehensive process to share, shape, and unite around one strategic plan that will set the direction for the University for years to come. With the participation of nearly 4,000 individuals, including faculty, staff, students, alumni, and community members, a proposed plan has been put in place that will help Sonoma State achieve its vision of becoming a national model for higher education by 2025. The strategic planning process has been guided by Sonoma State's core values, which include: diversity and social justice; sustainability and environmental inquiry; connectivity and community engagement; and adaptability and responsiveness.

Below are four strategic priorities that will provide a road map for Sonoma State's strategic plan implementation in the coming years:

1. Student Success: Sonoma State aspires to be a national model for student success, which includes all aspects of the student experience, from academics to campus life to graduation. All members of our campus community have the responsibility to serve students with integrity and to provide the support services students need to succeed.
2. Academic Excellence and Innovation: Sonoma State has high-quality, innovative academic programs that prepare students to flourish in a changing workforce and world. By educating beyond classroom walls and across disciplines, Sonoma State promotes synergy and creativity in a dynamic educational environment that responds to regional workforce and community needs.

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<sup>2</sup> American Indian or Alaskan Native: 0.5%; Asian: 4.9%; African American: 2.2%; Hawaiian and Pacific Islander: 0.2%; Hispanic: 27.6%; Two or More Ethnicities: 6.6%; Unknown: 7.3%; Caucasian: 48.6%.

3. **Leadership Cultivation:** As the region's only public four-year university, Sonoma State embraces its leadership role in the North Bay and beyond. We prepare the next generation of leaders by providing students with opportunities to learn the knowledge and skills needed to build a better society both locally and globally.
4. **Transformative Impact:** Sonoma State transforms the lives of students, families, and communities by providing educational access and opportunity to help all students succeed. Our faculty and staff work to transform our region, our communities, and our academic disciplines through service, research, programming, and outreach.

To learn more, see: <https://www.sonoma.edu/strategicplan>.

### **About the School of Business and Economics**

Founded in 1986 with the merger of the Department of Economics and the Department of Management, the School of Business and Economics has grown to over 2,000 undergraduate students and 175 graduate students, with 32 tenure-track faculty and 14 lecturers offering over 700 courses. Today, the mission of SBE remains the same: to create extraordinary learning experiences for students and to advance best practices in the North Bay and beyond. This is fulfilled by:

- Providing memorable and transformational educational programs for the global business professionals of the future and for the emerging leaders of North Bay enterprises.
- Being an exemplar of best practice by researching, developing and applying the business tools, methods, and strategies that SBE teaches its students.
- Convening and engaging the North Bay business community toward generating regional economic prosperity.

Achieving initial AACSB accreditation in 2007, the Department of Business Administration's Bachelor of Science and MBA programs are one of just 15% of all business schools in the world that meet the standards for accreditation. In 2017, SBE underwent a successful accreditation visit, granting them accreditation through 2022. The School currently has an endowment of approximately \$3.2M and a budget of approximately \$5M.

### *SBE Programs*

The School offers a wide range of degree programs for undergraduate, graduate, and executive students. There are two degrees offered to undergraduates: economics and business administration, the latter which includes concentrations in finance, marketing, accounting, financial management, and management. Business administration is currently one of the top majors at Sonoma State in terms of number of students, and the School as a whole confers about 22 percent of all undergraduate degrees.

For graduate and executive students, the School offers six in-person, online, and hybrid programs. These include the Sonoma MBA, MBA in Wine Business, Executive MBA (EMBA), EMBA in Wine Business, the hybrid version of EMBA in Wine Business, and an online certificate in Wine Business Management. Finally, geared towards working professionals looking to fill a skill set gap, there are advanced professional programs ranging from online certificates to full-day workshops. These programs are administered through the School of Extended & International Education. To learn more about the School's program offerings, please see: <http://web.sonoma.edu/sbe/programs/>.

### *Wine Business Institute (WBI)*

California is widely recognized as a leader in education for viticulture and winemaking. Sonoma State is the first school in the United States to offer an undergraduate degree, an MBA, and an Executive MBA all focused on the business of wine. As such, the Wine Business Institute, which is housed in the SBE, is a signature program, not just at Sonoma State but within the larger CSU system. Dedicated to global leadership in wine business education and research, the Institute serves current and future wine leaders in Sonoma, the state, and beyond.

The Wine Business Institute publishes the *Wine Business Case Research Journal*, which is comprised of decision-focused case studies involving real people and real events in the global wine business context. The goal is to inform global wine researchers and industry practitioners about cutting-edge challenges and possible exemplary solutions. Submissions are reviewed by an editorial board from institutions across the U.S. and around the world, including countries such as France, Italy, South Africa, and Argentina.

The new home of the WBI, the Wine Spectator Learning Center, opened its doors in May of 2018, and is an education and industry hub designed around advanced-technology classrooms, student commons and gardens, and a collaborative space for faculty and business leaders. This state-of-the-art facility is open to all students and departments and will be a venue for public seminars and events. Classrooms and outdoor spaces can accommodate over 300 people and the commons will encompass a student hub, wine entrepreneurship laboratory, and a wine research library.

A collaboration between the SBE and SSU's Educational Opportunity Program (EOP), the Wine Business Institute founded the Wine Industry Scholars Program (WISP), which is dedicated to supporting the access, retention, and graduation of first-generation students from economically and socially disadvantaged backgrounds. This new scholarship is designed to provide first generation children from families of vineyard and winery workers access and support services through higher education. This past year, 15 students received individual scholarships which include financial assistance, a summer transition program, academic and career advising, and co-curricular activities.

To learn more about the Wine Business Institute, please see: <http://web.sonoma.edu/sbe/wine-business-institute/>

### *Entrepreneurship*

Sonoma State University's Community for Entrepreneurial Leadership and Learning (CELL) is leading a three-prong entrepreneurial movement in education. CELL's goals are to infuse entrepreneurial thinking into the educational system, launch and support entrepreneurial careers and businesses out of Sonoma State, and accelerate entrepreneurial action in the North Bay. The next Dean will be an integral player in the transformation of the educational system at SSU and in the North Bay. Leadership and Innovation are central themes in SBE's graduate and undergraduate academic programs and infused in how faculty train students to become creative problem solvers, change agents, and innovators in the places they work and the communities they are a part of. The Dean will continue to support students in their pursuits to become entrepreneurial thinkers who have launched their own businesses or are job ready as they step out on their career pathway.

Two initiatives are currently in place that foster and promote this entrepreneurial spirit:

*Makerspace and Innovation Lab* is funded by the National Science Foundation and is Sonoma State University's signature Makerspace and Maker Program. It is a cross-campus academic partnership between the School of Business and Economics, School of Education, School of Science and Technology,

and School of Arts and Humanity. The facility will house tools like 3D printers, a computer controlled mill, laser cutters, and micro controllers, as well as materials like electronics, cloth, fabric, leather, and more. The Makerspace and Innovation Lab, opened in Fall 2017, is free to all faculty, staff, and students at Sonoma State University.

*Accelerate Entrepreneurial Action* in the North Bay. SBE is an active member of the North Bay iHub, supporting entrepreneurship as a key ingredient for regional growth and prosperity. To that end, SBE has partnered with and supported entrepreneurial efforts and projects like the North Bay Make-a-thon, SSU's Makerspace and Innovation Lab, North Bay Investor Summit, and more.

## **Role of the Dean**

The Dean serves as the chief academic and administrative officer of the School, and provides academic, intellectual and administrative leadership. Working closely with students, faculty, and staff in a tradition of collegial shared governance within a collective bargaining system, the Dean develops and articulates the vision for the School within Sonoma State University's mission and goals, and creates new opportunities for the School and the University. The Dean is responsible for promoting and improving the quality and effectiveness of the School's programs, including all aspects of teaching and learning; research, scholarship, and creative activity; and community engagement. The Dean provides leadership for enrollment management, strategic budgeting, assessment, accreditation, and metrics related to graduation and retention. The Dean is also responsible for fund diversification, including fundraising and development as well as extended education programs in alignment with the goals of the School. The Dean also is responsible for leading efforts to hire diverse faculty and staff and for developing and articulating the School's role in supporting the broader strategic direction of the University.

The Dean also represents the School in the broader community through active leadership in the development of activities that further the mission of the School, the University, and the community. The Dean may be called upon to serve on boards of community and business organizations to further the mission of the University and the economic and cultural vitality of the region. The Dean also has oversight responsibility for Centers and Institutes operating within the School, and for grant and contract activity undertaken by such Centers or conducted independently by faculty. In addition, the Dean often represents the School and the University at the California State University system level.

The Dean plays a critically important role as a leader in Academic Affairs. The incumbent serves on University academic leadership teams, representing the School in all University matters, including planning and budgeting. As a member of the Provost's Leadership Council, the Dean has the responsibility to work collaboratively and collegially with all stakeholders to advance the goals and mission of the Division of Academic Affairs and the broader University.

The Dean will report to Provost Lisa Vollendorf and serve on the Provost's Leadership Council. As part of this group, the Dean has the responsibility to work collaboratively and collegially with all stakeholders to advance the goals and mission of the Division of Academic Affairs and the University. Reporting to the Dean is the Chair of Economics, the Chair of Business Administration, the Director of Business Operations, the Director of the SBE Career Center, the Manager of Marketing and Communications, the Executive Director of the Wine Business Institute, and the Executive Director of Graduate & Executive Programs. The Dean will oversee a budget of approximately \$5M.

Major priorities of the position include, but are not limited to, the following:

- Work closely with students, faculty, and staff in a tradition of collegial shared governance within a collective bargaining;

- Strategically direct the School's academic programs;
- Provide leadership in faculty support, student success, staff development, and curriculum development;
- Support and lead School fundraising efforts and assure the effective use of human, fiscal, and physical resources;
- Make informed, evidence-based decisions and make progress towards all graduation and retention metrics for the School;
- Play a critically important role as a leader in Academic Affairs; serve on University academic leadership teams, represent the School in all University matters, including planning and budgeting;
- Lead efforts to hire diverse faculty and staff ;
- Develop and articulate the School's role in supporting the broader strategic direction of the University;
- Represent the School in the surrounding communities through active leadership in the development of activities that further the mission of the School, the University, and the community; serve on Boards of community and business organizations to further the mission of the University and the economic and cultural vitality of the region;
- Oversee Centers and Institutes operating within the School, and be responsible for grant and contract activity undertaken by such Centers or conducted independently by faculty;
- Represent the School and the University at the California State University system level.

Other duties include special projects assigned by the Provost and President furthering the mission and goals of the University.

The incoming Dean will be a collaborative organizational manager and builder who is fully aligned with and embraces the University's core values, which include: diversity and social justice; sustainability and environmental inquiry; connectivity and community engagement; adaptability and responsiveness. With these values at the center of the work, the Dean will be tasked with the following key opportunities and challenges:

***Provide intellectual and academic leadership, both internally and externally, for the business school and the institution***

At the University level, the Dean will be a proponent of interdisciplinary relationships and activity, encouraging faculty to advance new thinking across academic units that incorporates the value of business and economics education. The Dean will lead by example in this regard and will collaborate with other deans and their faculty to identify opportunities for innovative joint initiatives and programs, and leverage the University's unique venues and spaces.

Externally, maintaining excellent community, agency and corporate relationships is imperative to the success, visibility and connectedness of the School. The next Dean will ensure that the School is embedded in the external community as a partner and promoter for the overall social and economic health of the region. This individual will be a connector between employer needs and talented students and graduates during and after their time at the University, and support effective career services collaborations to ensure that students will have strong, pre-professional internship opportunities in addition to job placement support.



***Develop and articulate a compelling vision for the School that aligns with the SSU strategic plan***

In 2017-18, the University developed a strategic plan centered on the values of student success, academic excellence and innovation, leadership cultivation, and transformative impact. Collaborating with the faculty and staff in SBE and other leaders on campus and in the community, the Dean will create and execute the next strategic vision for the School that is aligned with this larger University plan. The Dean will lead this process by promoting strong and engaged leadership, providing clear direction, and fostering a consultative culture of shared governance and open communication. The next Dean will elevate the School by continuing to prioritize and define academic excellence, particularly with respect to the impact on student experience, graduation rates, and faculty and staff development. The Dean is responsible for helping the university meet the graduation and retention goals set by the larger CSU Graduation Initiative 2025.

***Recruit, retain, and support faculty and staff in support of student success and academic excellence***

Outstanding faculty and staff are critical to fulfilling SBE's academic mission and student experience. To this end, the next Dean will be expected to not only attract and hire high-quality and diverse faculty, but also to retain them by leveraging experienced colleagues in mentoring, developing, and supporting them in becoming broadly engaged and innovative teachers and scholars. The Dean will lead the faculty and staff in creating relevant and supportive experiences for students at different stages of their progress through the School. The Dean will also oversee all staff and will provide mentorship and professional development opportunities to ensure their continued success. Furthermore, the Dean should strive to be accessible, inclusive, and consultative, advocating for more faculty and staff involvement and recognition institution-wide. The Dean will have the opportunity to oversee the important remodeling and space reassignment of Stevenson Hall and ensure that the community and environment of the School is well served and strengthened.

***Support student success and enrollment management to ensure SSU meets its graduation and retention goals for the Graduation Initiative 2025***

The Dean has an important role to play in ensuring that the institution meets its graduation and retention goals for Graduation Initiative 2025. Many of SSU's impacted programs are within the School, so this places an additional responsibility on the Dean to help lead SSU toward effective enrollment management throughout the entire pipeline of admissions to academic offerings to graduation. The GI2025 goals are ambitious: they call for elimination of equity gaps for under-represented students as well as for Pell-eligible students. SSU has made great strides in the arena of enrollment management and student academic support services, but more work needs to be done. All academic deans play a critically important role in leading this initiative to support all students with integrity.

***Manage and diversify revenue streams to grow resources and capacity***

In order to carry out the goals in the next strategic vision, the Dean will be expected to grow and diversify new sources of funding and will ensure strong financial resources management, leading the planning and advocacy that cultivates new opportunities aligned with the strategic plan priorities. This will include overseeing the creation of self-support programs and leveraging relationships with existing donors, foundations, corporate sponsors, agencies and other partners. Annual fundraising goals are part of the Dean's portfolio. The Dean will use existing resources prudently, will optimize internal financial and administrative management, and will seek to leverage opportunities for shared resources with internal and external partners. The Dean will be adept with budgets and also look to empower others in those skills.

***Leverage the strengths of the School in prioritizing, embracing, and promoting diversity and inclusion***

In 2017, Sonoma State University received its Hispanic-Serving Institution designation, reaffirming its commitment to diversity and student success. Personally demonstrating a commitment to diversity, equity and inclusion, the next Dean will continue to enhance the SBE's important role in the broader diversity and inclusion initiatives at the University, particularly with respect to social impact programs and scholarships, and will work to sustain and expand the School's current portfolio to create additional opportunities for students. The Dean must be proactive and thoughtful about addressing the academic and social needs of the diverse student population to ensure a safe, welcoming, and inclusive environment for all SBE students, faculty, and staff. Furthermore, the Dean leads the efforts to diversify, support, and develop faculty and staff.

**Qualifications and Characteristics**

The ideal candidate would bring all or most of the following professional experiences and personal qualities:

- An earned doctorate and an academic record to support appointment at the rank of professor in the School of Business and Economics;
- At least five (5) years of successful administrative experience such as serving as a dean, associate vice president, associate dean, department chair, or similar position;
- A broad understanding of the disciplines in the School of Business and Economics;
- A commitment to maintaining and developing strong undergraduate and graduate programs;
- Experience, knowledge, and commitment to strategic budgeting and strategic enrollment management rooted in evidence-based decision-making;
- Demonstrated excellence in higher education leadership;
- Strong communication, interpersonal, and managerial skills;
- Ability to work successfully and inclusively with diverse students, faculty, staff, administrators, and community members;
- Commitment to effective, collegial decision-making within the context of shared governance and collective bargaining;
- Experience and vision for effective fundraising, grant diversification, and fostering community relationships.

**Location**

Sonoma State University is located in San Francisco's North Bay, a region is famed for its extraordinary wines, farm-to-table cuisine, and a strong sense of dedication to our tremendous natural resources. From local beaches to an incredible system of regional and state parks within reach, Sonoma County provides access to the benefits of urban life within the context of beautiful natural surroundings and many thriving local communities. For more information, see <https://www.sonomacounty.com/>.

*Dean of the School of Business and Economics  
Sonoma State University*

### **Applications, Inquiries, and Nominations**

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: [www.imsearch.com/6589](http://www.imsearch.com/6589). Electronic submission of materials is strongly encouraged.



*Recruiting exceptional leaders  
for mission-driven organizations*

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