SEARCH PROFILE:
PROVOST AND VICE PRESIDENT
FOR ACADEMIC AFFAIRS

CSUN
CALIFORNIA STATE UNIVERSITY NORTHridge
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>THE UNIVERSITY</td>
<td>3</td>
</tr>
<tr>
<td>CSUN SELECT RECOGNITIONS AND DISTINCTIONS</td>
<td>4</td>
</tr>
<tr>
<td>CSUN STUDENT DEMOGRAPHICS (FALL 2021)</td>
<td>5</td>
</tr>
<tr>
<td>ACADEMIC AFFAIRS</td>
<td>5</td>
</tr>
<tr>
<td>THE POSITION OF PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS</td>
<td>6</td>
</tr>
<tr>
<td>GENERAL INFORMATION</td>
<td>9</td>
</tr>
<tr>
<td>APPLICATION PROCESS</td>
<td>9</td>
</tr>
</tbody>
</table>
California State University, Northridge (CSUN) seeks a visionary and collaborative academic leader to serve as the next Provost and Vice President for Academic Affairs in the thriving and diverse environment of greater Los Angeles.

THE UNIVERSITY

One of the largest universities in the country, California State University, Northridge (CSUN) is an urban, comprehensive university that delivers award-winning undergraduate and graduate programs to nearly 40,000 students annually and counts nearly 400,000 alumni who fuel the region’s economy. Since its founding in 1958, CSUN has made a significant and long-term economic impact on California, generating nearly $1.9 billion in economic impact and more than 12,000 jobs each year. CSUN is a designated Minority-Serving and Hispanic-Serving Institution and nationally recognized for its success in serving its diverse student body. The Association of Public and Land-grant Universities named CSUN an Innovation and Economic Prosperity University, the Wall Street Journal ranked CSUN third in the nation for the university’s diverse learning environment, and CSUN is the nation’s seventh-ranked school on CollegeNet’s 2021 Social Mobility Index.
CSUN SELECT RECOGNITIONS AND DISTINCTIONS

- CSUN is a national leader among HSIs, ranking No. 4 on Excelencia in Education’s list of the Top 5 Institutions Awarding Bachelor’s Degrees to Hispanics in the United States.
- CSUN’s learning environment remains the second-most diverse in the nation, according to The Wall Street Journal/Times Higher Education College Ranking 2021.
- The Hollywood Reporter named CSUN as one of the Top 25 American Film Schools in 2020.
- Money Magazine ranked CSUN No. 6 among the “most transformative colleges” in the nation — an assessment of the degree to which students who attend CSUN outperform expectations given their incoming academic and economic backgrounds.
- CSUN ranked No. 29 in Money Magazine's list of the best public colleges in America for its overall value, and CSUN’s David Nazarian College of Business and Economics ranked No. 31 on the magazine’s list of best colleges for business majors.
- CSUN’s Marilyn Magaram Center Pathways to Success program received top honors in the Talent + Place category at the University Economic Development Association Awards of Excellence program. The program prepares undergraduate and graduate students from underrepresented groups for careers in food and nutrition (or as registered dietitians), and lactation education.
- Forbes ranked CSUN No. 6 among educational institutions on its list of America’s top 100 midsize employers for 2021.
- Best Value Schools ranked CSUN No. 1 in its list of Master’s in Educational Technology Programs. Best Value Schools also hailed CSUN’s music therapy program as the No. 2 Most Affordable Music Therapy Degree nationwide.
- Animation Career Review, an online source for aspiring artists seeking careers in booming fields, such as animation, game development, and digital art and design, ranked CSUN No. 9 among Animation Bachelor’s Programs of 2021 and No. 15 among Public Animation Schools.
- CSUN was recognized as one of the 2021 Top Adult Degree Programs by Abound, a college guidance initiative that helps students 24 years of age and older find the best place to earn an undergraduate degree, nursing degree, MBA, or other graduate degree.
- In 2020, TopRNtoBSN.com placed CSUN’s Nursing Program fifth in LA.
- CSUN ranked No. 33 in Sierra Club’s Cool Schools by the Sierra Club in Oct. 2020. CSUN placed #33, making it the highest-ranked CSU on this distinguished list of sustainable campuses.
- CSUN ranked No. 37 by Best Public Colleges & Universities for 2020 by College Consensus in April 2020. As an aggregate ranking, College Consensus ranks schools based on all of their verified rankings – the sum of all of a college’s rankings.
- CSUN ranked No. 25 in the 100 Best Online Graduate Schools 2020 by College Consensus in April 2020. To identify the 100 Best Online Graduate Schools for 2020, College Consensus combined the latest results from the most respected college rankings with thousands of real student reviews to produce a unique consensus score for each school.
- CSUN ranked fifth for the Top 47 Online Master’s in Public Health by Intelligent.com.
- CSUN ranked ninth nationally among the Top 25 Most Affordable Online Master’s in Public Health (MPH) 2020 by Healthcare-Management-Degree.net.
- Study.com ranked CSUN No. 6 among the Best Online Colleges & Schools in California in 2020.
CSUN STUDENT DEMOGRAPHICS (FALL 2021)

- 38,551 students
- CSUN Race/Ethnicity
  - American Indian/Alaskan Native: 0.1%
  - Asian American: 9.2%
  - African-American: 4.6%
  - Latino/a: 55.2%
  - Native Hawaiian or Other Pacific Islander: 0.1%
  - White: 21.5%
  - Multi-Race: 3.0%
  - International: 2.7%
  - Unknown: 3.6
- CSUN Gender
  - Men: 44.0%
  - Women: 55.9%
  - Nonbinary: 0.2%

ACADEMIC AFFAIRS

CSUN’s nine colleges offer 60 baccalaureate degrees, 41 master’s degrees, 28 credentials in the field of education, and various opportunities in extended learning and other special programs. For more information about the units in Academic Affairs, click the links below.

- Mike Curb College of Arts, Media, and Communication
- David Nazarian College of Business and Economics
- Michael D. Eisner College of Education
- College of Engineering & Computer Science
- College of Health & Human Development
- College of Science and Mathematics
- College of Social and Behavioral Sciences
- Tseng College of Graduate, International, and Midcareer Education
- Oviatt Library
THE POSITION OF PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

The Provost and Vice President for Academic Affairs (Provost) reports to the President and works collaboratively with the President’s Cabinet in advancing the strategic vision, mission, and values of the institution, including the University’s Road Map to the Future. Serving as the chief academic officer, the Provost provides dynamic academic and data-informed strategic leadership for the university, with broad vision, and balanced judgment and creativity. The Provost leads more than 3,000 faculty and staff in undergraduate, graduate, extended education, research, and public partnerships programs and coordinates regional, national, and international activities to support the mission and priorities of the university. The Provost oversees, coordinates, and promotes the excellence and integrity of academic programming, scholarly work, and creative activity where educational equity and student success involving high quality student learning, persistence, and degree completion are top priorities. The Provost serves as leader of the institution in the absence of the President. Additional areas of oversight include the financial and capital planning of the division, regulatory compliance, accreditation, and institutional equity. The Provost guides the division through bold leadership of an engaged and collaborative team; positive working relationships across university divisions; and the recruitment, development and retention of a diverse and forward-thinking faculty and staff. The Provost is a champion and leader of an inclusive and equitable educational community, recognizing the strength this brings to the university community and learning environment; as a leader, demonstrates a commitment to student and faculty success that is mission aligned with the university’s vision, values, and priorities; establishes an ethical and collegial work environment, promoting a collaborative, accountable, and inclusive team; encourages a courageous and resilient solution-oriented environment by participating in new opportunities with a service-oriented and catalytic mind set to further the mission of the university; empowers employees by being communicative and a talent builder who develops team attributes, furthering divisional goals.

DUTIES AND RESPONSIBILITIES:

- Works closely with the President and Cabinet and provides strategic leadership in advancing the priorities of the university through formulation, implementation and clear articulation of university and division goals for the academic faculty and staff.
- Demonstrates an unwavering commitment to diversity, inclusion, equity, student and faculty success; is a strong advocate for higher education—particularly for structural racial equity at minority-serving institutions.
- Provides leadership and guidance to all Deans and academic administrators to enhance effective operation, resource allocation, and high-quality academic programs; facilitates an environment that catalyzes their innovations, skills, and talents and enriches the success and experiences of students, faculty, and staff members as well as the university’s visibility and reputation; champions their efforts in fundraising and attracting philanthropic support.
THE POSITION OF PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS (CONT.)

- Fosters an environment of collegiality, commitment, and excellence for a diverse and inclusive faculty and staff; guides a rigorous faculty development program that supports the retention, promotion and tenure of a highly qualified and engaged faculty.
- Understands the key social, political, economic, and technological changes affecting higher education and brings creativity and vision to ensure CSUN sustains academic reputation and national leadership in social mobility.
- Serves as the President’s primary advisor on the impact of all policies related to academic affairs and actively proposes ideas, initiatives, and recommendations on all university policies, programs, and operations to support the mission and priorities to promote student success.
- Coordinates the research infrastructure of the university to support the high impact educational experience of students and enrichment and development of faculty.
- Prioritizes data collection, data-sharing, reporting, and progress reports. Uses data and data analytic tools to guide institutional and program effectiveness and monitors progress relative to specific annual and long-term goals; communicates results of institutional assessment to constituencies, providing recommendations to achieve and exceed the goals in student persistence, excellence, and graduation.
- Leads the strategic planning, accreditation, and development of research, extended learning opportunities, and instructional centers and institutes to ensure fulfillment of CSUN’s role for the State of California and the nation.
- Nurtures and supports a healthy climate and culture of inclusion, equity, and belonging among all university constituencies; actively fosters open communications through regular dialogue with faculty, staff, and students.
- Engages in activities to understand the student experience and makes growth both inside and outside of the classroom a priority; fosters a sense of shared learning, reflection, and engagement.
- Ensures an active and expanding dialogue with the community and external constituencies by encouraging collaboration and partnerships. Creates and takes advantage of opportunities for collaborative engagement with other research and educational institutions in the region.
- Fosters and maintains productive working relationships and partnerships with the President, colleagues, faculty, staff, students, the Chancellor’s Office, academic officers of other universities, government officials, and community members.
THE POSITION OF PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS (CONT.)

- Drives and contributes to an inclusive culture as a member of the President’s Cabinet, exemplifying the attributes of the campus Leadership Principles; encourages and models collaboration within the division and between the division and other campus divisions and departments.
- Collaborates with systemwide colleagues to advance the mission and recognition of the transformative impact of the CSU across the state and nation; works in alignment with and as a partner on systemwide initiatives, goals, and policies.

MINIMUM QUALIFICATIONS
- A doctorate from a regionally accredited institution.
- Academic credentials consistent with the rank of full professor at CSUN, as demonstrated by a distinguished record in teaching and scholarship that exhibit commitment to academic excellence.
- Substantial experience and demonstrated leadership in higher education and academic administration, including advocacy and support of educational equity.
- Ability to work effectively within a collaborative and consultative management setting within a framework of traditional shared governance and collective bargaining.
- A strong record of commitment to equity, inclusion, and student and faculty success, as well as a deep appreciation for the richly diverse student population that CSUN serves.
- Demonstration—through previous professional achievements—of the ability to plan, organize, direct, and coordinate innovative instructional and research programs at a university.
- Proficiency in and proponent of data-based decision making.
- Skill in fiscal planning and resource management.

PREFERRED QUALIFICATIONS
- Track record of successfully integrating strategic activities across the division, institution, and community around a shared vision for success.
- Successful experience in university advancement and fundraising.
- Outstanding written and verbal communication skills and the ability to communicate in a clear, consistent, and transparent manner to create shared goals and understanding.
- Ability to represent the campus effectively before organizations and agencies.
- Demonstrated ability to work effectively with leadership to build bridges and relationships within an institution or organization.
- A high level of energy, focus, and the capacity to effectively partner with the president, cabinet, deans, faculty, staff, students, alumni, and community members of diverse backgrounds.
- Demonstrated success in leading a team and the willingness to serve as a motivator and mentor to staff while achieving university, division, and unit goals.
- Demonstrated ability to support ongoing improvement through courageous, resilient, and catalytic leadership and lead varying initiatives through a collaborative, service-oriented, and communicative approach.
- Demonstrated commitment to employee development, recognition, and accountability to further operational goals.
GENERAL INFORMATION

General Information: 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. Any candidates advanced in a currently open search process should be prepared to comply with this requirement. To learn more, visit our Matadors Forward site: www.csun.edu/matadors-forward/faculty-and-staff-fall-guidelines.

Background check: This position is a sensitive position as designated by the CSU. A background check (including a criminal records check) must be completed satisfactorily. Failure to satisfactorily complete the background check may affect the status of candidates who apply for the position.

CANRA: The person holding this position will be considered a ‘limited 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 as a condition of employment.

Conflict of Interest: This position is a “designated position” in the California State University’s Conflict of Interest Code. The successful candidate accepting this position is required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission.

APPLICATION PROCESS

EFFECTIVE DATE OF APPOINTMENT: January 2023.

HOW TO APPLY:
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: CSUNProvostVPAA@academicsearch.org.

The position is open until filled, but only applications received by Thursday, September 1, can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting consultants Ann Hasselmo at Ann.Hasselmo@academicsearch.org and Chris Butler at Chris.Butler@academicsearch.org. Further information about California State University Northridge is available at http://csun.edu/.

CSUN is an Equal Opportunity Employer and prohibits discrimination on the basis of race, color, ethnicity, religion, national origin, age, gender, gender identity/ expression, sexual orientation, genetic information, medical condition, marital status, veteran status, and disability. Our nondiscrimination policy is set forth in CSU Executive Order 1096. Reasonable accommodations will be provided for applicants with disabilities who self-disclose by contacting Recruitment Services at 818-677-2101.

SEARCH PROFILE: Provost and Vice President for Academic Affairs
ABOUT ACADEMIC SEARCH

Academic Search is assisting California State University, Northridge 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.