

An aerial photograph of the San Jose State University campus, showing various academic buildings, green spaces, and palm trees. In the background, a range of mountains is visible under a clear blue sky. The entire image has a semi-transparent blue overlay.

SJSU | COLLEGE OF HEALTH
AND HUMAN SCIENCES

Associate Dean of Research

University Mission

In collaboration with nearby industries and communities, SJSU faculty and staff are dedicated to achieving the university's mission as a responsive institution of the state of California: 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.



San José State University

San José State University (SJSU) is a major, comprehensive public university located in the center of San José, California - the heart of Silicon Valley. A member of the 23-campus California State University System, SJSU is the oldest state university in California. Its distinctive character has been forged by its long history, its location, and its vision - a blend of the old and the new, the traditional and the innovative. Among its most prized traditions is an uncompromising commitment to faculty scholarship, research, technological innovation, community service, and creative activity.

SJSU grants bachelor's and master's degrees in 250 areas of study as well as doctoral degrees in Education, Audiology and Nursing. Accredited by the Western Association of Schools and Colleges, the University offers 82 bachelor's degrees with 66 concentrations, and 70 master's degrees with 25 concentrations. Quality teaching and small classes are a priority at SJSU; our tenured and tenure-track faculty teach introductory courses along with advanced courses in their disciplines.

Among the top 200 universities in research and development expenditures (as surveyed by the National Science Foundation), SJSU offers rigorous course work and research opportunities to approximately 36,000 students, who comprise one of the nation's most ethnically diverse student populations. As such, this position is for someone interested in a career at a national leader in graduating (underrepresented minority) URM students. SJSU is a Hispanic Serving Institution (HSI) and Asian American and Native American Pacific Islander (AANAPISI) Serving Institution; 40% of our students are first-generation, and 38% are Pell-qualified. SJSU is currently ranked first nationally in increasing student upward mobility and is committed to increasing the diversity of its faculty so our disciplines, students, and the community can benefit from multiple ethnic and gender perspectives.

SJSU is an exceptional place for hands-on learning, professional development, and personal growth. The academic colleges include the College of Health and Human Sciences; the Lucas College and Graduate School of Business; the Connie L. Lurie College of Education; the Charles W. Davidson College of Engineering; the College of Humanities and the Arts; the College of Science, and the College of Social Sciences. The University is proud of the Hammer Theatre Center and its award-winning library, both of which are unique joint city-university partnerships.





College of Health and Human Sciences

The [College of Health and Human Sciences](#) (CHHS) offers twenty-two degree programs through its seven departments and schools. Graduates become leaders and establish professional careers as administrators, educators, practitioners, and applied researchers in a variety of discipline-related settings. These settings include both private and public agencies, government institutions at all levels, community and healthcare organizations, and educational institutions.

The college enrolls about 4,800 students annually, of which 17% are graduate students. There are approximately 37,000 alumni from SJSU's College of Health and Human Sciences. The college's mission is to generate knowledge and prepare transformative leaders and practitioners to advance health and well-being for all, from individuals to communities. A commitment to social justice and health equity are realized through:

1. Community engaged research
2. Building capacity for interprofessional and collaborative practice and research across settings and disciplines
3. Engaging in the development of health technology

The college, located in a premier destination, is an essential partner for training nurses, medical social workers, and other health professionals for careers in Silicon Valley hospitals, clinics, and ancillary health fields. Our leadership in innovation affords students opportunities to collaborate with faculty, health organizations, and communities in using new technologies and quality improvement measures to improve health outcomes. SJSU is uniquely positioned to have an outsized impact on our region's healthcare system.

Opportunities and Expectations for Leadership

The College of Health and Human Sciences, under the leadership of a new Dean, has an invigorated commitment to enhance and grow existing research excellence. The College has a focus on applied research that extends to both the clinic and the community. Part of this invigorated commitment involves hiring a new Associate Dean for Research and Faculty Success to provide visionary leadership and oversight of the College's research enterprise as it continues to expand. The Associate Dean for Research and Faculty Success (ADR) must be innovative and strategic in identifying and supporting interdisciplinary and collaborative research efforts. Additionally, the ADR will play a major role in continuing to build the College's standing in scholarly excellence, support faculty to expand the College's extramural funding base, and uphold its commitment to inclusive research and community partnerships.

San José State University invites applications for the position of Associate Dean for Research and Faculty Success in the College of Health and Human Sciences. We are seeking applicants with a proven track record of innovative research, external funding, effective faculty and student mentorship, meaningful service, inspiring leadership, and effective interpersonal communication and organizational skills. Successful candidates will have demonstrated high ethical standards and are expected to operate in a transparent and collegial way. Additionally, successful candidates should be responsive to the needs of faculty, staff, and students within the College and have a strong commitment to enhancing inclusive excellence. We seek candidates who are committed to taking the research reputation of the College of Health and Human Sciences to the next level of national recognition.



The Associate Dean for Research and Faculty Success position in the College of Health and Human Sciences is a 12-month, full-time administrative position to begin July 1, 2022. The successful applicant will have a strong work ethic, show a willingness to serve in a broad variety of roles as needed, and be dedicated to the mission of the College and the University.

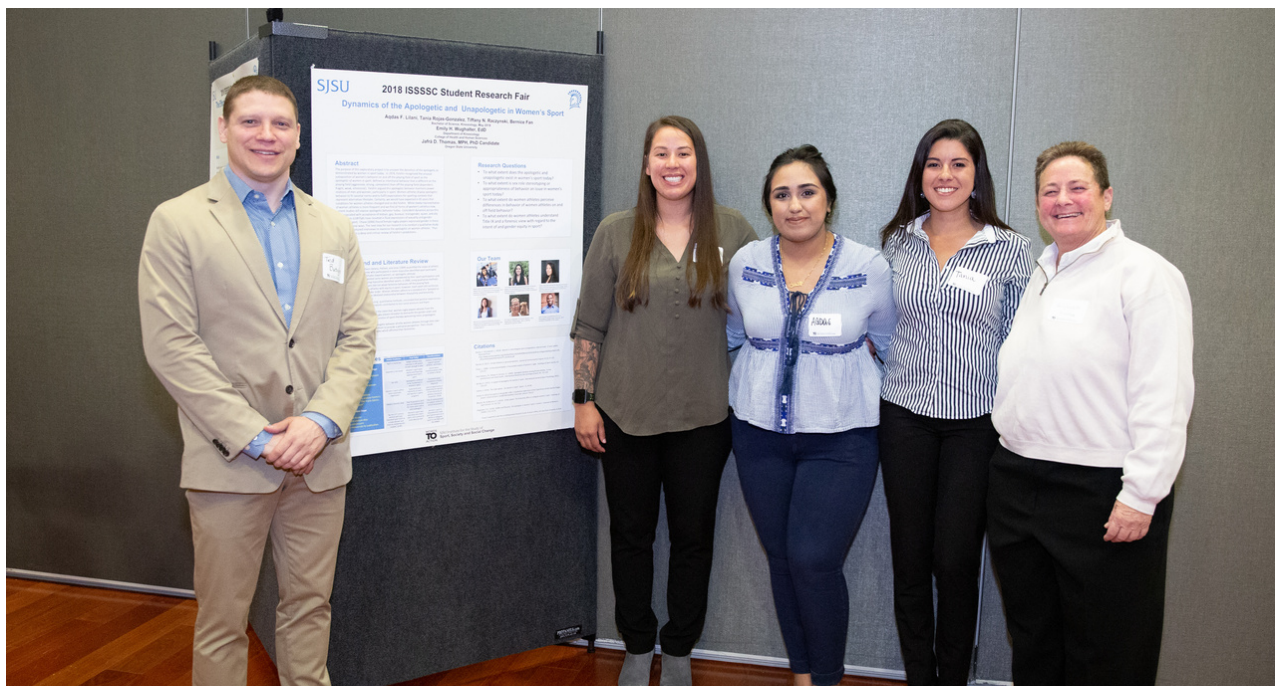
The Associate Dean for Research and Faculty Success must be an articulate advocate for all scholarly and creative activities within CHHS and lead the College community as we engage in interdisciplinary research focused on addressing the problems of the local and global community.



Your responsibilities will be to:

- Facilitate the growth and development of research and other scholarship activity among CHHS faculty members in accordance with the University, College, and individual department/school strategic plans;
- Work with the [Division of Research and Innovation](#), the [Research Foundation](#) and the [Tower Foundation](#) to coordinate faculty communications regarding research funding opportunities, contracts, grants, and general research support initiatives.
- Work with faculty, and in collaboration with the [Office of Research](#) and other entities on campus, to increase productivity in grants submitted, with a goal that CHHS faculty expand the number of externally funded projects.
- Provide leadership and mentorship for tenured and tenure-track faculty retention, promotion, and tenure;

- Work with college and university leadership to design and implement faculty development programs;
- Support faculty in planning, developing, and implementing their research and scholarship trajectories;
- Support strategic planning and implementation of initiatives related to the mission and vision of the College and the University, including projects with local, regional, and national organizations and entities, including the Silicon Valley and the Bay Area;
- Advocate for the research interests of the College by serving as liaison to the Division of Research and Innovation, the SJSU Research Foundation, the Tower Foundation, and other faculty success entities;
- Foster a culture of innovative, interdisciplinary research, scholarship, and creative activity;
- Support faculty development in the areas of teaching and service, providing consultation, mentoring, and access to appropriate resources, and coordinating the new faculty orientation program.
- Oversee the development and implementation of internal College grant award programs, and participate in the evaluation of applications for internal College and University grant programs;
- Responsible for supporting the Dean in all processes around hiring, retaining, and evaluating permanent faculty.
- Participate as a member of the CHHS leadership groups, as well as performing other duties not listed above to support the various functions of the Dean's Office.



Required Qualifications:

- Outstanding academic credentials commensurate with a faculty appointment in one of the College's seven academic units at the rank of Professor with tenure
- Demonstrated record of a funded research program characterized by state and/or federal research grants and publication in peer-reviewed journals;
- Strong administrative experience, signifying the ability to develop and communicate a strategic and focused vision about research;
- Commitment to diversity, equity, and inclusion demonstrated by intention, active planning, focus of research, and/or accountability for diversity outcomes;
- Experience mentoring and developing faculty;
- Ability to work effectively in teams;
- Demonstrated understanding and support of a broad range of quantitative and qualitative research pedagogies and methods, including:
 - social science and health research
 - community-engaged research
 - theoretical scholarship

Preferred Qualifications:

- Five year's experience in department or college-level academic leadership (Project Leader for a federally funded research project, associate chair, center director, etc.)
- Demonstrated success in mentoring and developing faculty members' competence in scholarly productivity and securing external funding.
- Experience in interdisciplinary team science, community-based research, industry-supported research, and/or human clinical trials.
- Experience in program project grants, training grants, or multi-site projects.
- Interpersonal qualities that will facilitate open and collaborative relationships among researchers across the College and University communities and with external constituencies.
- Sophisticated, strategic leadership skills to develop, implement, and measure the outcomes of strategies and programs.
- Knowledgeable about research best practices and student engagement in research as a high-impact practice.

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. It is the policy of SJSU to provide reasonable accommodations for qualified persons with disabilities.

Application Procedures

For full consideration, please follow these procedures by Monday, October 17, 2022. This position is open until filled; however, applications received after screening has begun will be considered at the discretion of the university.

Click [here](#) to complete the SJSU Online Employment Application and attach the following documents with your application (please upload these required documents as Other Supporting Documents):

- Cover letter that addresses the position responsibilities and qualifications;
- Current curriculum vitae that includes administrative experience;
- Contact information for 3-5 professional references.
- A statement of commitment to diversity, equity and inclusion.

Inquiries may be sent to jobs@sjsu.edu

More information is available at <https://www.sjsu.edu/careers/jobs/index.php>

SJSU is an Equal Opportunity/Affirmative Action employer committed to nondiscrimination on the basis of race, color, religion, national origin, sex, sexual orientation, gender status, marital status, pregnancy, age, disability, or covered veteran's status consistent with applicable federal and state laws. Reasonable accommodations will be provided for qualified applicants with disabilities who self-disclose. Applicants will be required to submit an application through Human Resources as well.



CHHS Mission Statement

The Mission of the College of Health and Human Sciences is to advance health and well-being for all, through preparing effective practitioners, developing transformative leaders, as well as generating and translating impactful knowledge.

Our mission is realized through four pillars:

1. Promoting health equity and social justice
2. Building capacity for interprofessional and collaborative practice and research (across settings and disciplines)
3. Generating and applying health technology and innovation
4. Building community capacity and wellness through community engagement and partnerships

CHHS is committed to promoting:

- Clinical and practice excellence
- Leadership development
- Diversity of the health and allied health professional workforce
- Equity, inclusion, and social justice
- Cutting edge health technologies
- Viewing health holistically as wellness
- Collaborative community partnerships
- Applied learning
- Engaged research

College Departments and Schools

- [Aerospace Studies \(AirForce ROTC\)](#)
- [Audiology](#)
- [Kinesiology](#)
- [Nutrition, Food Science and Packaging](#)
- [Occupational Therapy](#)
- [Public Health and Recreation](#)
- [The Valley Foundation School of Nursing](#)
- [School of Social Work](#)

Commitment to Diversity

San Jose State is unique in its storied and long history of student civil rights activism, service to first-generation student populations, racial and ethnic diversity, and location in the vibrant cultural communities and robust economy of the Silicon Valley of California. The [Office of Diversity, Equity, and Inclusion](#) [ODEI] is dedicated to the standards of inclusive excellence, which view San Jose State's mission of academic excellence as inseparable from our commitment to diversity, equity and inclusion. The ODEI works to create a campus community that is free from discrimination and free from systemic and cultural barriers to academic and professional success for all of its students, faculty, staff and administrators. The ODEI envisions a campus where its members engage in robust intergroup dialogue, and collaboration across groups, divisions and silos.

SJSU: Discover What it Means to Be Transformative

At San José State, transformation is defined by our community. Our students' trajectory is upward, regardless of where they start. They have the opportunity to graduate with increased future earnings and less than half the average student debt of their California counterparts. And they go on to work in some of the world's most influential companies. As alumni of SJSU, they join our faculty and staff in positively impacting Silicon Valley, the Bay Area and beyond. [We are SJSU — transformation defined.](#)

San Jose, 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.sanJoseca.gov and www.sanJose.org.