SEARCH PROSPECTUS:
Early Childhood Studies Program Chair and Associate Professor/Professor

Channel Islands
CALIFORNIA STATE UNIVERSITY
# TABLE OF CONTENTS

- Position and Institutional Profile 3
- The University and its Mission 3
- Academics 4
- The Campus and the Region 8
- The School of Education 9
- The Early Childhood Studies Program 9
- Early Childhood Studies Program Chair 10
- Application and Nomination Process 12
California State University Channel Islands (CSUCI) invites confidential inquiries, nominations, and applications for the position of Early Childhood Studies Program Chair. The Chair is a key report to the Dean of Education, Brian Sevier, and will be an energetic, creative, collaborative, and equity-minded individual ready to lead one of the largest majors on campus at an exciting time in the program’s history. The search is open and international in its outreach.

The campus itself represents a forty-year effort to bring a four-year public university to the region to serve its residents.

The current student body is 50% Latinx, 49% Pell Recipients, and 59% first-generation college students. Over half of the undergraduates are transfers from community colleges. Graduate and credential programs are designed to meet the needs of working adults. In short, the CSUCI student body reflects the people of the region and of California.

Founded in 2002, California State University Channel Islands (CSUCI) is the newest campus in the 23-campus California State University system, the largest public university system in the U.S. The University is located in Ventura County, halfway between Santa Barbara and Los Angeles, and is 10 minutes from the Pacific Ocean. The mission of the CSU includes preparing significant numbers of educated, responsible people to contribute to California’s economy, culture, and future. The original buildings on the CSUCI campus date from 1934 and President Franklin D. Roosevelt’s New Deal.

The university and its mission
MISSION STATEMENT
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.

California State University Channel Islands now enrolls more than 6,800 students, including nearly 300 graduate and post-baccalaureate students. CSUCI offers 27 undergraduate majors, 7 graduate degrees, and a variety of certificate and teaching credential programs. The Division of Academic Affairs includes the following units:

- **Arts and Sciences** includes undergraduate majors and minors in 20 disciplines across the arts, humanities, sciences, and social sciences. The interdisciplinary nature of A&S programs uniquely prepares students to make significant contributions in the 21st century. The School is dedicated to providing undergraduate students research experiences and opportunities to engage in community service and experiential 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 the Masters of Arts in Education. The School's programs contribute to the education profession by producing 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 respect 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 and 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 and busy adults, with job skills training, career upgrades, professional certifications, and accelerated courses of study in accessible formats at convenient times and locations. The Osher Lifelong Learning Institute, 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’s mission is to enhance CSUCI’s mission through active collaboration with students, faculty, and staff in developing its range of services.

At present, CSUCI is poised to continue to grow in size and renown, while maintaining one of the most thoroughly student-focused learning environments in public higher education. CSUCI embeds its mission in faculty-led and directed Mission Centers: the Center for Community Engagement, the Center for International Affairs, and the Center for Multicultural Engagement. Other institutes reflecting partnerships with the community, an entrepreneurial spirit, and a penchant for innovative learning environments include the California Institute for Social Business, the Henry L. “Hank” Lacayo Institute for Workforce and Community Studies, and the Entrepreneurship & Small Business Institute.

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:

- **CSUCI** continues to investigate and address issues affecting retention and academic success. This has led to garnering resources, primarily through grant-writing, to develop interventions. 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 engaged undergraduate students in research activities since the first years of the university, marked by the success of CSUCI teams in the CSU Student Research Competition. In 2008 the first Student Research Symposium was
celebrated; this grew into CSUCI’s annual Sage Student Research Conference: the 10th annual conference in 2018 featured research presentations by 450 students who had been guided by 50 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 CSUCI 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.

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.

Student-Centered Learning and Student Activities
CSUCI is a student-centered university, committed to academic excellence, civic engagement, environmental responsibility, and leadership. The student to faculty ratio is 21:1 with 162 Tenure Track faculty and 311 lecturers. With a singular commitment to student success, CSUCI strives for innovative practices and excellence within the disciplines and welcomes students as active partners in a distinctive education experience. CSUCI seeks students who enjoy a campus environment where their voices and beliefs are embraced, valued, and respected. Students are educated to think critically, work in teams, and tackle problems in their community and the real world using interdisciplinary approaches. Students are embedded in the classroom as peer mentors in a variety of contexts. They conduct meaningful discussion, research, and exploration, and work closely with expert lecturers and tenure-track faculty to make a difference. CSUCI aims to graduate students possessing an education of sufficient breadth and depth to appreciate and interpret the natural, social, and aesthetic worlds, and to address the highly complex issues facing societies.

Distinctive Aspects of CSU Channel Islands
As the youngest campus in the CSU system, CSUCI has the unique responsibility of creatively fostering the growth in campus facilities needed to reach a target student body size of 15,000. The campus leadership has embraced a model of public-private partnerships, such as the sale of the University Glen to a global real estate investment company. Another reflection of the
long-standing community desire for and support of a public university is the engagement of the civic and business community. University Advancement and others cultivate relationships with those interested in supporting the University in a variety of ways, as demonstrated by the membership of individuals on the CSUCI Foundation Board. Some additional distinctions include the following.

- **The University:**
  - Placed on the President’s Higher Education Community Service Honor Roll for six years.
  - Ranked by the nonprofit Washington Monthly as the “Best Bang for the Buck – West” in 2018, which recognizes colleges and universities that help non-wealthy students attain marketable degrees at affordable prices.
  - Recognized as a Tree Campus USA for a sixth time in 2018.
  - CSUCI’s Nursing Program ranked 12th best in the state by RegisteredNursing. Org.
  - Ranked 9th safest campus in the country by CollegeStats.org.
  - Named a “Military Friendly School” by G.I. Jobs magazine three times.
  - Created two “Z-Majors,” one of which is in Early Childhood Studies, which are majors that use quality, free, and readily available educational resources, thus eliminating the costs of textbooks associated with their majors. CSUCI is the first in the CSU system to develop undergraduate “Z-Majors.”
  - Re-accredited in 2015 by the Western Association of Schools and Colleges through 2024.

- **Faculty and students:**
  - Collaborative faculty-student research projects consistently win awards at both the state and national levels.
  - Students repeatedly dominate the 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.
  - Faculty are active in grant-writing: representative grants awarded include several HSI grants and multiple NSF Noyce, CAREER, Climate Change, and REU grants as well as grants awarded by foundations and regional entities.
  - Students have won Goldwater Awards, REU placements, admission to prestigious graduate programs, and employment with desirable companies.
  - Students contributed over 40,000 hours to the community through research and other service in 2017–2018, representing an economic benefit of more than $1,200,000 to the community.
THE CAMPUS AND THE REGION

CSUCI’s 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.

The main campus is a unique historical site with many original Spanish mission-style buildings. When classes began in 2002, the campus was a 634-acre facility, with one- to two-story buildings organized around two primary quads. CSUCI saw remarkable physical growth during its first decade, doubling in size to over 1,200 acres and completing more than $233 million in building and renovation projects.

University Glen, an adjacent housing community on the east end of campus, offers apartments, town homes, and single-family residences available for rental or purchase. Many University administrators, faculty, and staff make the University Glen their home. The University Glen Town Center, also located in the Glen, houses over 100 juniors, seniors, and graduate students in studio, one-bedroom, and two-bedroom apartments, and is home to the University bookstore and various eateries.

Click here for a virtual tour of campus.

CSU Channel Islands’ location provides a plethora of educational and recreational opportunities. From the main campus in Camarillo, an hour’s travel 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 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 SCHOOL OF EDUCATION

The School of Education has approximately 15 full-time faculty, 55 part-time faculty, 14 staff, and over 900 students. Undergraduate degree programs are offered in Early Childhood Studies and Liberal Studies and comprise more than half of the student population. The accredited post-baccalaureate credential programs prepare students to be elementary, secondary, and/or special education teachers with an option to earn a bilingual authorization. The SOE has partnerships and MOUs with a number of local school districts for field placements and is further exploring residency and co-teaching models for student teaching in all of the credential programs.

The SOE currently offers two master’s degrees: an MA in Educational Leadership with emphases in P-12 and Higher Education and an MA in Education with emphases in Curriculum and Instruction and Disability Studies. Licensure for the school administrator’s credential is offered with courses closely aligned to the P-12 emphasis in the MA in Educational Leadership. A Credential Office, Field Placement Office, Graduate Studies Center, and the California Physical Education Health Project currently report to the Dean of the School of Education.

The School of Education is actively involved in sponsored research and activities and manages federal, state, and system grants. Funding sources and activities include: the Bechtel Foundation, Early Assessment Program, California Teachers Summit, Math and Science Teacher Initiative, Federal TEACH grants, Chancellor’s Doctorate Initiative Program, and the Sally Casanova Pre-Doctoral Program.

Mission
The School of Education at California State University Channel Islands serves students, families, and communities by effectively preparing culturally competent teachers and leaders who work collaboratively to inspire learning and promote equity in and through education.

La Escuela de Educación de California State University Channel Islands sirve a estudiantes, familias y comunidades por medio de la preparación efectiva de maestros y líderes culturalmente competentes que trabajan en colaboración para inspirar el aprendizaje y promover la equidad en y a través de la educación.

THE EARLY CHILDHOOD STUDIES PROGRAM

CSUCI offers the only Bachelor’s degree in Early Childhood Studies in Ventura County, and, as such, is the largest producer of the regional early childhood education workforce.

Yet, due to the severe lack of infant/toddler facilities and preschools in the region, CSUCI students do not have the ability to complete their student teaching in learning environments that evince exemplary culturally and linguistically responsive pedagogy, meaningful family engagement, models of collaboration, and interdisciplinary creativity/play.

Owing to these realities, the State of California recently allocated $5 million for CSUCI’s investment in an early childhood education lab school and care center; funding that is designated for the initial feasibility study, site development, and infrastructure planning. The state’s allocation provides an opportunity to leverage the momentum that is occurring in Ventura County around the desperate need for quality early childhood education to bring private philanthropy together with public investment. This initial funding positions CSUCI to pursue federal grants from the Department of Education and Hispanic-Serving Institution funding, and enables the University to bring philanthropic partners together in a central location to envision and enact an early child care lab school and center that will stand as a national model for community support and educator preparation.
One of the largest majors on the CSUCI campus, the ECS program is also the only 4-year Early Childhood program in Ventura County. The academic program offers core curricula and fieldwork in early childhood development and pedagogy while highlighting family engagement in the context of family, culture, language, and society. The ECS Program Chair works alongside faculty, staff, and administration to ensure the professional competencies of the early childhood educators that emerge from the CSUCI School of Education. With internal and external stakeholders, the Chair will co-construct mutually beneficial relationships in Ventura County and beyond to support ECS professionals and the families and children they serve.

**Duties and Responsibilities**

*The Early Childhood Studies Professor and Chair will:*

- Take a leadership role in supporting the Early Childhood Studies' vision and mission and lead the program efficiently and effectively to meet the needs of students—especially first generation, Latinx, Native American, and other racially minoritized students, faculty, staff, and community

- Be responsible for scheduling and assigning all courses offered in the program, supervising and mentoring program staff and faculty, and managing all program business in a collective bargaining environment

- Work with other tenured and tenure-track faculty to conduct observations of ECS full-time and part-time lecturers and university (field) supervisors

- Remain professionally competent and current through self-directed professional development related to Early Childhood Studies, research, and State, National, and International efforts/activities

- Create and sustain data collection methods around student retention, completion rates, and community partnerships

- Assist in the development and sustaining of quality early childhood field placement sites

- Serve on university committees

- Participate in all responsibilities of tenured faculty members: teaching, research, scholarship, and/or creative activity, and service to the University, profession, and to the community. These responsibilities generally include advising students, participation in campus and system-wide committees, maintaining office hours, working collaboratively and productively with colleagues, and participation in traditional academic functions

- Acknowledge, encourage, and celebrate diversity and differences
• Be knowledgeable about culturally responsive pedagogical techniques and effective practices for engaging Latinx, Native American students, and other minoritized students

**Required Qualifications**

• Doctorate in Early Childhood Studies, Child Development, Education, or other relevant field with a focus on young children and families

• Record of scholarship in the area of early childhood studies

• Evidence of building innovative relationships around collaborative practices with community partners including programs serving children birth to age 8 and their families

• Classroom teaching experience (minimum three years) with infants, toddlers, and preschoolers, including dual language learners and learners who are typically and atypically developing

• Demonstrated knowledge of technology, specifically related to data management and reporting

• Excellent communication skills and strategies

• Record of developing leadership and supervisory experience

• Evidence of responsiveness to and understanding of the racial, socioeconomic, academic, and cultural diversity within the student population, including students with different ability statuses, as these factors relate to the need for equity-minded practices in the university

• Commitment to effectively work with and engage a diverse student population and evidence of how the applicant would successfully mentor minoritized students with special focus on Latinx, African-American, and Native American students

• Qualify for tenure at CSUCI

**Preferred Qualifications**

• Bilingual Spanish/English

• Knowledge of and commitment to Dual Language learners and learners with special needs

• Experience with family engagement

• Knowledge of exemplary international and national early childhood programs, systems, and procedures for early childhood clinical experiences, partnerships, and placements

• Knowledge of the State of California Early Learning and Development System

• Recent experience working with Latinx, Native American, African American, and other racially minoritized students

• Experience and skill with addressing issues of equity with colleagues, faculty, and staff

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 as a condition of employment.
APPLICATION AND NOMINATION PROCESS

The University is being assisted by Academic Search, Inc. Applications should consist of a substantive cover letter that includes a statement describing experience mentoring and/or working with minoritized students with a special focus on Latinx, African-American, and Native American students, a teaching philosophy describing how the applicant plans to engage and interact with students, with a special focus on Latinx, African-American, and Native American students, 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:

CSUCIChairECS@academicsearch.org.

The position is open until filled but only applications received by January 30, 2020, can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting consultants Chris Butler at chris.butler@academicsearch.org and Ann Die Hasselmo at ann.hasselmo@academicsearch.org. 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.
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