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Provost and Vice President for Academic Affairs
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California State University, Chico (Chico State) invites applications and nominations for the position of Provost and Vice President for Academic Affairs. The Provost is the executive officer for the Division of Academic Affairs and President of the Board of Chico State Enterprises, providing leadership, strategic direction, and support to ensure that the University maintains the highest standards of academic excellence and quality while focusing on student success. Reporting to President Steve Perez (appointed the University’s 13th president in July 2023), the Provost serves on the President’s leadership team. The new Provost is expected to take office in the spring of 2024.
At Chico State, students are empowered to “Do and Dare” in their careers and lives. Founded in 1887, Chico State is the second-oldest institution in the 23-campus CSU, the nation’s largest public university system. Chico State enrolls approximately 14,000 students and serves as the comprehensive university of the North State, the 12-county region where the campus is located. A 21-time US News & World Report “Top Public School in the West,” Chico State prides itself on its high-quality, high-value education, an active and engaged student body, and a strong connection with the local community and State of California. An Hispanic-Serving Institution since 2014 with more than one-third of its students identifying as Latinx and nearly half being first-generation, Chico State cultivates and nurtures a welcoming and inclusive campus where students, faculty, and staff have an equitable opportunity to thrive.

Chico State is one of the most highly ranked regional public universities in the West. The University is situated in a classic college town with a residential campus experience that rivals many private universities. The campus emphasizes and fosters sustainability, connections beyond campus, and civic engagement. Both graduate and undergraduate students work closely with expert faculty to devise solutions for the global challenges of the 21st century. Over 183,000 alumni have achieved distinction as graduates. In preparation for its future growth, the University is beginning to plan its second comprehensive capital campaign.

With a 132-acre campus core, an 800-acre University Farm that practices cutting-edge agricultural research, nearly 8,000 acres of ecological reserve, seven colleges, and nearly 400 academic offerings, including majors, minors, credentials, and certificates. The University boasts modern academic affairs spaces and facilities. The University is making its mark within the California State University system and beyond. Classes have an intimate average class size of 28, and the student-faculty ratio is 24:1.

Chico State scholars take what they learn in the classroom and compete on the national stage, outperforming their peers and taking top honors in competitions in debate, sales, cybersecurity, and more. Named one of the “greenest” schools in the nation by The Princeton Review, most students live, learn, and work within walking or biking distance of campus. The University is committed to working with Native American Tribes, and has a close relationship with the Mechoopda Tribe that is indigenous to the area and has contributed to the University for generations.

The campus culture and energy are vibrant, making Chico State an exceptional institution to live, learn, work, and dare to discover!

The Chico Quick Facts provides a succinct overview of important campus features.

Land Acknowledgement

We acknowledge and are mindful that Chico State stands on lands that were originally occupied by the first people in this area, Mechoopda, and we recognize their distinctive spiritual relationship with this land, the flora, the fauna, and the waters that run through campus. We are humbled that our campus resides upon sacred lands that since time immemorial have sustained the Mechoopda people and continue to do so today.
Accolades

Chico State has one of the highest four-year graduation rates in the CSU system and lowest average student debt amounts in the country. The campus is consistently ranked high for social mobility, recently being named “A Most Transformative College” in the top 2% in the United States (CollegeNET, Social Mobility Index).

Many programs, like nursing, computer animation and game development, and concrete industry management have a 100% job placement rate. Recognized as an outstanding value, Chico State is among the top 8% for return on investment (PayScale.com) and a Top College for Educational Quality and Value (Forbes magazine). Other accolades include the following:

- Top 10 US Public University in the West (U.S. News & World Report)
- Top 7% of Best Colleges (Money magazine)

The University's College of Business was recently recognized in The Princeton Review's 2023 Best Business Schools and Top Online MBA Programs for 2023. The University has also been recognized as one of the top business schools with a Tier One ranking in CEO Magazine's 2023 Global MBA rankings. The University’s online MBA program also ranked No. 46 globally, jumping up from No. 65 last year. This marks the fifth year that CEO Magazine has highly ranked Chico State's MBA program.
Academic Programs

The University offers nearly 400 undergraduate majors and minors, graduate degrees, and professional certifications. The Division of Academic Affairs is known for excellence in facilitating student learning and student success.

The faculty and staff within the Division of Academic Affairs impact the lives of students and give them tools for an engaging, inspiring, and enlightening educational experience through efforts that are intellectually honest, environmentally friendly, economically sound, politically viable, and socially just.

Chico State’s graduate and undergraduate programs are nationally recognized and award-winning for their commitment to ensuring that Hispanic and low-income students have opportunities for educational growth, success, and equitable access to higher education. New programs and grants help to remove the financial barriers many students face, providing support as students participate in research opportunities, internships, and professional development.

Driven by the urgency of closing academic equity gaps faced by low-income, first-generation, Latinx, African-American, and Native American students, Chico State’s Graduation Initiative Advisory Team has launched an ambitious plan to make rapid and measurable progress on this challenge. Launched in 2021, the Advancing Equity Project is action-oriented, data-driven, and is led by Academic Affairs, but spans all divisions of the University. For 2022-23, the Advancing Equity Project is focused on equitable student retention in alignment with the campus Enrollment Continuum agenda.

The University's Office of International Education and Global Engagement includes noteworthy engagement with the Fulbright Program creating opportunities for US students and faculty to study, teach, and conduct research abroad, along with US activities with their international counterparts. Since 2016, approximately 1,600 Chico State students have studied abroad—ranking the University in the top 20 sending-institutions nationwide, according to the Institute of International Education (IIE). Chico State faculty have established international teaching connections in the Netherlands, Brazil, China, Mexico, Chile, Spain, Venezuela, Italy, Hong Kong, Colombia, Germany, Ukraine, the Philippines, and Finland, with international teaching, publication, and research for its faculty and increasing the global competence, curriculum, and intercultural capabilities of Chico State students.

Colleges
- Agriculture
- Behavioral and Social Sciences
- Business
- Communication and Education
- Engineering, Computer Science, and Construction Management
- Humanities and Fine Arts
- Natural Sciences
Finance, Buildings, Grants

The 2022–23 Academic Affairs Division General Fund Operating Budget was $127,157,064. As of June 30, 2023, faculty and associates of Chico State successfully competed for over $60.5 million in grants and contracts to perform basic and applied research, training, specialized services, and other education-related activities. The awarded programs reflect the campus’s rich diversity of expert capabilities, including strategic partnerships impacting its community, the region, and beyond. Chico State Enterprises (CSE) is the University’s nonprofit auxiliary that has responsibility for grants, contract administration, and entrepreneurial activities. The Provost is the President of the Board of CSE.

Chico State’s GREAT Teacher Pipeline is a $13.4 million project designed to eliminate barriers into the profession among underserved and regional students at all stages of their education and in all subject areas, providing opportunities for Chico State students to become teachers in regional schools. The project will provide $12 million in funding to Chico State’s School of Education.

The Center for Healthy Communities (CHC), recently secured a nearly $24 million grant from the California Department of Social Services for continued funding to support CalFresh Outreach efforts in the North State and on college campuses across California to increase California’s CalFresh food participation rate, decreasing food insecurity and poverty, and increasing health and student academic success.

The College of Agriculture has been allocated $18.75 million from the State of California’s 2022–23 budget to enhance student experiential learning and training at its University Farm and construct a new Agriculture Learning Center.

For more than 60 years, the University Farm at Chico State has played a vital role in educating the agricultural leaders of tomorrow, conducting research to benefit a global industry, and raising crops and livestock that help feed the greater community. Researchers at Chico State are seeking ways to make agricultural practices more sustainable and climate-resilient to ensure the industry will meet future global needs. A $5 million grant was awarded to Chico State from the USDA to teach local small farmers how to produce foods using sustainable practices and help market climate-smart produce.

The 50-year-old Human Identification Laboratory (HIL) at Chico State will be supported by a new $3 million allocation from the California 2023–24 state budget to secure a new $55 million facility. As the only full-time forensic anthropology laboratory in the state, the HIL led the forensic investigation during the Camp Fire and conducted over 700 investigations in 47 California counties in the last four years to serve dozens of local, state, and federal law enforcement partners, including the California Office of Emergency Services, the US Department of Homeland Security, and the Federal Bureau of Investigation.

Long known for its commitment to and leadership in sustainability, Chico State broke ground this spring on the new building for the College of Behavioral and Social Sciences—the first net-zero building on campus and the third in the entire CSU system. The new 94,000-square-foot building will be home to nine academic departments, twenty-two classrooms, five laboratories for conducting research, and one large, tiered lecture hall, as well as faculty offices, conference space, and breakout rooms to foster collaboration. It is scheduled to open in August 2024.

Mission

Chico State is the comprehensive university of the North State with a global reach.

Through excellence of inquiry, innovation, and experiential learning, we develop students who are critical thinkers, responsible citizens, diverse leaders, and inspired stewards of environmental, social, and economic resources.

Vision

Chico State will be known as a preeminent university solving the unprecedented challenges of the 21st century.
Students

In fall 2023, Chico State enrolled 12,869 full-time equivalent students and 13,840 total students. A funded Hispanic-Serving Institution, Chico State students reflect the population of the region, with 36.8% Hispanic and 43.6% White. The 3 percent of students from outside the United States come from 46 nations. The largest majors are Business Administration and Psychology.

The undergraduate four-year graduation rate is 35.7% (for first-time, full-time freshman/2018 cohort). The six-year graduation rate is 63.8% (for first-time, full-time freshman/2016 cohort). The second-year retention rate is 65.8% (for first-time, full-time, freshman/2020 cohort).

Unlike many CSUs that are commuter schools, Chico State is a true destination college. About 80 percent of students live within a 2-mile radius of campus, and the University houses more than 1,700 students in five on-campus residence halls and one off-campus apartment complex. The surrounding neighborhoods are home to a dynamic, active community. There is a strong culture of student engagement at Chico State. The University has more than 200 student organizations so that students can find their community. The list of student clubs includes fraternities, sororities, and special-interest, social, and professional groups. Students also manage the operations of campus publications, including The Chico Historian, an academic journal, and The Orion, the University’s newspaper that has won dozens of national, regional, and state awards, and was recognized as one of the top 100 student publications in the nation by Associated Collegiate Press in 2022.

All students are members of the Associated Students (AS) of Chico State, a multimillion-dollar corporation managed by students. The AS is responsible for the student government, the Chico State Wildcat Store, the Wildcat Recreation Center (WREC), Adventure Outings, the student union (Bell Memorial Union), and many other programs for students, including Community Action Volunteers in Education (CAVE), Child Development Lab (campus daycare), Community Legal Information Center (CLIC), Gender & Sexuality Equity Coalition (GSEC), and the Sustainability Program.

Chico State is the home of the Wildcats and has 13 Division II (California Collegiate Athletic Association “CCAA”) men’s and women’s athletic teams, with an all-weather track, putting green, jogging trails, two gyms, a soccer stadium, softball fields, Nettleton Stadium (for baseball), tennis, basketball, weight room, and other facilities. The Wildcats have won more than twice as many regular-season crowns as any other CCAA school. The University also supports many club sports for student engagement as well.

For further information, about the student population, please see the Fact Book published by Institutional Research and Strategic Analytics.
Chico is a consummate college town, with an abundance of cultural and recreational resources in combination with a small-town feel. Its population is over 100,000. The city has strived to maintain its strong sense of community, while simultaneously establishing itself as a dynamic regional center for business, education, recreation, and culture.

Over the years, Chico has garnered recognition among the “Best Places in America” by *Forbes* magazine, the “Best Places to Retire” by *U.S. News & World Report*. Its dedication to the environment has landed acknowledgement as the “Best Green Places to Live” by *Country Home Magazine*, and active lifestyle heralded by *TIME* magazine’s “Top 10 Cities in the Nation Where People Exercise the Most”, *Outdoor*’s “Best Towns,” and *Bicycle*’s “America’s Best Bike Town.”
The Provost’s Portfolio

The Division of Academic Affairs offers more than 340 academic offerings and co-curricular programs in a residential campus environment. The division manages a budget of more than $127 million. It is known for excellence in teaching and learning, especially for its role in facilitating student success. Chico State acknowledges its public purpose by developing, applying, and exchanging knowledge and expertise for the mutual benefit of the community and region. The Division has more than 1,000 faculty and more than 280 staff.

Responsibilities

As chief academic officer for the University, the Provost and Vice President for Academic Affairs is responsible for providing intellectual and academic leadership for the University’s educational mission; articulating clearly and participating significantly in honing the academic mission and vision of the institution; maintaining open lines of communication and seeking to thoroughly understand diverse points of view, providing appropriate opportunities for input, and making necessary decisions that align with University goals. Responsibilities include:

• Overseeing all areas of Academic Affairs: Undergraduate Education; Graduate Studies; Meriam Library; and seven Colleges (Agriculture; Behavioral and Social Sciences; Business; Communication and Education; Engineering, Computer Science, and Construction Management; Humanities and Fine Arts; and Natural Sciences).
• Collaborating with vice provosts, associate vice presidents, deans, staff, and all managers within Academic Affairs to provide effective and efficient high-quality services in a variety of critical areas, including Faculty Affairs and Success, International Education and Global Engagement, Professional & Continuing Education, Chico State Enterprises, and Budget and Academic Resources.
• Marshalling necessary resources in a rapidly changing environment to implement mission and vision, utilizing data to assess progress and determine direction while focusing on enrollment challenges, retention, and elimination of student equity gaps.

• Supporting the leadership team by making hiring decisions consistent with University strategic priorities, providing timely and direct feedback, creating opportunity for personal and professional development, and providing incentives for high performance.
• Articulating, regularly updating, and implementing an Academic Affairs strategic plan, coordinating college strategic plans, and synthesizing program reviews.
• Providing leadership through all phases of the accreditation cycles.
• Advocating for the division of Academic Affairs and working collaboratively with the President and Cabinet.
• Supporting student success and learning through many learning venues and modalities across the University, including assessment, curricular activities, and non-curricular opportunities.
• Ensuring the University’s commitment to its values and mission, including diversity and inclusion, the development of the whole person, and the promotion of justice, as evidenced by creative and effective initiatives focused on attracting and retaining talented students, faculty, and staff.
• Supporting programming that models inclusiveness and community involvement both within and outside of the University.
• Fostering a culture of belonging in an environment of collegiality, support, and mutual trust.
Leadership Agenda

Addressing Strategic Enrollment Management
Like many universities recently, Chico State has seen enrollments decline. Enrollment for fall 2023 is 13,840, down from 16,630 in fall 2020. While Enrollment Management is housed within Student Affairs, the Provost works closely with the Student Affairs Vice President and others on campus to address strategic enrollment planning efforts, including understanding student demand and enrollment funnel metrics, assessing the array of programs and online offerings, and ensuring that students’ needs and interests are met (especially as an Hispanic-Serving Institution with a growing population of non-traditional-age students). Enrollment management includes the entire life-cycle of the student experience from first exposure through alumni status. Retention and student success efforts are critical pieces of this important work. The successful candidate will be familiar with the elements for building sustainable enrollment for a diverse student body.

Promoting Sustainability and Relevancy
Due to state funding and enrollment challenges, Chico State is experiencing some budgetary pressure. The campus has a history of careful stewardship of resources and has regularly evaluated service and program delivery. Since the Division of Academic Affairs carries the majority of the University’s budget, it is understandable that the Provost will play a critical role in addressing short- and long-term budget needs, at the Division and University levels. The Provost must be knowledgeable about state budgeting and comfortable with resource allocation and auxiliary enterprises. The successful candidate will be outcomes-oriented, data-informed, and collaborative, yet willing to make difficult decisions, particularly related to student success initiatives, program offerings and delivery, under less than ideal economic conditions.

Inspiring and Leading the Team in Academic Affairs
Chico State seeks someone who is inspiring and visionary. The successful candidate will serve as a mentor to faculty and staff, help the deans master the art of fundraising, support a growing research agenda, and promote entrepreneurial activities. The Provost must also be able to fill deanships and find new ways to attract and retain faculty of color and international faculty.

Building Bridges Across Campus
As the senior vice president, the Provost’s role is University-wide. The Provost is an ambassador with all the stakeholders and builds bridges among the faculty, staff, students, and community. The Provost must know how to cultivate relationships both on and off campus, seek new ways to serve the North State population, and promote diversity and inclusivity across campus.
Qualifications

Required Qualifications

• An earned doctorate or other terminal degree in an appropriate discipline.
• A distinguished record of teaching, scholarship, and service sufficient to warrant appointment at the rank of professor.
• A minimum of five years of successful leadership as head of a complex academic unit, including responsibility for budget, personnel, academic planning and implementation.

Preferred Critical Attributes

• Excellent communication and interpersonal skills.
• Ability to communicate a vision for the future of Academic Affairs.
• Ability to promote excellence in teaching, scholarship, and professional activity in the division, as exemplified by the teacher-scholar model.
• Demonstrated strong understanding of grant and contract funding.
• Demonstrated competence/knowledge in a collective bargaining environment.
• Ability to promote student recruitment and retention, but especially of first-generation, low-income students from diverse backgrounds.
• A demonstrated commitment to undergraduate and graduate student research.
• Commitment to equitable outcomes demonstrated by leadership, active planning, allocation of resources, and accountability.
• Demonstrated commitment to the principles of shared governance and transparency.
• Demonstrated ability to build and maintain effective teams.
• Demonstrated ability to work with community and industry partners to enhance the educational experience for our students.
• Ability to creatively identify and facilitate nontraditional streams of revenue.
• Bilingual or multilingual.
As a university that educates students from a variety of ethnic and cultural backgrounds, Chico State values a diverse faculty, staff, and administration and seeks to create as diverse a pool of candidates as possible. The University is an Equal Opportunity Employer and adheres to CSU policy to provide equal opportunity for every person regardless of the person’s protected status. Protected statuses include age, disability, gender, genetic information, gender identity or expression, nationality, marital status, race or ethnicity, religion, sexual orientation, and veteran or military status.

Chico State welcomes applicants who are knowledgeable about and interested in working within a cross-cultural learning environment.

Review of applications will begin October 30, 2023 and continue until the position is filled. However, only complete applications received by November 14, 2023 can be assured full consideration.

Applications/Nominations
Applicants should submit a complete and current curriculum vitae, as well as names, addresses, email addresses, and telephone numbers of up to five references. A cover letter of interest should indicate how the applicant’s qualifications relate to each of the required qualifications, as well as the preferred qualifications of the position. Applicants should succinctly articulate their administrative philosophy and the role of the Division of Academic Affairs in public higher education. This search is being assisted by Academic Search and applications should be sent electronically to CSUCHicoprovost@academicsearch.org.

Confidential discussions about this opportunity may be arranged by contacting Senior Consultant Stacey Morgan Foster, JD, at stacey.foster@academicsearch.org, or Senior Consultant Mary Kennard, JD, at mary.kennard@academicsearch.org.

Chico State provides reasonable accommodations to applicants and employees with disabilities. Applicants with questions about access or requiring a reasonable accommodation for any part of the application or hiring process should contact the Office of Human Resources by phone at 530-898-6771 or by email at humanresources@csuchico.edu.

Additional information about the University is available at: http://www.csuchico.edu.

Start date: Spring 2024/negotiable

Compensation and Benefits
Anticipated Hiring Range: $310,000-$325,000

The CSU system provides a comprehensive benefit package that includes medical, dental and vision plans, membership in the California Public Employees Retirement System (CalPERS), sick and vacation time, and 15 paid holidays a year. Eligible employees are also able to participate in the fee waiver education program. A summary of benefit information can be found on the CSU Benefits site.
Position Information

Work status: Full-time/Exempt/At-Will

Schedule: Monday – Friday, 8:00 am – 5:00 pm, some nights and weekends

This is a full-time management position (Management Personnel Plan-MPP) at the Administrator IV level. MPP employees serve at the pleasure of the campus president. MPPs do not serve a probationary period and never receive permanent status.

NOTE: This position does not offer continuous remote work.

Conditions of Employment

As a condition of employment, persons will have to submit to a confidential background check and submit official, sealed transcripts. All information obtained will be strictly confidential in accordance with the laws of the State of California.

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 as a condition of employment.

California State University, Chico hires only individuals lawfully authorized to work in the United States.

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. For more information, please visit Conflict of Interest Prevention – Human Resources Service Center – Chico State (csuchico.edu).

This position adheres to CSU policies against Sex Discrimination, Sexual Harassment, and Sexual Violence, including Domestic Violence, Dating Violence, and Stalking. This requires completion of Sexual Violence Prevention Training within 6 months of assuming employment and on a two-year basis thereafter. (Executive Order 1096)

Other

AA/EEO/ADA: California State University, Chico is an Equal Opportunity, Affirmative Action, and Americans with Disabilities Act employer.

An annual security report disclosing crime statistics for California State University, Chico can be obtained by contacting the California State University Police Department (530) 898-5555 or by accessing the following web site: http://www.csuchico.edu/up/.

Smoking: Chico State is a smoke- and tobacco-free campus. See the CSU policy at https://calstate.policystat.com/policy/6591951/latest/.
About Academic Search

Academic Search is assisting California State University, Chico 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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