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Provost and Vice President for Academic Affairs
California State University, Monterey Bay (CSUMB), a growing, dynamic, vision-driven comprehensive state university with a strong culture of educational innovation and a deep commitment to its role as a regional steward, seeks its next Provost and Vice President for Academic Affairs.
Powered by an inspiring Founding Vision Statement, CSUMB is a mid-sized comprehensive masters/baccalaureate granting university whose staff and faculty help transform student lives through a focus on student success and engagement in its regional community. CSUMB is both an MSI and HSI and has a vibrant, diverse student body of over 7,600 students and growing. The university’s faculty and staff, many of whom live in the east campus housing development, appreciate living and working about one mile from the shores of the beautiful Monterey Bay. As one of the 23 campuses in the California State University (CSU) system, CSUMB offers excellent benefits, including access to below market rate campus housing, and competitive salaries for faculty and staff. During the university’s 25th Silver Anniversary Celebration in 2019-20, two major building projects will be completed: the College of Arts, Humanities and Social Sciences and the Student Union. By 2030, CSUMB’s sustainability initiative is to be carbon neutral.

While CSUMB serves students from across California and beyond, 38 percent of the university’s undergraduates come from Monterey, San Benito, and Santa Cruz counties. The campus community prides itself on making higher education accessible to traditionally underserved and low-income populations. Seventy-two percent of CSUMB’s students receive some form of financial aid. With 52 percent of students living on campus, CSUMB is one of the most residential universities in the CSU.

CSUMB’s founding vision document continues to guide the development of the campus, which is envisioned as a comprehensive state university that values service through high quality education. The vision emphasizes service to the diverse people of California, especially the working class and historically undereducated and low-income populations. The vision articulates a substantive commitment to multilingual, multicultural, gender-equitable learning and the development of a culture of innovation in its overall conceptual design and organization in service to the economy of the state, the wellbeing of regional communities, and the quality of life and development of its students, faculty, and service areas.

Through this initial vision, CSUMB strives to become a model pluralistic academic community where all learn and teach one another in an atmosphere of mutual respect and pursuit of excellence with a faculty and staff motivated to excel in their respective fields as well as to contribute to the broadly defined university environment. CSUMB’s graduates develop an understanding of interdependence and global competence, distinctive technical and educational skills, the experience and abilities to contribute to California's high-quality work force, the critical thinking abilities to be productive citizens, and the social responsibility and skills to be community builders. Through the vision, university students and personnel attempt analytically and creatively to meet critical state and regional needs, and to provide California with responsible and innovative leadership for the global 21st century.
Vision
California State University, Monterey Bay, will be recognized as a premier comprehensive university that prepares reflective thinkers, innovative leaders, and thriving citizens dedicated to the public good.

Mission
To prepare students to contribute responsibly to California and the global community by providing transformative learning experiences in an inclusive environment.

Core Values
At CSU Monterey Bay, we advance our mission and vision by holding to these values:
• Student-centeredness
• Intellectual curiosity
• Creativity and innovation
• Integrity, accountability, and mutual respect
• Equity, inclusion, and appreciation of diversity
• Service and civic engagement
• Global orientation
• Health and wellness

History
For most of the 20th century, Fort Ord – located on the shores of the Monterey Bay – served as both a primary training base for U.S. Army troops and as a cornerstone of the Monterey County economy. When the Department of Defense announced in April 1991 that Fort Ord was on the military base closure list, the local community came together behind a bold plan to establish a Cal State University campus on the former base. With strong support from area legislators and CSU system leaders, the bill establishing Cal State Monterey Bay was signed into law in September 1994.

CSUMB welcomed its first students less than one year later. In the intervening months, the founding faculty members who were attracted by the challenge of starting a new university from scratch helped give life to CSUMB’s innovative Founding Vision Statement.

Eduardo M. Ochoa became the university’s third president in 2012. A strong believer in the concept that public universities should serve as stewards of place, Dr. Ochoa has promoted initiatives to strengthen ties between the university and the

Strategic Plan
CSUMB is currently in the final stages of finalizing its strategic plan for 2019-2024 centered around the following four priorities:
• Student success
• Inclusive excellence
• Regional stewardship and global engagement
• Organizational learning

These four priorities provide the framework under which the university continues its efforts to operationalize the vision and values of CSU Monterey Bay.
communities it serves. Three new colleges have also been created during Dr. Ochoa’s tenure – the College of Business, the College of Education and the College of Health Sciences and Human Services. In recent months, CSUMB has been cited by national publications as one of our nation’s most transformative universities, as a result of the success of so many of its low-income and first-generation students in earning diplomas and achieving their educational dreams.

Monterey Bay and the Campus
Monterey Bay is on the central coast of California, just two hours south of San Francisco. The bay itself is one of the largest marine protected areas in the world and home to whales, deep sea anglerfish, and CSUMB’s mascot the sea otter. The CSUMB campus is close to pristine beaches, redwood forests, tidepools, and the Fort Ord National Monument.

The campus sits halfway between the Monterey Peninsula, which features the coastal communities of Carmel, Pacific Grove, Monterey and Seaside, and the Salinas Valley, known as the “Salad Bowl of the World” for its abundant agricultural production. The city of Salinas is the county seat and served as the setting for many of John Steinbeck’s novels.

The campus straddles the cities of Seaside and Marina, which are small, diverse communities where many students live and work. Bits and pieces of CSUMB’s military history appear all over campus. For example, the Visual & Public Art Department has made a studio and gallery space out of old motorpool buildings.

To learn more about CSUMB’s innovative, vision-oriented programming and its connection to the region, click here to watch CSUMB Doing What Matters.
CSUMB’s academic program is distinctive in its commitment to active, engaged, interdisciplinary approaches to teaching and learning, and to the cultivation of students’ civic learning and literacy. It has integrated high-impact practices throughout its academic programs, embracing first-year seminars, applied and project-based learning, required service learning, senior capstones, and undergraduate research. CSUMB is deeply committed to innovative educational practices, employing outcomes-based approaches to student learning and assessment, and to cultivating its faculty’s capacity for engaged, applied research. The university has built strong collaborations with the region’s educational, non-profit, research, and other institutions.

The campus prides itself on having created a multicultural and interdisciplinary residential academic community committed to academic excellence through the integration of learning, service, and reflection. CSUMB has about 194 tenured/tenure-track faculty and 298 lecturers and the annual operating budget is $123 million. The university is committed to the success of every student and has worked diligently and successfully to increase student retention and completion.

Within the Academic Affairs administrative division, six colleges oversee CSUMB’s academic operations. The university currently offers a total of 25 undergraduate degrees with over 30 concentrations, 36 minors, eight graduate degrees, and several teacher-certification options.
The College of Arts, Humanities and Social Sciences empowers students to critically examine their place in the world: to imagine, to communicate, to collaborate, to create, and to transform. Graduates are engaged global citizens ready for the realities of the 21st century. They apply values, interdisciplinary knowledge, and skills to provide creative and socially responsible solutions for the future. Majors in the college include Humanities and Communication, Music, Cinematic Arts & Technology, Visual & Public Art, Global Studies, Social & Behavioral Sciences, Psychology, Japanese Language & Culture, and Spanish Language & Hispanic Cultures. In addition, the college also offers 21 minors.

The College of Business develops effective, innovative, and ethical managers and entrepreneurs to excel in today’s diverse, global business environment. With a focus on responsible business, the college prepares tomorrow’s leaders to make a positive impact on their local communities and the world. The college’s business area foci include Agribusiness, Sustainable Hospitality Management, Business Entrepreneurship, and Social Entrepreneurship. The college offers two majors, two minors, and an MBA.

The College of Education prepares highly effective, culturally sustaining professionals who engage and transform communities and schools to promote equity and social justice. Our undergraduate and graduate preparation programs are designed to address the regional, state, and national educational needs and offer students the knowledge, skills, and perspectives to positively impact the lives of children and to contribute to social change within our richly diverse communities. In addition to the Liberal Studies Bachelor of Arts degree program, the College offers a Bachelor of Science degree in Human Development and Family Science; state accredited teaching credentials in elementary education, secondary education, special education, and the bilingual added authorization; a Master of Arts Degree in Education with a specialization in Curriculum and Instruction or Special Education; Master of Science Degree and Credential in School Psychology; and a Master’s Degree and Credential in Educational Leadership.

The College of Extended Education and International Programs is a self-supported interdisciplinary college that aims to foster a more global and interconnected campus by strategically partnering with university, community, educational, business, and international allies. The college broadens access to academic programs and educational resources to regional, national, and international audiences by offering a diverse range of undergraduate and graduate degrees, professional development courses and certificates, offered in person and online, and a breadth of international education programs.

The College of Health Sciences & Human Services provides high-quality, innovative academic programs that meet the educational needs of students, the region, and the state in the fields of education, business, public policy, health, human services, and human performance and wellness. The college is the academic home of bachelor’s degree programs in Collaborative Health and Human Services, Kinesiology, and Nursing, as well two nationally accredited graduate programs: a Master of Social Work and a Master of Science Physician Assistant.

The College of Science is comprised of five academic units — the Department of Applied Environmental Science, the Department of Biology & Chemistry, the Department of Marine Science, the Department of Mathematics & Statistics, and the School of Computing & Design. Within these academic units, students’ learning experiences are organized thematically and topically with an emphasis on finding workable solutions to important local, regional, national, and global problems.
Through their studies, students gain the knowledge and practical skills necessary to adapt and succeed while making useful contributions in a rapidly changing world.

**University College and Graduate Studies** is a multi-disciplinary unit that provides authentic and sustained support to all students in their progress to develop and fulfill their academic and professional goals through high-quality, high-impact programming. UCGS serves the campus and community through the First Year Seminar and General Education program, Communication Across the Disciplines, the Service Learning Institute, the Cooperative Learning Center, and the Center for Advising, Career and Student Success, as well as in the coordination of academic and enrollment matters pertaining to undergraduate, credential, and graduate studies.

**Academic Goals**
CSUMB has identified seven broad academic goals based on the university’s vision. These provide a common focus for General Education offerings, undergraduate majors, graduate degree programs, teaching certification programs, and informal enrichment opportunities.

- Effective and ethical communication in at least two languages with widely diverse audiences
- Cross-culturally competent citizenship in a pluralistic and global society
- Technological, aural, and visual literacy
- Creative expression in the service of transforming culture
- Ethics, social justice, and care for one another
- Scientific sophistication and value for the earth and earth systems
- Holistic and creative sense of self

**Centers & Institutes**
CSUMB’s centers and institutes compliment the academic programs of the university, as well as serve the local community.

The Institute for Community Collaborative Studies (ICCS) conducts community research and designs innovative program practices and community initiatives that facilitate the development of collaborative partnerships to improve health, human services and public policy initiatives especially for children, families and communities in the Monterey Bay region, California, and across the United States.

The Institute for Innovation & Economic Development develops the knowledge, expertise and financial resources needed to create and support a vibrant entrepreneurial community and successful, growing businesses and social ventures in the Tri-county region.

The Center for Reading Diagnosis & Instruction provides service to the local community through a range of diagnostic and tutorial services related to reading. It also links with schools and community-based organizations to support ongoing literacy efforts. Training and consultation services are also provided to organizations that are engaged in the promotion of literacy.

The Small Business Development Center was established to meet the specialized needs of the small business community throughout Monterey and San Benito counties. The center provides high quality education, consulting, support for innovation, and access to the information and tools necessary to build successful sustainable businesses.

The Watershed Institute consists of a direct action, community-based coalition of researchers, restoration ecologists, educators, planners, students, and volunteers. These participants all work to promote and employ a systems approach to the management of watersheds around the world.
Reporting directly to the President, the Provost and Vice President for Academic Affairs serves as the Chief Academic Officer, the senior member of the President’s Cabinet, and the chief executive officer in the absence of the President. Direct reports include the Academic Deans and Associate/Assistant Vice Presidents, the Dean of Extended Education and International Programs, the Chief Information Officer and the Director of Sponsored Programs. The Provost and Vice President for Academic Affairs will have a strong academic record as well as a proven record of leadership and administrative ability. The successful candidate will have an academic philosophy that aligns with and supports CSUMB’s vision and mission; will reflect a strong understanding of current issues in academic and higher education; will provide leadership in academic planning, curricular excellence, outstanding teaching, research and service; will understand and support shared governance and consensus building with the faculty; and will hold a proven record of supporting enrollment growth and student success with a diverse student body.

To view the CSUMB Academic Affairs organizational chart, click here and to view the President’s leadership team, click here.
**Essential Job Functions**

- Provides central and academic administrative leadership
- Serves as Chief Academic Officer and educational leader of CSUMB
- Offers vision, direction, and guidance to undergraduate and graduate programs
- Aligns the academic program with outreach, recruitment, and retention efforts
- Serves as steward for the campus’s academic budget and fiscal allocation process
- Contributes significantly to university’s strategic planning process, and operational planning
- Leads accreditation efforts and ensures educational effectiveness
- Helps to foster a campus-wide climate of collaboration, innovation, and mutual respect

**Knowledge and Abilities**

*CSUMB Seeks:*

- A senior administrator who will provide strong central and academic administrative leadership with the primary responsibility to plan, develop, and administer all aspects of the university’s programs, activities, personnel, and budget in the support of students and student learning. The Provost assists the President in the overall management of the university, serving as the senior member of the President’s Cabinet, and in the place of the President upon request.
- An educational leader committed to student learning and engagement, with rich experience in the implementation of various high impact practices, and the ability to advance the university’s role as a regional steward. As the Chief Academic Officer, the Provost plans, organizes, directs, monitors, evaluates, and coordinates all aspects of the academic program; plays a significant role in recruiting and retaining top scholars and educators, provides oversight to the promotion and tenure process, and participates in the collective bargaining process; and works with the President and faculty to develop effective shared governance structures and procedures. The Provost provides vision, direction, and guidance to the general growth of the campus’s undergraduate and graduate programs, and research, scholarly, and creative activity.
- An individual focused on student success achieved through alignment of the academic plan with the outreach, recruitment, and retention efforts of the campus. The Provost strives to broaden the connection and collaboration between academic and student affairs to establish effective models and high-impact practices for student success specifically related to a residential campus.
A strong fiscal manager who serves as the main steward for the campus's academic budget and the divisional budget of Information Technology. The Provost works closely with the President’s Cabinet and the Vice President for Administration and Finance to define the priorities of the campus and to plan, implement, and monitor short- and long-term budget strategies accordingly. The Provost has direct authority and responsibility for fiscally supporting and managing the Academic Affairs division budget.

A strategic administrator responsible for implementing and showcasing operational best practices in the everyday management of the division of Academic Affairs. This position executes and maintains the university’s strategic plan, and other ongoing operational planning initiatives. The Provost has overarching administration of the division, to include Colleges, Extended Education and International Programs, Library, Information Technology, Sponsored Programs, Institutional Assessment and Research, academic program management and review, and several other areas within the division. The Provost may also advise the President in areas of operational efficiency and effectiveness as needed to ensure student success.

An experienced facilitator able to maintain academic standards meeting external accreditation requirements. The Provost will be asked to engage in audits of the campus and support the general review and assessment of institutional effectiveness.

A community builder committed to the university’s vision, to campus civility, and to fostering positive and cooperative relationships campus wide. The Provost will also collaborate with educational institutions in the tri-county area and build relationships with other external constituencies to foster opportunities for engaged learning and research, and to strengthen the university’s role in regional stewardship.
Minimum Qualifications

- An earned doctorate or appropriate terminal degree
- Distinguished record of intellectual leadership and scholarship sufficient to warrant appointment in an academic unit at the level of full professor
- A significant and progressive record of higher education leadership experience
- Evidence of innovative leadership in academic planning and implementation, program development, and personnel and budget management
- Demonstrated leadership implementing a university mission within a complex and academically strong institution
- Strong financial management skills with the ability to make strategic budget decisions within limited resources
- Demonstrated understanding of the core values of mutual respect, collaboration and service orientation, multiculturalism and diversity, community service, and institutional excellence
- Evidence of participation in and support of shared governance
- Demonstrated skills in fostering excellence in teaching, research, scholarship, creative activity, and public and professional service
- Demonstrated commitment to student success

Preferred Qualifications

- Proven experience with personnel issues related to faculty and staff
- Demonstrated experience in providing support and leadership in a diverse educational environment with historically underrepresented populations
- Knowledge of innovative pedagogies that support learning and scholarly activity
- Knowledge of and experience with the use of technology in an academic setting
- Experience promoting and representing an institution to internal and external constituencies
- Knowledge of and experience with strategic planning
- Experience with enrollment management, enrollment growth, and the ability to coordinate academic program plans with outreach and enrollment service efforts
- Experience in interdisciplinary, outcomes-based academic models
- Knowledge of and experience with accreditation
- Experience building and/or supporting post-baccalaureate and Masters programs
Applications should consist of a substantive cover letter, a curriculum vitae and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate. Applications, nominations and expressions of interest can be submitted electronically, and in confidence, to:

CSUMBProvost@academicsearch.org

The position is open until filled but only applications received by January 8, 2020, can be assured full consideration. The University is being assisted by Academic Search, Inc. Confidential discussions about this opportunity may be arranged by contacting consultants Ann Die Hasselmo at Ann.Hasselmo@academicsearch.org and Chris Butler at Chris.Butler@academicsearch.org. Further information about CSUMB is available at www.csumb.edu.

Affirmative Action/Equal Opportunity Employer:
CSUMB is an Equal Opportunity Affirmative Action employer. We consider qualified applicants for employment without regard to race, color, religion, national origin, age, gender, gender identity or expression, sexual orientation, genetic information, medical condition, pregnancy, marital status, veteran status, or disability.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting California State University, Monterey Bay in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.

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