

# SEARCH PROFILE:

FOUNDING DEAN OF THE COLLEGE  
OF ARTS AND HUMANITIES



Channel Islands

CALIFORNIA STATE UNIVERSITY

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[California State University Channel Islands](#) (CSUCI) invites confidential inquiries, nominations, and applications for the position of Founding Dean of the College of Arts and Humanities (A&H). The Dean is the chief academic, fiscal, and administrative officer of the College. The Dean reports to the Provost but functions autonomously to advance the mission of the College and the Division of Academic Affairs by directing academic programs and supporting faculty and staff. The Founding Dean will have responsibility

for the faculty, staff, and academic programs in Arts and Humanities which are currently housed within Arts and Sciences. The new A&H College will consist of the following departments: Africana Studies, Asian American Studies, Anthropology, Art History, Studio Arts, Performing Arts, Chicana/o Studies, Native American/Indigenous Studies, Communication, English, Freedom and Justice Studies, Global Studies, History, Spanish, and Philosophy.

## CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS

CSUCI, the newest campus in the California State University system, opened its doors to its first transfer and post-baccalaureate credential students in Fall 2002, and then welcomed its inaugural freshman class in Fall 2003. With an operating budget of roughly \$140 million, CSUCI enrolls approximately 6,437 students, including 226 graduate and post-baccalaureate students (Fall 2021). The campus employs 150 FTEF tenured/tenure-track faculty, including department chairs and librarians, and an additional 21 lines budgeted for FY22-23 with plans for those lines to be filled during FY23-24. The campus also employs 283 lecturers, and 495 non-faculty staff members and administrators. In July 2015, the University earned re-accreditation for an additional nine years from the Western Association of Schools and Colleges (WASC); in Fall 2021, the campus initiated Strategic Enrollment Management Planning, Academic Master Planning, Integrated Communication Marketing Planning, and long-term budget development processes to ensure continued growth in the coming years. At full capacity, CSUCI is expected to eventually serve 15,000 full-time equivalent students.

CSUCI has expanded its academic programs since its founding, and today offers 26 undergraduate majors, seven graduate degrees, and a number of credential and certificate programs. The campus operates six centers and institutes, as well. Students have access to highly engaging curricular and co-curricular learning experiences, with outstanding faculty and staff, small class sizes, innovative applications of instructional technologies in their in-person, online, and hybrid classes, and other high-impact learning practices including service learning, undergraduate research, and study abroad opportunities in 20 countries. CSUCI has earned national distinctions because of its faculty, work environment, community service, student/faculty research, and efforts to advance diversity, equity, and inclusion. In 2021, CSUCI was ranked among the top 30 "Most Promising Places to Work in Student Affairs" for the seventh year in a row. The University has been recognized four times by *The Chronicle of Higher Education* as a "Great College to Work For." *U.S News & World Report* recently ranked CSUCI 41st for Regional Universities West, overall – and at 20th for Top Public Schools in that category and 17th for Social Mobility.



## CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS (CONT.)

CSUCI achieved the designation of Hispanic Serving Institution in 2009. The [economic and fiscal impacts](#) of HSI grants benefit the economies of local communities in Ventura and Santa Barbara counties, in the region, and throughout the entire state, generating significant benefits in the form of increased employment, labor income, and economic output.

In 2019, CSUCI was the first CSU campus and one of only nine institutions in the nation to receive the inaugural Seal of *Excelencia*, a prestigious, voluntary, and comprehensive certification granted by the Washington, D.C.-based organization, *Excelencia* in Education. The Seal recognizes an institution's very high level of commitment and effort to serve Latinx students successfully – to close equity gaps, accelerate the number of Latinx students who earn college degrees by 2030, and safeguard America's future by promoting more high-quality educational opportunities for all of the nation's students. The University is applying in 2022 to renew its Seal of *Excelencia*.

The work of all employees at CSUCI is driven by the University's mission: "Placing students at the center of the educational experience, California State University Channel Islands provides undergraduate and graduate education that facilitates learning within and across disciplines through integrative approaches, emphasizes experiential and service learning, and graduates students with multicultural and international perspectives." With a 22:1 faculty-to-student ratio and average class size of 25, students benefit from

the University's student-centered approach, as they are challenged to tackle pressing problems in their community and the real world; conduct meaningful discussion, research, and exploration; and work closely with expert faculty on research initiatives.

The University has over 20,000 alumni who are organized through the Alumni & Friends Association, an organization that facilitates career mentorship programs and offers activities for alumni and current students alike. CSU Channel Islands alumni who are still in California supported an additional 3,088 jobs, \$191.5 million in labor income, \$574.1 million in industry activity, and \$38.4 million in state and local tax revenue. CSUCI cultivates a strong sense of connection and pride in its alumni and appreciates their ongoing participation in the University's fundraising efforts. CSUCI has been eligible for and extremely competitive in winning federal HSI funding and other supports, with almost \$37 million in grant awards received since 2010. The most recent award, announced by the U.S. Department of Education on September 15, 2021, is for Project AYUDAS (Articulating Your Undergraduate Degree & Academic Success in STEM), an HSI STEM grant funded for \$4,999,990 over five years, designed to strengthen the STEM student success pipeline and transform collegiate STEM pathways for retention and success.

### THE CAMPUS

The campus exists on ancestral Chumash lands and was developed on the site of the former Camarillo State Hospital. Since its founding 20 years ago,





## CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS (CONT.)

CSUCI has seen remarkable physical growth, doubling in size to more than 1,200 acres and undergoing extensive building and renovation. The campus features a unique collection of 1930s Mission Revival and Spanish Colonial Revival buildings organized around a central mall, formal quads, courtyards, and open spaces. A [virtual tour](#) of the campus is available. Affiliate locations include the [Channel Islands Boating Center](#) and the [Santa Rosa Island Research Station](#), located within the [Channel Islands National Park and Marine Protected Area](#).

During its first 20 years, CSUCI underwent more than \$233 million in building and renovation projects. Among the many striking features on the campus are the world-class John Spoor Broome Library, the iconic Bell Tower, modern student residence halls, and a number of buildings – both renovated and newly constructed – which provide classrooms, laboratories, studios, and offices for faculty and staff. [Capital project](#) planning is currently underway for Gateway Hall, a new “front door” for the campus housing student services, selected academic programs, and classrooms; a solar array estimated to ultimately provide 68% of the campus’s annual energy needs; renovation of Manzanita Hall as the future home of the Martin V. Smith School of Business & Economics; the next phase of the University Glen Housing Development, which will add 598 residential units to the first phase of University Glen (which is the residential community immediately adjacent to the campus proper, currently home to many CSUCI faculty and staff members, as well as employees of

educational partners, the military, graduates of any CSU, and members of the general public); a mixed-use facility for student health services and other needs; and an Early Childhood Education Center, for which a feasibility study has been completed on a first-phase plan to serve 100 children.

Community service and environmental responsibility are hallmarks of the campus; the University has been recognized on the President’s Higher Education Community Service Honor Roll four years in a row, and the “Guide to Green Colleges” by the Princeton Review named CSUCI as one of the nation’s most environmentally responsible “green” universities in 2014. The Association for the Advancement of Sustainability in Higher Education (AASHE), an organization that recognizes excellence in sustainable practices, has given CSUCI one of its highest ratings, having commended the campus for earning a gold rating in AASHE’s Sustainability Tracking, Assessment & Rating System (STARS). CSUCI was initially one of only three CSUs with a gold rating. In 2015, CSUCI became a signatory of the American College and Universities President’s Climate Commitment. The campus has also been recognized nine times as a Tree Campus by the Arbor Day Foundation, as well as a Bee Campus USA for two years. CSUCI is also preparing to take bold action to address climate change. The new solar array at the entrance to campus is one example of the initiatives underway to reduce CSUCI’s greenhouse gas emissions and work toward carbon neutrality.



## LOCATION

CSUCI is located 4.5 miles south of the city of Camarillo in Ventura County, roughly 50 miles north of Los Angeles. As a regional campus in the CSU system, CSUCI serves all of Ventura County and the southern part of Santa Barbara County — a region that enjoys a rich mix of ethnic diversity. The local economy relies on six key industry sectors, including agriculture, manufacturing, construction, health services, professional/scientific/technical services, and leisure/hospitality.

Camarillo enjoys an ideal combination of a warm Mediterranean climate and ocean breezes throughout

the year. Residents enjoy access to an array of urban amenities, such as restaurants, wine tasting, premium outlet shopping, and farmers markets, as well as boundless outdoor recreation, including numerous state beaches and nearby Santa Monica Mountains National Recreation Area. Camarillo also lies about an hour from the vast cultural offerings of greater Los Angeles, including Santa Monica and Hollywood, and is located less than an hour from Santa Barbara. The area's largest employers are in government, science and technology, agriculture, and two nearby military bases. To learn more about the area, [click here](#).

## CURRENT INITIATIVES

### CHARTING OUR COURSE

Provost Mitch Avila, who joined CSUCI in January 2021, launched a revisioning of the University's academic master plan in Fall 2021. This "Charting Our Course" effort was a six-month, campus-wide, strategic planning exercise to identify which degrees and academic programs should be prioritized for expansion or creation through the rest of this decade. The Provost engaged faculty, staff, students, and other stakeholders in imagining the future of CSUCI, challenging all participants to grapple with fundamental questions regarding the campus identity, mission, and aspirations. The work of several teams concluded in early Spring 2022 and is currently being synthesized for dissemination and next steps. To view a draft version of the campus's academic plan, [click here](#).

### INCLUSIVE EXCELLENCE

At CSUCI, student and institutional success is understood as being directly correlated with the level of success achieved in advancing the values of diversity, equity, and inclusion (DEI) across every division. In 2017, the President's Advisory Council on Inclusive Excellence (PACIE) was established, and in 2022, the campus's [Inclusive Excellence Action Plan](#) was launched. Cabinet-led Inclusive Excellence Action Teams (IEAT) worked through Spring and Summer 2021 to identify DEI efforts to date and conduct gap analyses in six areas: professional and leadership development; attracting, hiring, and retaining a diverse workforce; university advancement and community and government relations; campus climate and communication; collecting, analyzing, accessing, and utilizing data; and student access and success. In Fall 2021 IEATs developed their plans and shared them



with the campus community; in Spring 2022 Cabinet members advanced proposals through the University's strategic initiative proposal and budget development processes.

### FIRST-YEAR EXPERIENCES

The divisions of Academic Affairs and Student Affairs are launching several key First-Year Experience initiatives in Fall 2022 funded through philanthropic support. These will enhance first-time, first-year (FTFY) students' university experiences, supporting their near-term and long-term successes by investing in several initiatives with promising impact data on retention and graduation.

The Jeff T. Green Family Foundation Scholarship initiative will award up to 50 FTFY students who meet the Pell Grant eligibility criteria (FAFSA) or have an equivalent Pell Grant (CADAA) Estimated Family Contribution (EFC) with a \$20,000 scholarship distributed over four years at CSUCI. These scholarships will be renewable upon successful participation in and completion of required high-impact practices for student success. Notably, eligibility for this scholarship requires a cumulative high school GPA between 2.0-2.9, with intentional outreach and support offered to those in this "murky middle" – a GPA territory familiar to

## CURRENT INITIATIVES (CONT.)

many historically under-represented and under-served students in P12, college, and university systems, for whom economic realities, family responsibilities, and unmet learning needs can compete with the possibility of earning and maintaining high grades.

A second First-Year Experience is also supported by a gift from Jeff T. Green – providing peer-embedded mentors in every section of all first-year composition and quantitative reasoning courses. CSUCI is concurrently examining data from the past several years on the impact of peer-embedded mentors on student success, specifically in terms of how different professors take advantage of having this additional resource in their classrooms. After identifying high-impact practices for utilizing peer-embedded mentors, the campus will work to grow that model, supporting the sharing of those practices with faculty across schools and disciplines.

Third, CSUCI instituted an Expanded Summer Bridge Program in Summer 2022 supported through Mackenzie Scott's investment in CSUCI. Students lived on campus for six weeks and were able to begin their first Fall semester at CSUCI with six units already earned. All Expanded Summer Bridge Program expenses were be paid for through Mackenzie Scott's philanthropic support.

Finally, and again through Mackenzie Scott's investment in CSUCI, up to 200 first-time, first-year students who meet the Pell Grant eligibility criteria (FAFSA) or have an equivalent Pell Grant (CADAA) Estimated Family Contribution (EFC) will be awarded a \$5,000 Housing Grant for two years, supporting these students' ability to live in residential housing, participate in a learning community, and maximize their ability to engage in a full range of curricular and co-curricular university experiences.

## THE STUDENT EXPERIENCE

In keeping with the mission of the CSU system, CSUCI simultaneously provides a student-centered, world-class education while offering access to many groups traditionally excluded from higher education. Most CSUCI students are from California (99%), reflecting the richness of its diversity. In the aggregate, the majority matriculate to CSUCI from Ventura (52.5%) and Los Angeles (23%) counties. While transfer students tend to be local to Ventura (58%), the largest percentage of freshmen (37%) are from Los Angeles. Annualized campus enrollment for 2021-22 is close to 6500 students (headcount). Student demographics as of Spring 2022 include the following: Female (65.6%), Male (34.3%), Non-binary (0.1%); First Generation (61%); Low Income (51.1%); Hispanic/Latino(a)

(56.6%); White (23.9%); Asian American (6.2%); African American (1.9%); Native American/Alaskan (0.1%); Native Hawaiian/Pacific Islander (0.3%); two or more ethnicities (3.8%); with 3.5% of students not reporting ethnicity. Veterans and their dependents comprise 4% of CSUCI's student body.

CSUCI is proud of its highly diverse and competitive student body. The average high school GPA of first-year students is 3.32, and the average transfer GPA is 3.03. Similarly, while CSUCI enrolls a significantly higher percentage of students in need of remediation than the CSU average, retention and graduation rates match or exceed those of the CSU. CSUCI has made tremendous progress improving student success and equity, and is on track to meet its ambitious goals for the [CSU Graduation Initiative 2025](#).

Undergraduate tuition ranges from \$3,401-3,860 per semester; graduate tuition is \$8,236 per semester. Approximately 83% of students receive financial aid. The University offers more than \$706,000 in scholarships each year to outstanding undergraduate, graduate, and credential students based on financial need, academic merit, or both. For example, outstanding high school seniors selected as President's Scholars are awarded a four-year, full-tuition scholarship and the CSUCI Foundation provides general scholarships for qualified students.







## ACADEMICS

CSUCI has distinguished itself academically. Faculty members have garnered prestigious awards and grants from the National Science Foundation, the Mathematical Association of America, the California Institute for Regenerative Medicine, and the U.S. Department of Education, among others. According to *The Chronicle of Higher Education*, CSUCI is the second fastest-growing public university offering master's degrees in the nation. Academic programs offered at CSUCI have been shaped in part by regional workforce needs, with the goal of preparing students for promising jobs of the future. The Division of Academic Affairs currently includes the following units: the School of Arts & Sciences, the School of Education, the Martin V. Smith School of Business and Economics, the Extended University program, and the John Spoor Broome Library. As of Spring 2023, the Schools will become Colleges, and the School of Arts & Sciences, due to its large size, will become two Colleges: the College of Arts and Humanities and the College of Natural and Behavioral Sciences.

Although most academic programming is based on CSUCI's campus, the Extended University program also offers programming through instructional facilities operated in the city of Goleta, California. The mission of CSUCI's Extended University is to develop programs that reflect regional partnerships and offer support in response to local educational needs.

California State University Channel Islands offers 26 undergraduate majors, 7 graduate degrees, and a variety of certificate and teaching credential programs. [The Division of Academic Affairs](#) currently includes the following units:

- [Arts & Sciences](#) currently includes undergraduate majors and minors in 20 disciplines across the arts, humanities, sciences, and social sciences. The School is dedicated to providing undergraduate students research experiences and opportunities to engage in community service and experiential learning. CSUCI offers a wide variety of excellent programs and classes as well as a number of exciting international learning experiences. As the campus's academic plan proceeds, Arts & Sciences will be divided into the College of Arts and Humanities and the College of Natural and Behavioral Sciences.
- [School of Education](#) builds from the foundations of the undergraduate Liberal Studies option in Teaching & Learning, the undergraduate Early Childhood Studies program, and academic majors in biology, English, mathematics, history, and social studies, and extends to the Masters of Arts in Education. The School's programs contribute to the education profession by producing teachers and school administrators who believe that all students have the ability to achieve high standards,



## ACADEMICS (CONT.)

who adapt their teaching to reach all students and who embrace the diversity of all students. These graduates are reflective about their teaching, their attitudes, and their ability to work in collaborative analytical teams.

- [The Martin V. Smith School of Business and Economics](#) has a liberal arts and interdisciplinary focus. It is built on the five Cs: critical thinking, collaboration, communication, conduct, and competencies. Students learn the fundamental principles of accounting, economics, finance, information systems, management, and marketing as applied in a variety of organizational settings. A distinguishing aspect of the Business and Economics programs is the requirement to take courses developed in conjunction with disciplines outside the traditional business curriculum.
- [Extended University](#) responds to important needs in the community for continuing access to higher education and provides overall support for the University's commitment to lifelong learning. Extended University serves individuals throughout their career life cycles, especially as working professionals and busy adults, with job skills training, career upgrades, professional certifications, and accelerated courses of study in accessible formats at convenient times and locations. The Osher Lifelong Learning Institute, a hallmark program for mature learners, has enriched the intellectual life of the community since its inception in 2004.

- [John Spoor Broome Library](#) enhances the CSUCI mission of interdisciplinary, international, multicultural, and service learning by planning and promoting the use of collections and services and supports student learning via its robust information literacy program. The Library actively collaborates with students, faculty and staff in developing its range of services.

CSUCI is poised to continue to grow in size and renown, while maintaining a student-focused learning environment. CSUCI embeds its mission in faculty-led and directed [Mission Centers](#): Center for Community Engagement, Center for Integrative Studies, Center for International Affairs, and Center for Multicultural Engagement. Other institutes reflecting partnerships with the community, an entrepreneurial spirit, and a penchant for innovative learning environments include the Henry L. "Hank" Lacayo Institute for Workforce & Community Studies, the Institute for Global Economic Research, and the Entrepreneurship & Small Business Institute.

CSUCI is accredited by the Western Association of Schools and Colleges' Senior College and University Commission (WSCUC, formerly WASC). CSUCI was granted initial accreditation in 2007 and in July 2015, was successfully reaccredited for nine years. In Fall 2021 the campus launched its next accreditation cycle, having qualified for the Thematic Pathway for Review option. This accreditation cycle will conclude with a site visit in Spring 2024.





## THE POSITION OF FOUNDING DEAN OF THE COLLEGE OF ARTS AND HUMANITIES

CSUCI seeks a Founding Dean who is academically accomplished, student-focused, innovative, energetic, and aware of the changing needs and requirements for students who will live and work in a diverse, global world. The Founding Dean will exemplify excellent leadership and management; foster collaborative and data-informed planning, execution, and accountability; advance CSUCI's HSI and region-serving purpose; and enhance the University's campus culture.

The Dean of the College of Arts and Humanities (A&H) is the chief academic, fiscal, and administrative officer of the College and reports to the Provost, but functions autonomously to advance the mission of the College of Arts and Humanities and the Division of Academic Affairs by directing academic programs and supporting faculty and staff.

The Dean of Arts and Humanities (A&H) exemplifies excellent leadership and management within the college and fosters collaborative and data-informed planning, execution, and accountability with campus constituents. In addition, the Dean advances the university's HSI and region-serving purpose and enhances campus culture. The Dean of A&H is responsible for providing strategic and visionary leadership and forges productive partnerships with community stakeholders including arts organizations. In conjunction with the Academic Affairs Council the Dean supports and expands faculty research and creative activities and establishes and pursues a multi-year academic plan to grow enrollment by improving program quality and establishing new degree programs. As a member of the Provost's Senior Leadership Team, the Dean advocates

internally and externally for all programs and units in A&H, ensuring academic quality within the College in undergraduate and graduate programs. Collaborating with Enrollment Management, the Dean will oversee and manage course enrollments to achieve enrollment targets in A&H. The Dean supervises faculty and program support staff by providing opportunity for faculty and staff development and has oversight of the Associate Dean to ensure the effective functioning of the College, and works collaboratively with program chairs to facilitate the work of the faculty.

The Dean of Arts and Humanities (A&H) exercises fiscal and resource stewardship. In addition, the Dean establishes and launches new academic programs while advancing diversity and equity initiatives in the College, including curriculum development, and increasing student enrollment through the development of new degrees, especially masters-level degrees. In association with University Advancement, the Dean will pursue external funding, including grants and contracts as well as philanthropic funds to support program expansion and capital projects, such as the university Performing Arts Theatre. The Dean engages with external partners, businesses, nonprofits, and community organizations to meet regional workforce needs.

The Dean of the College of Arts and Humanities works cooperatively with the Deans, Associate Vice Presidents, Associate Dean, program chairs, directors, other units within the Division of Academic Affairs and other Divisions within the University, as well as with the administrative support staff within Academic Affairs.



# THE POSITION OF FOUNDING DEAN OF THE COLLEGE OF ARTS AND HUMANITIES (CONT.)

## QUALIFICATIONS

The successful candidate will have the necessary experiences, skills, competencies, and disposition to provide academic leadership and guidance to the College of Arts and Humanities, including: a terminal degree; an excellent record of teaching, scholarship, and service that merits the award of tenure at the rank of full professor; a demonstrated commitment to faculty, staff, and student diversity; and significant academic leadership experience. Additionally, the successful candidate should have: demonstrated experience with human resource and budget management; excellent communication and interpersonal skills with demonstrated ability to work collaboratively with faculty, students, staff, and other administrators; a commitment to academic excellence; an ability to work with faculty to continue to develop, articulate, and implement a constructive and workable vision for the College; and a record of demonstrated commitment to diversity, equity, and inclusion.

The Dean takes an active role in helping to embed the values of diversity, equity, and inclusion in all aspects of University work, in every division, and participate at least once annually in professional and/or leadership development opportunities that will contribute to campus efforts to advance racial and social justice in and through education at CSUCI and beyond.

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.

The person holding this position is considered a 'mandated reporter' under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 dated July 21, 2017 as a condition of employment.

## APPLICATIONS AND NOMINATIONS PROCESS

The University is being assisted by Academic Search. Applications should consist of a substantive cover letter, a curriculum vitae, and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to:

[CSUCIDeanAH@academicsearch.org](mailto:CSUCIDeanAH@academicsearch.org)

The position is open until filled, but only applications received by **Tuesday, February 7, 2023**, can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting consultants [Ann Die Hasselmo](#) and [Chris Butler](#).

*California State University Channel Islands is an Affirmative Action/Equal Opportunity Employer.*

*We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status or protected veteran status.*



# ABOUT ACADEMIC SEARCH

Academic Search is assisting the California State University Channel Islands in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit [www.academicsearch.org](http://www.academicsearch.org).



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