

# SEARCH PROFILE:

PROVOST



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 Provost. The Provost, a member of the President's Cabinet, reports to President Richard Yao, and will serve as the Chief Academic Officer at a young, vibrant institution committed to academic excellence and student success. The successful candidate will possess a singular commitment to serving a largely first-generation, historically underserved student body and a demonstrated record of advancing inclusive excellence within an academic community. The search is open and international in its outreach.**



## THE UNIVERSITY

Founded in 2002, CSUCI is the newest of the 22 campuses in the California State University (CSU) system, the largest four-year public university system in the United States. The campus sits on the eastern edge of the Oxnard Plain, nestled in the western hills of the Santa Monica Mountains, a vibrant area at the interface of urban, agricultural, and coastal California.

Located in Ventura County, CSUCI is situated between Santa Barbara and Los Angeles. From the main campus in Camarillo, an hour's travel southeast by car or train brings one to the dynamic global city of Los Angeles, with its world-class museums, restaurants, performing arts offerings, and diverse communities. Santa Barbara, which boasts its own unique and vibrant cultural life, lies less than an hour in the opposite direction. CSUCI itself is ten minutes from downtown Camarillo. The University is set on rich agricultural land surrounded by lemon groves and strawberry and raspberry fields. Nearby features include biotech and other technology-oriented companies, a thriving arts scene, a military base, a working harbor, extensive agriculture, and world-class coastal and mountain recreation.

The main campus is a unique historical site with Mission Revival and Spanish Colonial Revival architecture, complemented by modern facilities. Its history is rooted in the vision of President Franklin D. Roosevelt's New Deal, and it continues to embody a 40-year commitment to delivering accessible higher education in Ventura County. When classes began in 2002, the campus was a 634-acre facility, with one- to two-story buildings organized around two primary quads. Today, the University encompasses more than 1,200 acres of academic space and is poised for significant capital growth in the years ahead. [Gateway Hall](#), for example, is a \$90 million capital project currently underway, scheduled for

completion in Summer 2025. It will provide approximately 80,000 square feet of renovated existing space and new construction and will house Student Services, departmental labs (Mathematics, Computer Science, and Mechatronics), Extended University, gathering spaces, and more.

Designated as a Hispanic Serving Institution (HSI) in 2010, CSUCI proudly reflects the diversity of California. Of its 4,880 students, 4,565 are undergraduate and 207 are post-baccalaureate students; 61.9% of undergraduates are Hispanic/Latino, 52.4% are Pell grant eligible, and 58.8% have the opportunity to be the first in their family to earn a college degree. Over half of the undergraduate population are transfer students, emphasizing CSUCI's strong partnership with community colleges. Additionally, the University supports working adults through graduate and credential programs tailored to their needs.

University Glen and Anacapa Canyon, adjacent housing communities on the east end of campus, offer apartments, town homes, and single-family residences available for rental or purchase. Many University administrators, faculty, and staff make this area their home. The University Glen Town Center, also located in the Glen, houses juniors, seniors, and graduate students in studio, one-bedroom, and two-bedroom apartments, and is home to the University bookstore and various eateries.

CSUCI's location provides a plethora of educational and recreational opportunities. CSUCI serves as a vital educational institution in the region, contributing to the CSU system's mission of preparing a diverse body of educated, responsible individuals to drive California's economy, culture, and future.

Experience a [virtual tour of campus](#).



### CSUCI'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.

## ACADEMICS

CSUCI currently offers 27 undergraduate majors, eight graduate degrees, and a variety of certificate and teaching credential programs (see [programs and degrees](#)).

Three of the University's eight graduate programs were launched in Fall 2024, the first to be implemented from the University's [Academic Master Plan for 2022-23 through 2031-32](#).

[The Division of Academic Affairs](#) includes the following units:

- The [School of Arts & Sciences](#) includes undergraduate majors and minors in 23 disciplines across the arts, humanities, sciences, and social sciences. The interdisciplinary nature of Arts and Sciences programs uniquely prepares students to make significant contributions in the 21st century. The School is dedicated to providing students with research experiences and opportunities to engage in experiential and service learning. CSUCI offers a wide variety of excellent programs and classes as well as a number of exciting international learning experiences.
- The [School of Education](#) builds from the foundations of the undergraduate Liberal Studies option in Teaching and Learning, the undergraduate Early Childhood Studies program, and academic majors in biology, English, mathematics, history, and social studies, and extends to a Master of Arts in Education, and Master of Arts and Doctor of Education programs in Educational Leadership. The School's programs contribute to the education profession by preparing teachers and school administrators who believe that all students have the ability to achieve high standards, 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 & 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 Program 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, with job skills training, career upgrades, professional certifications, and accelerated courses of study in accessible formats at convenient times and locations. In addition to the degree and certificate programs available through Extended University, the Osher Lifelong Learning Institute (OLLI), a hallmark program for mature learners, has enriched the intellectual life of the community since its inception in 2004.
- [The 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 embeds its mission in faculty-led and directed [Mission Centers](#): the [Center for Community Engagement](#), the [Center for Integrative Studies](#), the [Center for Global](#)

## ACADEMICS (CONT.)

[Engagement](#), and the [Center for Social Action](#). In addition, the [Entrepreneurship and Small Business Institute](#) reflects partnerships with the community, an entrepreneurial spirit, and a penchant for innovative learning environments.

CSUCI prides itself on a pattern of identifying student and community needs, finding resources, and building programs to address those needs. Two initiatives illustrating this pattern are outlined below:

- **First-Year Experience:** CSUCI continues to advance efforts to improve student success, enhance timely graduation and eliminate equity gaps in student performance. The University's success in this regard has resulted in a host of successful external grants and recognition. For instance, First Year Experience (FYE) integrates multiple high-impact practices: thematic critical thinking First Year Seminars taught in Learning Communities with writing intensive English composition classes, supported by embedded peer mentors who facilitate small co-curricular Dolphin Interest Groups (DIGs) aimed at facilitating the transition to university life.
- **Student Research:** Faculty have a strong record of engaging undergraduate students in primary research activities, marked by the success of CSUCI teams in the CSU-wide Student Research Competition, engaging students as paid, student research assistants, and mentoring students who present at national and regional conferences. In 2008, the first Student Research Symposium was celebrated; this grew into CSUCI's annual SAGE Student Research Conference. The 16th annual conference in 2024 featured 31 oral presentations and 148 poster presentations, representing 19 disciplines and guided by nearly 60 faculty mentors. CSUCI is now known for fostering research opportunities for undergraduate as well as graduate students. For instance, a unique partnership between the National Park Service and the University is seen in the [Santa Rosa Island Research Station](#) providing students, faculty, researchers, and the local community with resources and opportunities to engage in natural and cultural resource-based research and education. Each year, CSUCI hosts the Summer Undergraduate Research Fellowship (SURF) program, which provides students with an opportunity to engage in a meaningful, faculty-mentored research project over eight weeks in the summer. Students receive pay, engage in an interdisciplinary learning community, and enjoy professional development opportunities.

CSUCI's pattern of identifying need, securing resources, and building programs is further exemplified by the University's embrace of CSUCI's Hispanic Serving Institution designation, first achieved in 2010. Over the course of that past 14 years, the University has been awarded nearly \$43 million in funding from the Department of Education. Additionally, CSUCI earned the prestigious



Seal of Excelencia in 2019 – one of only nine institutions of higher education in the nation and the only California State University to have achieved this distinction at that time, which was awarded again in 2022.

### STUDENT-CENTERED LEARNING

CSUCI is a student-focused institution dedicated to academic excellence, civic engagement, environmental stewardship, and leadership development. With a student-to-faculty ratio of 17:1 in the University's three schools – Arts & Sciences, Martin V. Smith School of Business & Economics, and the School of Education, the University boasts a talented teaching community that includes 178 tenure-track faculty and 279 lecturers. CSUCI's singular commitment to student success drives innovative practices and excellence across disciplines, fostering a collaborative and transformative educational environment.

At CSUCI, students are welcomed as active partners in a distinctive educational journey. Faculty engage students in an inquiry-driven curriculum designed to nurture critical thinking, teamwork, and problem-solving skills, with a focus on interdisciplinary approaches to real-world challenges. Peer mentorship programs embed students in classrooms to lead discussions, conduct research, and contribute meaningfully to academic exploration, all while working closely with expert faculty.

The University aims to graduate individuals with a broad and deep education, empowering them to appreciate and interpret the natural, social, and aesthetic worlds. CSUCI's graduates are prepared to tackle the complex challenges of our time as civically engaged leaders equipped to make meaningful contributions to their communities and the global society. Above all, CSUCI fosters a campus culture where diversity of thought and belief is celebrated, ensuring every student feels valued and respected.

### A VISION FOR INCLUSIVE EXCELLENCE

CSUCI combines its unique location and innovative mindset to deliver an educational experience that prepares students for leadership in a global society. The University is committed to fostering diversity, equity, inclusion, and accessibility, ensuring that its students—many of whom are first generation college attendees—thrive academically, professionally, and personally.

From its historical foundations on Chumash land to its role as a steward of regional resources, CSUCI exemplifies a

## ACADEMICS (CONT.)

commitment to sustainability, community integration, and academic distinction. These defining characteristics position CSUCI as a leader in inclusive, innovative education and a vital contributor to California's future. The University:

- received the Seal of Excelencia in 2019 and 2022 for facilitating the success of Latinx students;
- ranked in the top 15% of the country's top 745 colleges in *Money Magazine's* 2024 list of the "[Best Colleges in America](#)"
- ranked 14th of over 1,200 schools in [CollegeNET's Social Mobility Index in 2024](#)
- ranked by the nonprofit *Washington Monthly* as 24th of 201 western colleges and universities as "[Best Bang for Your Buck](#)," which considers factors such as cost of tuition, graduation rates for first-time students and puts special emphasis on social mobility
- identified in *U.S News & World Report 2025 Best Colleges* rankings as 2nd in Regional Universities West 2024; Top 12 in Public Schools; and 5th in Top Performers for Social Mobility
- ranked the 9th safest campus in the country by CollegeStats.org
- created three "Z-Majors" (i.e., majors that use quality, free, and readily available educational resources, thus eliminating the costs of textbooks associated with their majors); first in the CSU system to develop undergraduate "Z-Majors"
- re-accredited in 2024 by the Western Association of Schools and Colleges through 2032
- adopted [Cal-SOAP](#) (Student Opportunity and Access Program) in 2024, a program that improves access to higher education for underrepresented groups

### FACULTY AND STUDENTS:

- Collaborative faculty-student research projects consistently win awards at both the state and national levels. For example, [five students recently won awards](#) for their research presentations at NDiSTEM, the largest STEM conference in the nation, and in 2023, [CSUCI's Model UN team won the top award](#), "Outstanding Delegation," plus six additional awards at the Northwest Model UN competition.
- Students regularly receive top awards at the [CSU Media Arts Festival](#).
- Faculty have been recognized with national awards for college-level teaching, authorship, and service to their disciplines, regularly receiving Fulbright Scholar awards to further their research. Most recently, [Drs. Lydia Dixon and Jim Meriweather](#) were awarded Fulbright Scholarships for their research in Scotland and Budapest, respectively, in Spring 2025.

- Faculty are active in diverse research activity, including a robust research enterprise spanning the full range of academic areas and including external funding. On average CSUCI submits approximately 70-80 grant applications a year, is awarded 20-40 awards and subcontracts a year, for the value of \$2-9m+ annually. Representative funding agencies include the Department of Education, National Science Foundation, National Institutes of Health, National Park Service, National Oceanographic and Atmospheric Administration, Department of Justice, Federal Emergency Management Agency, National Aeronautics and Space Administration, and Noyce. CSUCI is one of the best funded Hispanic Serving Institution (HSI) grant award winners in the CSU system, and research development continues to grow and develop, including a grant writing workshop series to support faculty to undertake research grant applications. Research dollars and volume, in combination with ambitious postgraduate education growth plans will align with the requirements for Carnegie Classification R2 status by 2030.
- Students have won Goldwater Awards, Research Experience for Undergraduates placements, admission to prestigious graduate programs, and employment with desirable companies. For example, a 2019 alumna was recently appointed [Deputy Labor Commissioner of California](#).
- Students contributed 29,000 hours to surrounding communities through service learning in 2023-24, representing an economic benefit of \$1,120,000 to the region. 644 students in 34 service-learning courses taught by 21 faculty members served 74 community partners in collaboration with CSUCI's Center for Community Engagement. See the [2023-24 Spotlights on Service](#) publication for additional information.





## DISTINCTIVE ASPECTS OF CSUCI

Located within the ancestral lands of the Chumash people, CSUCI honors this rich cultural heritage by embedding respect for Indigenous history and environmental stewardship into its mission and through intentionality of collaboration. This relationship is exemplified in the work of the [President's Chumash Advisory Council](#) and that group's development of University protocols which encourage the practicing of an [Active Land Acknowledgement](#).

The University's location in scenic Ventura County offers unparalleled opportunities for collaboration with its natural and cultural surroundings. CSUCI is fortunate to have a wealth of campus-based assets and regional assets that provide unique opportunities for student learning and development.

The [Santa Rosa Island Research Station](#) provides students with truly distinctive experiential educational opportunities, as CSUCI is one of only 11 universities in the nation with a field station in a national park. Situated on one of the Channel Islands, the station serves as a hub for interdisciplinary research and environmental studies, fostering student and faculty projects focused on conservation, sustainability, and ecological resilience. Students from every discipline can engage in real-world problem-solving while contributing to the preservation of this vital ecosystem, with trips to the island ranging anywhere from a single day to several weeks.

The Channel Islands themselves, protected by the [Channel Islands National Park](#) and [Channel Islands National Marine Sanctuary](#), are home to more than 2000 species of plants and animals – 145 of which are found nowhere else in the world.

The [Channel Islands Boating Center](#), located in nearby Oxnard, expands CSUCI's educational offerings by supporting academic programs, recreational activities, and community outreach. It provides opportunities for students to explore marine science, oceanography, and environmental education while promoting community engagement and stewardship of coastal resources.

CSUCI will be the future home of the [Santa Barbara Zoo Conservation Center](#), the first zoo-owned and zoo-managed facility on a university campus. A capital campaign has been launched with the goal of project completion by the end of the current decade. When open, the Zoo plans to shift the majority of its conservation activities and staff to the Conservation Center at CSUCI.

Other unique regional assets include the Santa Monica Mountains which form the eastern border of campus; the [Port of Hueneme](#), the only deep-water port between San Francisco and San Diego; and [Naval Base Ventura County](#), a hub of Pacific Fleet operations and a major employer in the region. Additionally, Ventura County is home to the biggest independent biotech firms in the world and is the nation's 11th largest county in crop value.





## COMMUNITY-CENTRIC GROWTH AND PARTNERSHIPS

As a growing campus, CSUCI has embraced creative solutions to enhance its facilities and programs. A prime example is the public-private partnership model demonstrated through the sale of the University Glen residential community to a global real estate investment firm. This innovative approach generates resources to invest in academic excellence and campus infrastructure while supporting local housing needs.

Community engagement remains at the heart of CSUCI's identity. The university's partnerships with civic, business, and nonprofit organizations reflect the region's long-standing support for a public university. Through efforts led by University Advancement, CSUCI builds meaningful relationships with donors, alumni, and community leaders who contribute to the University's mission. The involvement of prominent individuals on the CSUCI Foundation Board highlights the breadth of regional commitment to the institution's success.

## CHALLENGES AND OPPORTUNITIES

CSUCI is among the universities within the CSU and institutions of higher education across the nation experiencing significant enrollment decline. Since 2019, enrollment has fallen from 6,406 to 4,154 full-time equivalent students, a 35% decrease. The consequent losses in state funding combined with a reduction in FTES allocation by the CSU and reductions in tuition revenue have greatly impacted the University's financial outlook. Fortunately, CSUCI has experienced unprecedented growth in philanthropic support over the past four years, driven by a President-inspired culture of philanthropy and external engagement. Between June 30, 2020, and June 30, 2024, the assets of the CSUCI Foundation soared by 289%, reaching an impressive \$100.6 million. This remarkable achievement was fueled by transformational gifts, including \$15 million from Mackenzie Scott, \$10.5 million from the Smith Family Foundation, \$8.5 million from Jeff Green, CEO of The Trade Desk, and an extraordinary \$30 million bequest from the estate of Philippe and Arlette Larraburu.

CSUCI is in the midst of [strategic planning](#) in response to the University's current stage of organizational development and in view of the changing landscape of higher education in the region, in the CSU, and at the national level, post-pandemic. And of course, CSUCI is taking direct action in a number of ways to improve the University's enrollment trajectory, such as using robust philanthropic support as a way to launch new academic programs to better meet regional needs, maximizing alternative revenue sources, investing in first-year programming and other retention efforts, finding innovative ways to respond to the changed landscape of higher education, such as tailoring educational programming to better meet the needs of nontraditional students, and undergoing a [visual rebrand and website redesign](#) to more accurately and vibrantly reflect the University's identity, offerings, and value proposition to prospective students and their families.



## THE POSITION OF PROVOST

The Provost serves as the chief academic officer for the University and provides leadership and guidance to faculty, staff, students, and the President's Cabinet in all areas relating to Academic Affairs as well as counsel to the President and Cabinet in all matters related to management of the University. The Provost leads the Division of Academic Affairs in support of the University's commitment to a largely first generation, historically underserved student body and advancing inclusive excellence within the academic community. As chief academic officer, the Provost's leadership in achieving 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" – is critical, particularly given CSUCI's status as a Hispanic Serving Institution since 2010. The Office of the Provost is charged with the overall administration of all academic units in the context of the University as a whole and is first among Cabinet colleagues to serve, when possible, as the Executive in Charge in the President's absence. The Provost provides leadership regarding accreditation; faculty selection, evaluation, and performance; analysis of the division's academic programs, policies, and procedures; and major operational issues. The Provost is a collaborative academic leader who actively embodies shared governance, working closely with the Academic Senate and University Committees to maintain institutional focus on the campus mission and to enhance student learning and success. The Provost works in close collaboration with other divisional leaders and Enrollment Management to achieve the University's mission, actively continuing work already underway to dismantle the

silos of Academic Affairs, Student Affairs, and Business & Financial Affairs, in particular, and ensuring efficient, effective collaborations across all divisions. The Provost provides critical leadership for a holistic data-informed approach to facilitating timely graduation and eliminating equity gaps in [student success](#) (see pp. 17-19 for CSUCI's Student Success Framework of 2023-24).

### RESPONSIBILITIES AND DUTIES

**Academic Personnel and Development:** The Provost is responsible for the proper implementation of all academic personnel procedures and policies in a collective bargaining environment; responsible for providing overall direction for the recruitment, selection and orientation of all academic personnel in support of University's affirmative action and equal opportunity objectives; reviews all academic promotion, tenure and retention recommendations, sabbatical leaves and unpaid leaves of absence and makes appropriate recommendations for action by the President; and provides direction in establishing professional development programs for faculty and academic affairs administrators. The Provost serves as a leader in ensuring that the diversity of the faculty and academic leadership team is representative of the student body and communities that the University serves.

**Academic Programs:** The Provost ensures that the University's mission is embedded in all activities of the division. The Provost fosters the development and enhancement of high quality, innovative baccalaureate, graduate degree, and credential degree programs that successfully support the mission and meet the educational needs of the region, as well as shorter-term certificate programs and micro-credentials to meet regional workforce development needs. The Provost also supports incorporation of emerging technologies, pedagogies, and course structures as appropriate. Under

## THE POSITION OF PROVOST (CONT.)

the leadership of the Provost, the Division of Academic Affairs supports the four mission-based Centers (i.e., the Center for Community Engagement, the Center for Integrative Studies, the Center for Global Engagement, and the Center for Social Action) and integrates them within the Academic fabric of the University.

**Fiscal Resources:** As co-chair of the Strategic Resource and Planning Committee, the Provost is responsible for the effective utilization and stewardship of University resources to implement quality academic programs and to support the mission, and as Provost, considers the University's entire needs in the budget allocation process. The Provost works closely with the Academic Deans, AVPs, program chairs and University Advancement to identify grants and other revenue opportunities to support existing and new programs. The Provost also assists with the expansion and strengthening of community and industry partnerships for academic programs, certificates and continued learning opportunities, research, and service, in line with the University's mission.

**Leadership and University Planning:** The Provost attends formal and informal management sessions and sits on key campus planning committees. This position provides advice regarding the University's long-term campus and academic planning, enrollment management, and physical space and operational considerations during both exploratory and formative stages of decision-making. Within these planning efforts, the Provost engages in shared governance alongside faculty and administrators and maintains transparent decision-making processes.

**Quality and Assessment:** The Provost facilitates academic quality of the University and is responsible for the excellence of the instructional program and academic standards; provides guidance and interpretation of instructional program policies to University administrators; and provides direction regarding all accreditation matters. The Provost is responsible for the assessment and analysis of academic programs at the instructional, general education, programmatic, and baccalaureate

levels and is responsible for directing the execution of studies addressing academic operational concerns. The Provost is responsible for sharing assessment and study results; for utilizing results for institutional improvement; and for consultation with the Academic Senate and University committees concerned with the improvement of institutional benchmarks, academic standards, and accountability. The Provost is charged with overseeing efforts to increase four- and six-year graduation rates for first-time students, increasing two- and four-year graduation rates for transfer students, eliminating equity gaps, and removing administrative barriers. The Provost prioritizes transparency and communication within the division and with campus and community partners.

### SUPERVISOR AND OTHER WORK RELATIONSHIPS

The Provost leads an academic division consisting of Academic Affairs Budget, Academic Programs and Planning, Extended University, Faculty Affairs, Teaching & Learning Innovations, Research and Sponsored Programs, Student Academic Success & Equity Initiatives, and Success and Inclusion for Graduate & Undergraduate Academic Excellence. Reporting to the Provost are four deans (i.e., for Arts and Sciences; Education; Extended University and Digital Learning; the Library and Learning Resources; and the MVS School of Business & Economics); four Associate/Assistant Vice Presidents (i.e., for Academic Programs & Continuous Improvement; Faculty Affairs, Success & Equity; High Impact Practices & Experiential Education; and Student Academic Success & Equity Initiatives); and the Director of Business Operations for Academic Planning and Budgeting.

As chief academic officer, the Provost provides leadership and guidance to senior staff and faculty in Academic Affairs to enhance quality for faculty selection, evaluation and performance; for the creation, improvement and currency of academic programs; for promotion of research, scholarship, and creative endeavors; for



## THE POSITION OF PROVOST (CONT.)

strategic University planning; for close, beneficial ties with other divisional leaders, and for constructive assessment towards continual improvement.

### REQUIRED QUALIFICATIONS

An earned doctorate and a demonstrated record of distinguished scholarship or creative activity, teaching, and service that merits the award of tenure at the rank of full professor. Successful record of or potential for substantial, academic leadership, including fiscal management and personnel responsibilities. Robust knowledge and understanding of contemporary issues in higher education, with significant knowledge of and experience in improving retention and growing enrollment.

Demonstrated record of facilitating student success. Proven experience in recruiting, developing, retaining, and evaluating faculty and staff. Ability to interact effectively with external constituents, and with sensitivity to political realities. Excellent oral and written communication skills.

Demonstrated commitment to equity and inclusion and a successful record of facilitating inclusive excellence. Experience working with a diverse staff, faculty, and students, and a record of facilitating transparent planning and governance processes. Demonstrated commitment to understand and address the needs and concerns of faculty and academic staff, with special sensitivity to differences in power and privilege that exist for staff. Open leadership style with demonstrated ability to foster a collaborative and collegial environment, and with a successful record of consensus building.

Understanding and commitment to the work of campus partners in the Office of the President, Business & Financial Affairs, University Advancement, and Student Affairs—with particular attention to the integration of curricular and co-curricular experiences in the academic enterprise, and experience facilitating student development outside the classroom.

### PREFERRED QUALIFICATIONS

Successful record of senior academic leadership with at least five years' experience. Experience with the grant application and management process, and success in securing external support for academic programs and research. Administrative experience within a collective bargaining environment. Demonstrated success as a leader and supporter of innovation which fosters excellence in higher education.

### ADDITIONAL REQUIREMENTS

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 Revised July 21, 2017, as a condition of employment.





## HOW TO APPLY

The University is being assisted by Academic Search. Applications should consist of a substantive letter of interest specifically addressing the applicant's background in relationship to the qualifications described, 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: [CSUCIProvost@academicsearch.org](mailto:CSUCIProvost@academicsearch.org)

The position is open until filled, but only applications received by Friday, March 7, 2025, can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting consultants [Ann Die Hasselmo](#) and [Chris Butler](#). The expected hiring range for this position is \$280,884 - \$303,348 annually, commensurate with qualifications and experience.

*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 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.

