

SEARCH PROSPECTUS:

DEAN, COLLEGE OF EDUCATION AND INTEGRATIVE STUDIES



CalPoly
Pomona

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Cal Poly Pomona, also known as California State Polytechnic University, Pomona or CPP, seeks a Dean of the College of Education and Integrative Studies (CEIS). The new Dean must be an innovative,

strategic, and collegial academic leader who supports the mission of Cal Poly Pomona, is committed to student success, and will be a champion for the CEIS. Ideally, the new Dean will take office by **July 1, 2022**.



CAL POLY POMONA

Cal Poly Pomona is one of three polytechnic universities in the 23-campus California State University system and among 11 such institutions nationwide. Since its founding in 1938, the university has offered a unique education steeped in experiential learning. With a variety of degree programs in the arts, humanities, sciences, engineering, and professional disciplines, the university is well known for its learn-by-doing philosophy. The university is noted for its scenic and historic 1,400-acre campus. Cal Poly Pomona acknowledges that it resides on the territorial and homelands of the Tongva and Tataavium people who are the traditional land caretakers of Tovaangar. The university's nearly 28,000 students are taught and mentored by the campus's more than 1,400 faculty as part of 54 baccalaureate and 29 master's degree programs, 11 credential and certificate programs, and a doctoral program in educational leadership.

Highly regarded among its peer institutions, Cal Poly Pomona is No. 2 in the *U.S. News and World Report* rankings of top public regional universities in the west and was named the No. 15 best value college in the nation by *Money Magazine*. Cal Poly Pomona is a Hispanic-Serving Institution, stands as a national leader in promoting social mobility, and was placed among the 25 top institutions in the country in awarding bachelor's degrees to minoritized students by *Diverse Issues in Higher Education*.

The Cal Poly Pomona campus is nestled in the beautiful San Gabriel Valley less than 30 miles east of downtown Los Angeles at the intersection of Los Angeles, Orange, Riverside and San Bernardino counties. It is within an hour's drive of beaches, mountains, and deserts. The university's history and geography are unlike any other institution in the region. For additional information about the university, please visit www.cpp.edu.



INCLUSIVE ACADEMIC EXCELLENCE AND CAL POLY POMONA'S POLYTECHNIC APPROACH

Guided by the [University Strategic Plan](#), Cal Poly Pomona places high importance on **inclusive academic excellence**. Cal Poly Pomona's polytechnic approach provides a high-quality, inclusive, up-to-date, relevant, engaging, and immersive educational experience to students, in which theory and practice are linked in curricular and co-curricular experiential learning activities.

This polytechnic approach is driven by evidence-based pedagogical practices as well as by innovation, and is supported, enabled, and enhanced by technology. CPP instructors use multiple modalities of teaching to facilitate and enhance student learning of theoretical principles and design a variety of discipline-specific and discipline-appropriate hands-on, real-world experiences to link theory to practice. The multi-faceted polytechnic approach prepares students for effective entry into the workforce, as well as for the pursuit of advanced professional and graduate studies. It also instills a collaborative spirit in students and prepares graduates for lifelong learning and problem solving.

When applied together in a synergistic fashion, the following [eight elements](#) comprise the rich educational experience of our students. Each theme contains actionable recommendations (referred to as action steps) to implement measurable objectives and identifies key stakeholders and partners who will be involved in advancing each action step.

The academic master plan calls for the integration of these elements in all programs (majors and minors), including the General Education program.

The new Dean will be charged with continuing the successful implementation of the [Academic Master Plan](#), which focuses on [nine themes](#):

1. Inclusive Polytechnic University (see previous section)
2. Experiential Learning (Learn by Doing)
3. Support to Exemplify Our Inclusive Polytechnic Identity
4. Inclusive Student Success
5. Degree Program Creation and Growth
6. Shaping the Undergraduate Student Population
7. Role and Growth of Graduate Programs
8. Enhancement and Development of Space to Support the Polytechnic Identity
9. Program Review and Assessment





THE COLLEGE OF EDUCATION AND INTEGRATIVE STUDIES

The College of Education and Integrative Studies is a learning community focused on meeting the present and future needs of students in our communities. We educate students to become highly qualified and impactful leaders in our society. We are committed to the principles of diversity, equity, ethics and social justice, and life-long learning. Central to our mission are innovative and integrative thinking, reflective practice, collaborative action, and learning by doing.

MISSION STATEMENT

The mission of the College is to prepare students to become dynamic, innovative, skilled, and socially responsible leaders in a changing local and global society. As a learning community of students, scholars, and professionals, we are dedicated to the advancement and development of knowledges, interdisciplinary and student-centered education, equity, and community engagement.

VISION STATEMENT

CEIS will be an interdisciplinary and equitable space where students, faculty, and staff across departments co-create intellectual, active, and just learning communities, environments, projects, and initiatives.

VALUES STATEMENT

We cultivate a supportive and empathetic learning community that places student success and wellbeing at the center of what we do. Our work is guided by values and practices of social justice, including:

Enacting purposeful equity, ethics, and sustainability.

Challenging interlocking forms of oppression through intersectional anti-racist education and practices.

Engaging local and global communities, ecologies, and natural environments.

Implementing creative, interdisciplinary, and integrative approaches in a polytechnic context.

Fostering collaboration, communication, and learner-centered pedagogies.

Preparing for academics, career, and life-long learning.

THE COLLEGE OF EDUCATION AND INTEGRATIVE STUDIES (CONT.)

ACADEMIC PROGRAMS

The CEIS offers undergraduate programs, post-baccalaureate programs, a doctoral program and the Interdisciplinary General Education Program, which offers students a unique and stimulating option to fulfill their general education requirements. IGE integrates the humanities and social sciences in active, student-centered classes. The CEIS is home to five departments.

Early Childhood Studies (ECS) Department

The Early Childhood Studies (ECS) Department offers educational programs that advocate for understanding diversity and dual language development and use service learning, internships, face-to-face, hybrid, and online pedagogy in order to provide the knowledge, skills, and dispositions to work with children and families during the most critical developmental time in a child's life. Program graduates are prepared to work in infant-toddler programs, preschools, elementary schools, careers in home visiting, family support programs, post-baccalaureate degree programs, and other professional contexts that focus on working with young children and families.

Education (EDU) Department

The Department of Education is widely recognized for its innovative approaches to teaching, cultivating learning, and serving the surrounding community. It has a strong reputation for preparing outstanding educators who are highly prepared to teach TK-12 students in diverse and inclusive settings. The department values equity, racial, and social justice; academic excellence; student success; experiential learning; and social and environmental responsibility. The department offers both undergraduate and post-baccalaureate programs in teacher education, including credential, added authorizations, and intern programs for elementary, secondary, and education specialist teachers and a variety of masters options in Curriculum & Instruction, Education Specialist, and Educational Leadership.

Interdisciplinary General Education (IGE) Department

IGE is a student-centered, discussion and project-based program that is an alternative to the customary general education program. IGE encourages students to become active participants in the production of their own knowledge while gaining 18 semester units of their written communication, humanities, and social science

lower division GEs over six semesters. Small classes, two field trips each semester (Arts Events), some team-taught classes, and a close working relationship with fellow students from multiple majors are just a part of what makes IGE unique at Cal Poly Pomona.

Liberal Studies (LS) Department

The Liberal Studies Department offers a liberal arts degree that is not only one of the oldest university degrees but also extremely relevant in the 21st century. To be an educated, well-rounded, professionally prepared, and socially responsible person today, one must be able to understand knowledge and ideas across the arts, humanities, social sciences, and natural sciences to solve local and global issues. Whether in the workplace or in one's community, individuals need to identify and discern which ideas, arguments, and proposals have merit or realistic possibilities. This requires clear, deliberative, and critical thinking. Liberal Studies courses, co-curricular activities, and service-learning opportunities provide students hands-on educational experiences through the organizing themes of creativity, social justice and responsibility, sustainability, and wellness. Through theory and practice across the arts, humanities, social sciences and natural sciences with both depth and breadth, Liberal Studies students prepare for a variety of career options. (Many of these students go into elementary teaching through the pre-credential tracks.) The Department offers programs in General Studies, Interdisciplinary General Education (coming in Fall 2022), Pre-Credential Teaching, and Education Specialist Integrated Teacher Education Program for Mild/Moderate and Moderate/Severe Extensive Supports.

Educational Leadership Department

The Educational Leadership Department prepares scholar-practitioner educational leaders who will champion social justice for equity and excellence; engage in critical inquiry; serve as ethical, transformative leaders; and collaboratively implement positive changes to improve teaching and learning. The programs within the department include the Administrative Services Credential Program for school leaders, which is offered in a cohort, face-to-face weeknight format at a school district location, and the Doctoral Program in Educational Leadership, a 60-unit three-year program of study offered in a cohort, face-to-face every other weekend format on the Cal Poly Pomona campus.



LEADERSHIP OPPORTUNITY

The ideal candidate for this position will be an innovative, strategic, and collegial academic leader who understands the mission of Cal Poly Pomona, is committed to student success, and will be a champion for the CEIS. The College seeks a Dean who understands the importance of faculty and shared governance; is an advocate for the College within the university and broader community; has a demonstrated record of success in fundraising and in developing and sustaining partnerships; and values ongoing engagement with faculty, staff, and students.

The Dean reports to the Provost and Vice President of Academic Affairs, serves as a member of the Provost's Council and works closely with University Advancement and others across campus to advance the goals and priorities of the College and university. The Dean provides leadership and administrative support to the College and University on various

initiatives to promote the elements of a polytechnic education, inclusive excellence, student success, and professional development and success.

The Dean must be able to lead the strategic direction of the College. The Dean is considered the lead administrator in the College, and as such, represents the College to the faculty, staff, students, community, and donors. The Dean also supports interdisciplinary relations across colleges. Additionally, many functions of the Dean's Office have legal, ethical, and procedural implications (such as faculty and staff searches), the retention tenure and promotion process, and student issues. The shared governance model on campus and the CSU call for a decision-making process that is consultative and includes consideration of the impact and implications of decisions beyond the Dean's office.

THE LEADERSHIP OPPORTUNITY (CONT.)

THE LEADERSHIP AGENDA

The Dean is expected to serve as a role model who supports diversity, inclusion, equity, and transparency in decision making; promotes innovative approaches to teaching and learning, and in interdisciplinary studies; and possesses a passion for reducing equity gaps and promoting student success. The successful candidate will be a collaborative leader who acts with integrity and possesses the ability to communicate with diverse constituents and fosters collegiality and clarity in the decision-making process.

The Dean will lead a dedicated faculty and staff committed to the successful completion of the University's Strategic and Academic Master Plan, which articulates a vision for Cal Poly Pomona as a model for an **inclusive polytechnic university** that inspires creativity, discovery, and innovation, embraces local and global challenges, and transforms lives. The University's [Strategic Plan](#), launched in 2017, serves as the cornerstone for current and future initiatives, centering on [five strategic initiatives](#), each clearly defined with specific outcomes and relevant metrics to track progress:

1. *Deliver quality programs that promote integrative learning, discovery, and creativity.*
2. *Enhance student learning, development, and success.*
3. *Prepare our students for the future of work and civic engagement.*
4. *Strengthen our economic vitality and impact.*
5. *Advance organizational development and employee excellence.*

To fulfill their responsibilities the new Dean will demonstrate the following qualities, expertise, and experience:

Competencies

- Demonstrates a deep understanding of the range of undergraduate and graduate departments and programs offered in the College.
- Demonstrates full understanding of General Education requirements and the role they play as part of polytechnic undergraduate curricula.
- Skilled in collaboration with district educational leaders and community organizations in promoting initiatives to strengthen student success.
- Advocates for public education within the political, institutional, and intersegmental spheres of power to affect decision and policy making.
- Promotes a collegial, respectful, collaborative, and innovative organizational culture and is skilled in managing change across departments and in the College.
- Builds bridges by working with school and university partners to strengthen student success for future educators.
- Strengthens pathways for students from public schools, community colleges, and other colleges in order to engage increased numbers of students in the field of education earlier and with a clear understanding of the pathway to becoming an educator.
- Skilled in developing, maintaining, and sustaining partnerships so that TK-12, the community college, and the university achieve a symbiotic relationship to improve student success.
- Demonstrates an understanding of departments and undergraduate and graduate programs within the College to serve as a strong advocate in meeting identified needs and the ability to strengthen the connection between the departments and the university community.



THE LEADERSHIP OPPORTUNITY (CONT.)

- Demonstrates the ability to engage with an increasingly culturally diverse environment which requires affirming interactions, active listening techniques, communication, and relationship building with people from diverse cultural, racial, and ethnic backgrounds.
- Skilled leader who reflects on their own biases and privileges to interact and engage effectively with individuals whose cultural background is different than their own.
- Supports and is aware of faculty experiences in the maintenance of work-life balance and wellbeing.
- Encourages and supports faculty engagement, involvement, and advocacy with community and non-profit organizations.
- Analyzes complex problems and devises innovative solutions, perceives the implications and potential consequences of various situations, and assesses the potential impact of alternative courses of action.
- Ability in developing *Birth-12*, community, and/or industry partnerships.
- Understands the needs of local districts and has the ability to build relationships.
- Systems thinker with the capacity to lead the College through practices, policies, and communication that reflect equity, diversity, advocacy, and shared decision-making.
- A skilled communicator and a receptive listener, who is able to appreciate and articulate the initiatives and priorities of the College to both internal and external stakeholders.
- Promotes an organizational culture that balances research, teaching, and service as expected for a teaching institution.

Expertise

- Demonstrated skills in strengthening and deepening relationships and partnerships with schools and area community colleges.
- Experience as an adaptive and creative leader who values and practices relational ways of knowing, caring, and being as primary ways of interacting with others.
- Demonstrated record of attaining funding through grants and/or private sources.
- Record of leveraging funding for enhanced program development in educator preparation programs.
- Experience in leading efforts to create equitable pathways that eliminate barriers for student access and success in program participation and completion.
- Expertise in facilitating meetings where all stakeholders' voices are heard and in creating an inclusive culture of respect and appreciation for diversity.
- Expertise in developing a pipeline from high schools to Cal Poly Pomona and back to the districts as teachers.
- A track record of promoting effective faculty development of early career and senior members and maintaining a culture of research and engagement.



THE LEADERSHIP OPPORTUNITY (CONT.)

Experience In

- Serving as an advocate for the College and departments to meet identified needs.
- Providing effective leadership in promoting equity and diversity initiatives within the departments, College, and the University.
- Facilitating continuous program improvement processes.
- Managing large budgets with transparency and in compliance with college, university, system, and state fiscal practices.
- Strategic planning, advocating successfully for initiatives to reach College goals with effective communication skills in working effectively with internal and external partners.
- Program planning, direction, and coordination for policy development and implementation.
- Communicating the mission, vision, and values of the College and recognizing when practices or policies are not congruent with that vision.
- Promoting dialogue and respect for the diverse communities we serve.
- Promoting a culture of collaboration and respect.
- Promoting shared governance and faculty consultation.
- Working at Minority and Hispanic Serving Institutions and understanding the needs of its student population and surrounding community.
- Building the relationships as a Hispanic Serving Institution and investing in the community and capitalizing on the opportunities within the landscape.
- Building pipelines and pathways to the educator preparation programs.



QUALIFICATIONS

REQUIRED QUALIFICATIONS

- An earned doctorate, or appropriate terminal degree from an accredited institution or professional equivalency, preferably in education, liberal studies, early childhood, or critical studies.
- A record of university teaching, scholarly and creative activity that satisfies eligibility of appointment to the rank of tenured full professor in an academic program in the College.
- An educational vision for the role of CEIS that includes leadership and support for innovative curriculum development, that could work dynamically within a polytechnic university.
- Demonstrated success in administrative leadership and rising levels of responsibility at the level of chair or above, including management of fiscal and personnel resources; recruitment, evaluation, and retention of a well-qualified faculty and staff; and academic programs evaluation and review.
- Demonstrated experience of successful activities to foster a diverse, equitable, and inclusive environment for students, faculty members, and staff members.

PREFERRED QUALIFICATIONS

- Demonstrated commitment to excellence in student learning and support for faculty development in teaching, scholarship, and service, including demonstrated success and/or expertise in educating a diverse and underserved student population.
- Strong administrative and organizational skills, with the ability to manage complexity and balance competing priorities, multiple constituencies, and numerous responsibilities simultaneously, with a commitment to data-informed decision making and accountability.
- Demonstrated effectiveness in supporting innovative programs and initiatives, including digital learning and the use of technology across the curriculum.
- Expertise in both educational studies and interdisciplinary/integrative studies.
- Evidence of a strong commitment to shared governance and a respectful, consultative, and accessible leadership style, coupled with the willingness to lead decisively and to energize and inspire, even when consensus is elusive.
- Successful experience in program development, academic student services, and accreditation, including knowledge of outcomes assessment.
- Knowledge of California State University's system-wide initiative *Graduation 2025* and success in reducing equity gaps.
- Fundraising capability with demonstrated success in and enthusiasm for soliciting financial support from alumni, foundations, and the broader community.
- Demonstrated personal and professional qualities of integrity, honesty, open mindedness, compassion, empathy, forthrightness, and resilience.





NOMINATIONS AND APPLICATIONS

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Priority consideration will be given to materials received by **April 8, 2022**. The University plans to complete the search process by the end of May with a start date of July 1, 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.

Academic Search is assisting California State Polytechnic University, Pomona in this search. To ensure full consideration, inquiries, nominations, and applications (PDF preferred) should be submitted electronically, in confidence, to: CPPCEISDEAN@academicsearch.org.

If you have any questions or if you have a disability and need accommodation with pre-employment processes (applications, interviews, etc.), please contact Manuel Montilla, ADA Coordinator, at adacoordinator@cpp.edu.

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.

Additional information about the institution can be found at www.cpp.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.

Cal Poly Pomona 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. Cal Poly Pomona is an Equal Opportunity Employer.

ABOUT ACADEMIC SEARCH

Academic Search is assisting California Poly Pomona 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.



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