

# SEARCH PROSPECTUS:

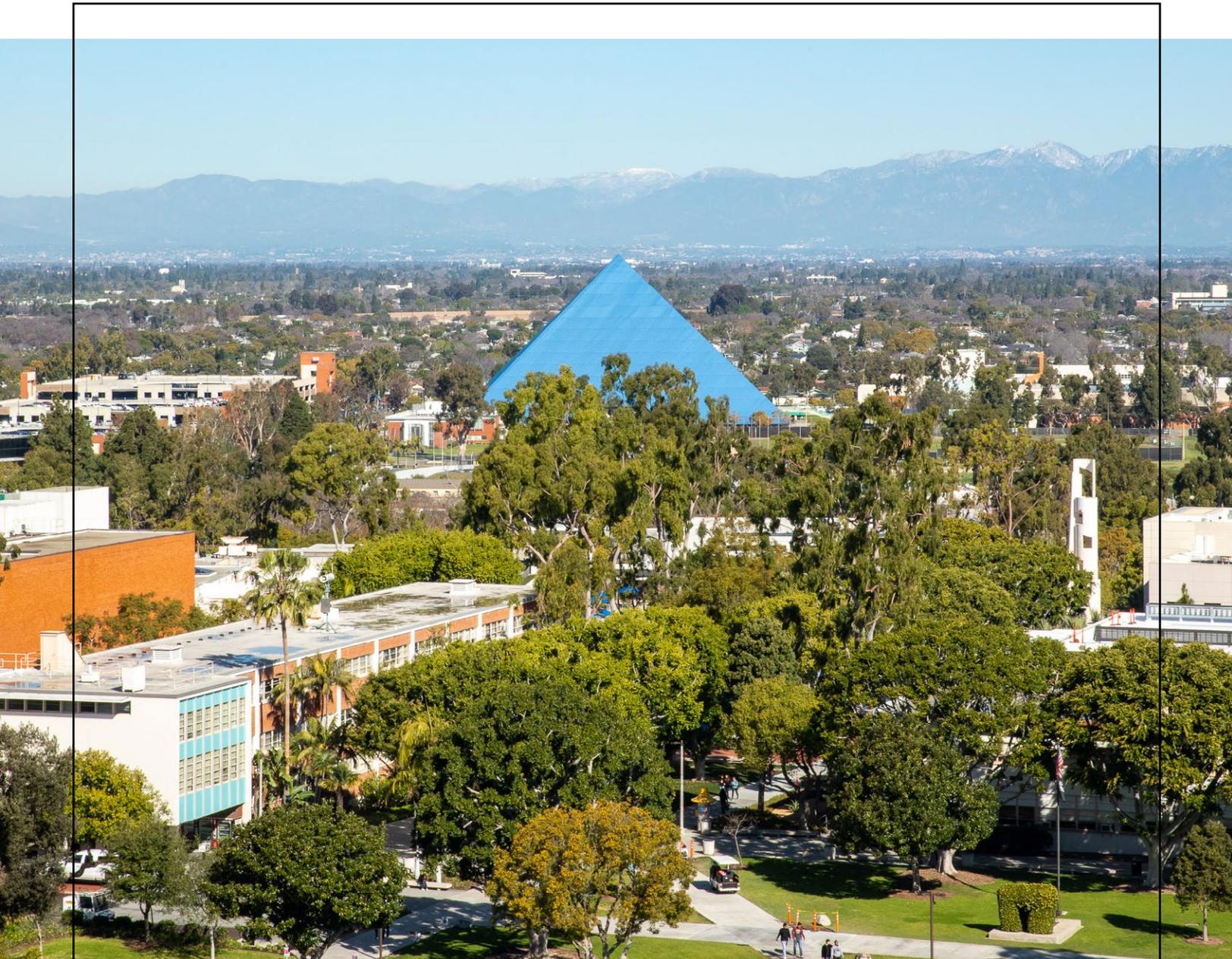
DEAN OF THE COLLEGE OF LIBERAL ARTS



CALIFORNIA STATE UNIVERSITY  
**LONG BEACH**

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California State University Long Beach seeks an inspirational leader who possesses the academic, financial, and strategic acumen to execute collaborative, equitable, and transparent leadership for the present and future of the College of Liberal Arts (CLA). The Dean is expected to begin this position in the summer of 2022.

CLA is the largest College at CSULB and is the center of the University's commitment to developing greater knowledge and understanding about social diversity and international matters in the contemporary world.

# CALIFORNIA STATE UNIVERSITY, LONG BEACH

Designated as both a Hispanic-serving, and an Asian American and Native American Pacific Islander-serving institution, California State University Long Beach is a diverse, learning-centered, globally engaged public university. CSULB enriches the lives of its students and its surrounding community through informed, high-impact educational experiences with superior teaching, research, creative activity, and public action. CSULB envisions being a force for good at the forefront of public higher education for California and the world by providing excellent and affordable education to a diverse student population, striving to recruit faculty and staff that reflect the heterogeneity of our student population, and committing to the social mobility of our students and graduates. CSULB seeks outstanding, publicly engaged leaders to

join a dedicated leadership team that is committed to advancing the University's broad and forward-looking mission. Read more at [www.csulb.edu](http://www.csulb.edu).



## UNIVERSITY LEADERSHIP AND MAJOR ACCOMPLISHMENTS

[President Jane Close Conoley, Ph.D.](#) took office on July 15, 2014 and is the first woman to be appointed president of CSULB and the seventh president in the history of the campus, which was founded in 1949. Under President Conoley's leadership, CSULB has witnessed significant growth in enrollment, major improvements in student success and graduation, strengthening of academic programs, and the implementation of university-wide initiatives in diversity, equity, and inclusion.

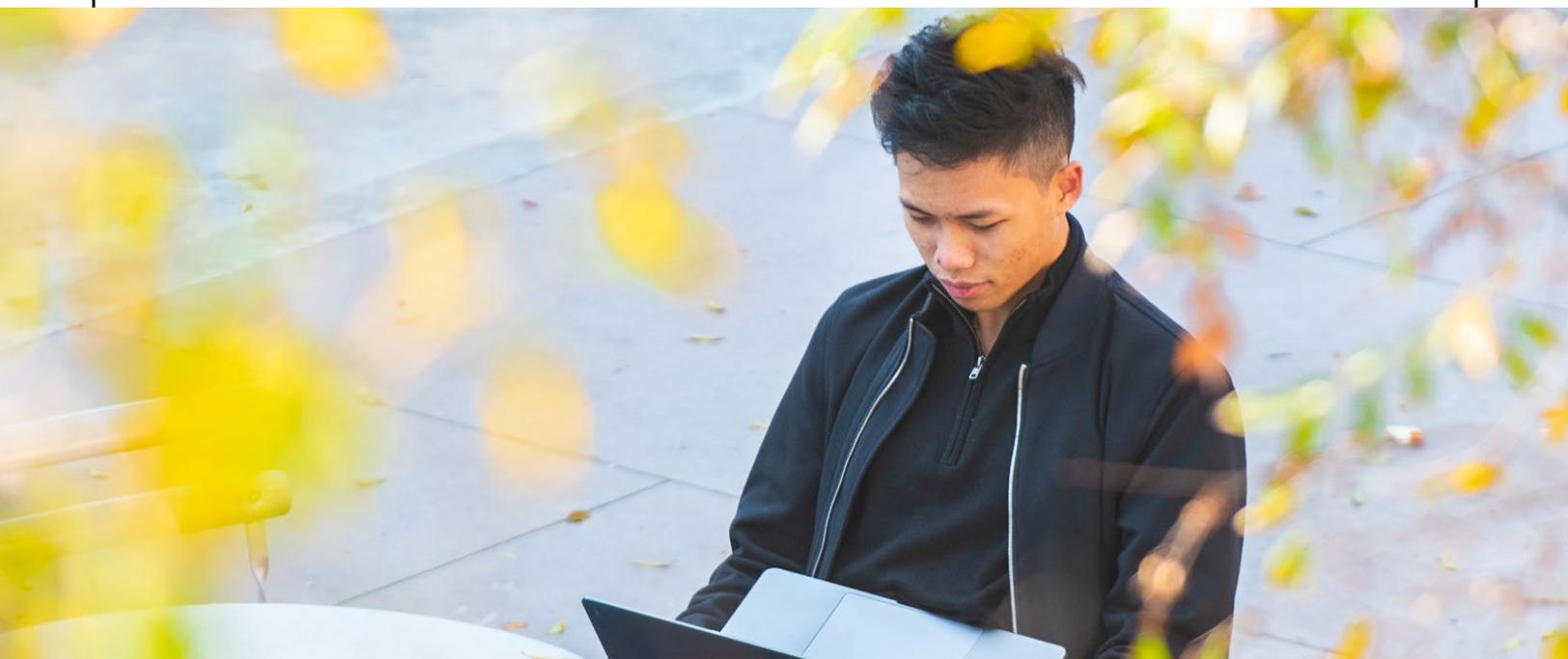
As recently as December of 2020, three national rankings by *Money.com* place CSULB in the Top 1% of public universities in the nation. For these rankings, *Money* assessed factors such as educational quality, tuition, financial aid awards, graduation rates, debt load and early-career earnings to yield No. 17 ([Best Public University](#)), No. 27 ([four-year institutions ranked by value](#)), No. 11 ([Most Transformative](#)) spots. In addition, CSULB is ranked No. 1 in the nation for its impact in supporting social mobility, according to a new ranking published by Education Reform Now, a national think tank and advocacy organization for the American public education system. The Wall Street Journal/ Times Higher Education has ranked CSULB No. 4 in the nation for campus diversity.

In March of 2021, Long Beach's accreditation was reaffirmed for 10 years by the *Western Association of Schools and Colleges Senior College and University Commission*. The Commission's findings highlighted the academic excellence and commitment to student learning that defines CSULB. These highlights include:

- "The culture of mutual respect evident across its campus and programs, notably between its student affairs and academic affairs areas, as exemplified by their collaborative spirit and commitment to supporting students and helping them progress academically and graduate in timely fashion."
- The depth and breadth of CSULB's academic and other student support services, "targeted to the varying needs of its very diverse student body, and for the resulting improvements in undergraduate graduation rates."
- "The broadening of academic program review processes to include inquiry into the effectiveness of student support programs and administrative centers."

## UNIVERSITY LEADERSHIP AND MAJOR ACCOMPLISHMENTS (CONT.)

- CSULB's approach "to supporting the success of graduate students, who receive academic advising, guidance in writing, mental health workshops, preparation for internships, and conference opportunities, and for the planned expansion of graduate student space."
  - The ongoing commitment to the local community, "exemplified by the Promise program, which has raised the percentage of local area students entering the university and fostered close partnership between CSULB and Long Beach City College that includes enhanced advising and support for transfer students."
- Over the past five years, CSULB has received numerous accolades for major accomplishments across the university including:
- The Council on Undergraduate Research selected CSULB as host of the [National Conference on Undergraduate Research](#) (NCUR) in April 2021.
  - Selected as one of the "10 Best Colleges in California in 2020" (*Money*, 2020).
  - No. 1 in Nation for Awarding Physics Degrees to Women (American Physical Association, Feb. 2019).
  - No. 3 in Nation for Awarding Bachelor's Degrees to Underrepresented Minorities (*Diverse Issues in Higher Education*, Dec. 2019).
  - No. 5 Top Public University in the Western United States (*U.S. News and World Report*, "2020 Best Colleges" Rankings).
  - No. 3 in Nation for Promoting Social Mobility (*CollegeNET*, "Social Mobility Index," Nov. 2021).
  - No. 8 Most-Applied-To University in the Nation (Fall 2018) (*U.S. News and World Report*, Oct. 2019).
  - No. 9 Destination in United States for Transfer Students (*U.S. News and World Report*, Sept. 2019).
  - No. 10 "Best Public College in the Nation" & No. 13 "Best College for Your Money" (*Money*, August 2019).
  - No. 14 in Nation for Hispanic Enrollment (4-Year Institutions) & No. 16 in Nation for Degrees Earned by Hispanic Students (*Hispanic Outlook on Education*, Sept. 2019).
  - No. 1 Men's Volleyball Team in Nation & Back-to-Back NCAA National Championships (Beach Athletics, NCAA 2018-2019).





## MISSION, VISION, UNIVERSITY VALUES, AND UNIVERSITY STRATEGIC PRIORITIES FOR 2030

### MISSION

CSULB enriches the lives of its students and its surrounding community through globally informed, high impact educational experiences with superior teaching, research, creative activity, and action for the public good.

### VISION

California State University, Long Beach will be a force for good at the forefront of public education in California and the world.

### UNIVERSITY VALUES

- Teaching and learning are at the center of who we are and all we do.
- Compassion, creativity, and innovation characterize our culture.
- Diversity is our strength.
- The public good is our responsibility.

### UNIVERSITY STRATEGIC PRIORITIES FOR 2030

1. **Engage All Students:**  
Prepare students for their journeys to success in a fast-changing world with a rapidly shifting economy and labor market.
2. **Expand Access:**  
Commit to students' socioeconomic mobility by removing barriers to higher education.
3. **Promote Intellectual Achievement:**  
Rigor, relevance, and data-informed decision making are hallmarks of our campus community.
4. **Build Community:**  
Support a compassionate community that is characterized by a strong sense of belonging and shared governance with shared responsibility.
5. **Cultivate Resilience:**  
Implement innovative, entrepreneurial, and forward-looking actions to strengthen the institution and support the aspirations of community members.

## STRATEGIC PLAN

The Dean will play a critical leadership role in the success of Beach 2030, an ambitious planning

initiative launched in the fall of 2018 (more details are available at [Beach 2030](#))

## THE CAMPUS

Located three miles from the Pacific Ocean, CSULB's urban campus spreads across 322 acres and has 84 buildings, 63 academic departments and programs, 24 centers, four institutes and four clinics. The minimalist-designed buildings, created primarily by architect [Edward Killingsworth](#), places emphasis on landscaping, giving CSULB a naturalistic, park-like layout that has earned numerous design awards. The Beach recently opened a state-of-the-art net zero energy classroom for the [College of Professional and International Education](#), the first of its kind in the California State University system. Its Platinum

LEED rating is the highest energy efficient building on campus. Five buildings have earned LEED ratings of Gold or Silver.

The student-operated [University Student Union](#) is located at the center of the campus, providing a focal point for the campus community. The three-story glass building occupies roughly 180,000 square feet and houses offices, a study lounge, ballroom, food court, bowling alley, arcade and movie theater. Brotman Hall, located near the University Student Union, is where [administrative offices](#) and many centralized campus services can be found.

## ACADEMIC AFFAIRS

Academic Affairs is the largest unit on the campus and is committed to providing leadership, oversight, and technical assistance to enhance all academic areas within the eight colleges, the University Library, academic support units and central academic administrative offices. Academic Affairs encompasses the breadth and depth of the academic enterprise including 900 tenure line faculty and approximately 500 lecturer faculty who provide instruction and support to over 33,000 undergraduate students enrolled in 90 majors and over 5,400 graduate students across all eight colleges.

The Dean will join the senior leadership team in Academic Affairs and report directly to the Provost, Karyn Scissum Gunn, Ph.D. Provost Scissum Gunn joined CSULB as Provost and Senior Vice President for Academic Affairs in July 2021. Before coming to CSULB, Dr. Scissum Gunn served as an associate vice president in Academic Affairs at Cal State Fullerton since 2017. She provided leadership for initiatives to bolster inclusive excellence and equitable outcomes for all students, with an emphasis on retention, graduation, time-to-degree, and elimination of equity gaps. With a passion for student success and a mission for serving the campus and community,

Provost Scissum Gunn has developed an impressive track record as an academic leader and innovative administrator.





## THE COLLEGE OF LIBERAL ARTS

The College of Liberal Arts is comprised of thirty-one departments and programs. Our faculty offer innovative courses in the Humanities and Social Sciences for all university students and are also responsible for much of the General Education university wide. CLA's graduates are well-rounded citizens, effective communicators, and analytical thinkers who live knowledgeably, responsibly, and humanely in a world where complex problems

demand informed, creative, and thoughtful solutions. Our faculty, staff, and students are preparing and will finalize a 3-year strategic plan this academic year focused on equity and justice in an effort to recognize historical barriers and address current systemic challenges. The plan will define actions grounded in our aims for social justice and equitable practices and the Dean will play a critical role in implementing CLA's new strategic plan.

## THE LEADERSHIP OPPORTUNITY

CLA's Dean is expected to exercise vision; ethical leadership; and advocacy for the academic affairs of the college, including curricular matters, research, and other scholarly activities. As such, the successful candidate will hold a proven record of scholarship; experience in fostering diversity and inclusive excellence; commitment to transparency in decision-making; a track record of promoting effective approaches to teaching and learning; and an unwavering commitment to fair, transparent, and collegial leadership.

### THE DEAN'S DUTIES INCLUDE:

- Providing leadership in the College's scholarly areas of teaching, research, and service.
- Leading initiatives centered on inclusion and equity for faculty and staff (hiring, retention, promotion) and students (curriculum, retention, and persistence) toward supporting the College's aspiration to serve as a model for inclusion and equity.
- Cultivating and supporting faculty scholarship, especially that which engages students.

## THE LEADERSHIP OPPORTUNITY (CONT.)

- Managing the fiscal and human resources of the College in consultation with the Dean's Cabinet and the Liberal Arts Faculty Council.
- Planning the orderly development of the College and its programs.
- Prioritizing measures that assure all students, especially first-generation, Pell-eligible students, and students with diverse backgrounds, engage in high impact practices and other student success measures.
- Contributing to achieving the campus strategic aims to reimagine faculty scholarship and creative activity.
- Promoting the use of effective and/or innovative curricula and pedagogy that support the success of students from a variety of backgrounds.
- Fostering a collegial, consultative, and inclusive work environment with students, staff, faculty, and administrators within the College and throughout the University.
- Building and maintaining fruitful relationships with alumni/ae, industry, and the community.
- Championing exploration of difficult issues around systemic racism and unconscious bias in the College's curricular and operational values.
- Maintaining and enhancing an effective student advising and evaluation program.
- Supervising and mentoring the College's department and program chairs.
- Supporting student organizations and fostering faculty mentoring beyond the classroom.
- Enhancing the visibility and reputation of the College within the University and the community.
- Coordinating, supporting, and evaluating efforts on behalf of the instruction, research, and service missions of the University.
- Fostering relations between the University and educational partners in the Long Beach Community, including K-12 and community colleges.

### REQUIRED QUALIFICATIONS

- An earned terminal degree from an accredited institution in the humanities, liberal arts, or social sciences.
- An excellent record of university teaching, scholarship and service that would warrant appointment at the rank of tenured full professor in one of the departments or programs housed in the college.
- Demonstrated ability to lead in the areas of teaching, research, and university service.
- Demonstrated commitment to recruiting well-qualified and diverse faculty, as well as an effective support staff who work effectively with a diverse student population.



## THE LEADERSHIP OPPORTUNITY (CONT.)

- Demonstrated experience working successfully with ethnically and racially diverse student, faculty, and staff populations.
- A record of progressively responsible leadership experience, including management of fiscal resources.
- Demonstrated leadership in a dynamic, diverse, multidisciplinary environment and experience with consultative decision-making and shared governance.
- A history of coordinating, supporting, and evaluating efforts on behalf of the instruction, research, and service missions of the University.
- Demonstrated ability to foster relations between the University, K-12 and community college partners.
- Evidence of support for measures that assure undergraduate and graduate students—especially first-generation, Pell-eligible students, and students with diverse backgrounds—receive opportunities for high impact practices and access to student success initiatives.

### PREFERRED QUALIFICATIONS

- Evidence of commitment to providing the necessary resources to confront systemic racism and advance equity—such as building partnerships and launching initiatives that create pathways to access, retention and success for historically excluded groups.
- Commitment to advocating for faculty, staff, and students to promote and grow research and instructional work, including an investment in social and political change—both locally and globally.
- Success in identifying and cultivating philanthropic/fundraising opportunities to advance the mission and strategic direction of the College.
- Demonstrated support of such aims as those articulated in Beach 2030 and the College strategic plan to reimagine faculty scholarship and creative activity beyond traditional peer-reviewed publications.
- A commitment to continue supporting academic advising within CLA and at the departmental level, for both undergraduate and graduate students.
- Evidence of a commitment to fostering equity when it comes to issues of workload, working conditions, compensation, and promotion for all faculty, including lecturers, at all career stages and contract assignments. This encompasses policies supporting workloads that help foster the faculty-scholar model, and concrete plans for the success and stability of all college departments and programs (e.g., increasing tenure density and funding staffing needs).





## NOMINATIONS AND APPLICATIONS

Priority consideration will be given to materials received by **March 7, 2022**. To apply a candidate should submit 1) a letter of intent addressing how the candidate's experiences match the position requirements; 2) a current CV/resume; and 3) contact information for at least five professional references, including email addresses and a brief note of the candidate's working relationship with each. References will not be contacted without the prior knowledge and approval of the candidate and at a later stage in the search. If you have any questions or if you have a disability and need accommodation with pre-employment processes (applications, interviews, etc.), please email [FAHR@csulb.edu](mailto:FAHR@csulb.edu).

Academic Search is assisting California State University Long Beach in this search. To ensure full consideration, inquiries, nominations, and applications (PDF preferred) should be submitted electronically, in confidence, to: [CSULBCLADean@academicsearch.org](mailto:CSULBCLADean@academicsearch.org).

Nominators and prospective candidates may arrange a confidential conversation about this opportunity with the senior consultant leading this search: Cynthia M. Patterson at [Cynthia.Patterson@academicsearch.org](mailto:Cynthia.Patterson@academicsearch.org).

Additional information about the institution can be found at [www.csulb.edu](http://www.csulb.edu).

### EMPLOYMENT REQUIREMENTS:

The duties of this position will include participation in decisions that may have a material financial benefit to the incumbent. Therefore, the selected candidate will be required to file Conflict of Interest Form 700: Statement of Economic Interests on an annual basis, complete ethics training within 6 months of appointment, and take this training every other year thereafter.

A background check (including a criminal record 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 Revised July 21, 2017 as a condition of employment.

CSU requires faculty, staff, and students who are accessing campus facilities to be immunized against COVID-19 or declare a medical or religious exemption from doing so. The systemwide policy can be found at <https://calstate.policystat.com/policy/9779821/latest/>.

In accordance with the California State University (CSU) Out-of-State Employment Policy, the CSU is a state entity whose business operations reside within the State of California and prohibits hiring employees to perform CSU related work outside California.

*CSULB is committed to creating a community in which a diverse population can learn, live, and work in an atmosphere of tolerance, civility and respect for the rights and sensibilities of each individual, without regard to race, color, national origin, ancestry, religious creed, sex, gender identity, sexual orientation, marital status, disability, medical condition, age, Vietnam era veteran status, or any other veteran's status. CSULB is an Equal Opportunity Employer.*

# ABOUT ACADEMIC SEARCH

Academic Search is assisting California State University Long Beach 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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