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California State University Channel Islands (CSUCI) invites confidential inquiries, nominations, and applications for the position of Provost. The Provost, a member of the President's Cabinet, reports to President Erika Beck, and will serve as the Chief Academic Officer at a growing and vibrant institution committed to academic excellence and student success. The successful candidate will possess a singular commitment to serving a largely first generation, historically underserved student body and a demonstrated record of advancing inclusive excellence within an academic community. The search is open and international in its outreach.

Founded in 2002, California State University Channel Islands (CSUCI) is the newest campus in the 23-campus California State University system, the largest four-year public university system in the U.S. The University is located in coastal Ventura County, between Santa Barbara and Los Angeles. The mission of the CSU system 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 campus itself represents a forty-year effort to bring a four-year public university to the region to serve its residents.

A proud Hispanic Serving Institution (HSI), 53% of the CSUCI students are Latinx, 27% are White, 2% are African-American, 6% are Asian-American, and 4% are multiracial. Additionally, 57% of the current student body are Pell eligible and 59.7% are 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.

CSUCI’s academic mission rests on four pillars:

- International—an internationalized curriculum, a diverse campus community, and study abroad opportunities
- Integrative—commitment to interdisciplinary approaches in teaching, research and scholarly activities
- Multicultural—embracing diverse perspectives, promoting culturally relevant curriculum and advancing inclusive excellence
- Community engagement—with the intention of encouraging civically engaged citizens in CSUCI’s service area on issues of import
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.

ACADEMICS

California State University Channel Islands now enrolls more than 7,000 undergraduate students, including nearly 230 graduate students. CSUCI offers 26 undergraduate majors, 6 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 Arts and Sciences 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 embrace the diversity of all students. These graduates are reflective about their teaching, their attitudes, and their ability to work in collaborative analytical teams.

- **The Martin V. Smith School of Business 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 actively collaborates 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 a student-focused learning environment. CSUCI embeds its mission in faculty-led and directed Mission Centers: the Center for Community Engagement, the Center for Integrative Studies, 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 Henry L. “Hank” Lacayo Institute for Workforce and Community Studies, the Institute for Global Economic Research, and the Entrepreneurship and 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 advance efforts to improve student success, enhance timely graduation and eliminate equity gaps in student performance. The University’s success in this regard has resulted in a host of successful external grants and recognition. For instance, First Year Experience (FYE) integrates multiple high-impact practices: thematic critical thinking First Year Seminars taught in Learning Communities with writing-intensive English composition classes, supported by embedded peer mentors who facilitate small co-curricular Dolphin Interest Groups (DIGs) aimed at facilitating the transition to university life.

- **Student Research**: Faculty have a strong record of engaging undergraduate students in primary research activities, marked by the success of CSUCI teams in the CSU Student Research Competition. In 2008, the first Student Research Symposium was celebrated; this grew into CSUCI’s annual **SAGE Student Research Conference**: the 11th annual conference in 2019 featured 45 oral presentations and 192 poster presentations, representing 18 disciplines and 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. Over the course of 9 years, the University has been awarded more than $26 million in funding from the Department of Education.

**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 22:1 with 162 Tenure Track faculty and 19 underway for fall 2020 and 324 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. The faculty of CSUCI engage students in an inquiry-based
curriculum and are dedicated to educating civically engaged leaders for a global society. 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 facilitate student achievement. 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 CSUCI**

As the youngest campus in the CSU system, CSUCI has the unique responsibility of creatively fostering the growth in campus facilities needed to meet the needs of the region. The campus leadership has embraced a model of public-private partnerships to secure funding to invest in academic excellence, such as the sale of the University Glen residential community 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, business, and non-profit 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 are described on the next page.
• **The University:**
  - Attained the inaugural Seal of Excelencia in 2019 for facilitating the success of Latinx students.
  - Recognized by *Time’s Money Magazine* in 2019 as the 9th Most Transformative University in the nation based on post-graduate success.
  - Ranked 5th of over 1,300 schools in CollegeNET’s Social Mobility Index in 2019.
  - Named in the 2019 nonprofit *Washington Monthly* Top 25 Colleges in the West “Best Bang for the Buck,” which measures factors such as cost of tuition, graduation rates for first-time, full-time students and puts special emphasis on social mobility.
  - Ranked 18th among Top Public Schools in the West by *U.S. News & World Report* in 2019.
  - Recognized as a Tree Campus USA for a seventh year in a row in 2019.
  - CSUCI’s Nursing Program ranked 8th best in the state by RegisteredNursing.Org in 2019.
  - Ranked 9th safest campus in the country by CollegeStats.org.
  - Created three “Z-Majors,” 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 regularly realize 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 funding agencies include Department of Education, National Science Foundation, National Institutes of Health, National Park Service, National Oceanographic and Atmospheric Administration, Department of Justice, Federal Emergency Management Agency, National Aeronautics and Space Administration, and Noyce.

• Students have won Goldwater Awards, REU placements, admission to prestigious graduate programs, and employment with desirable companies.

• Students contributed over 44,000 hours to the community through research and other service in 2018–2019, representing an economic benefit of more than $1,300,000 to the community.
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. Today, the University encompasses more than 1,200 acres of academic space and is poised for significant capital growth in the years ahead. In 2019, the University launched a series of major capital construction projects including the expansion of academic, research, performing arts, conference, event and student housing space.

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.

CSUCI’s 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 POSITION OF PROVOST

This position offers a unique opportunity to help a vibrant, maturing institution with a diverse student population and strong community orientation continue its development. CSUCI has accomplished a significant amount in its first 18 years, often through operating creatively in a resource-challenged environment. The Provost’s appointment will begin in the summer of 2020. CSUCI seeks a Provost who exemplifies excellent leadership and management; fosters collaborative and data-informed planning, execution, and accountability; advances the University’s HSI and region-serving purpose; embraces diversity; and enhances its campus culture. Specifically, CSUCI expects the next Provost will:

- Be an indefatigable advocate for quality in both planning and execution, for Academic Affairs and for the University;
- Value, sustain, and promote what CSUCI has built, including the unique culture of the University as well as its mission-driven work;
- Demonstrate impeccable integrity, a strong work ethic, and a positive leadership style in all behavior, to lead and manage effectively the Division of Academic Affairs;
- Value, model, and promote academic excellence;
- Foster creativity, innovation, and enthusiasm for CSUCI and its work among faculty, staff, and academic administrators;
- Exercise strong and effective leadership holding individuals accountable for execution and performance;
- Be open to that which has never been done before, leading the campus to be a model for other institutions;
- Evaluate, modify, and create academic organizational structures and processes that improve effectiveness and student-centered learning;
- Seek input on major questions and initiatives from all areas of campus yet be prepared to make bold moves with the aim of increasing student success;
- Serve as an advocate for the student-centered culture that is embedded within the campus community;
- Expand the embrace of the University mission and an ethos of academic excellence and excitement at the University;
- Lead the University on its path of becoming a model HSI and an institution that embraces and promotes diversity in all its complexity and value to learning and living in a global society; and
- Hire and retain an excellent and diverse faculty, staff, and administration.
The Provost serves as the chief academic officer for the University and provides leadership and guidance to faculty, staff, students, and the President’s Cabinet in all areas relating to Academic Affairs as well as counsel to the President and Cabinet in all matters related to management of the campus. The Office of the Provost is charged with the overall administration of all academic units in the context of the University as a whole and serves as the Executive in Charge in the President’s absence. The Provost provides leadership regarding accreditation; faculty selection, evaluation, and performance; analysis of the division’s academic programs, policies, and procedures; and major operational challenges. The Provost consults with the Academic Senate and University committees in order to maintain institutional focus on the campus mission and to enhance student learning and success. Among the academic offices reporting to the Provost are the Dean of Arts and Sciences, the Dean of the Martin V. Smith School of Business and Economics, the Dean of the School of Education, the Dean of the John Spoor Broome Library, the Dean of Extended University and International Programs, the AVP of Enrollment Management Services, and the offices of Academic Resources, Faculty Affairs, Research and Sponsored Programs, Academic Programs and Planning, Innovation and Faculty Development, and Student Success and Community Engagement.

Of particular importance for the next Provost is experience in advancing student success in partnership with a leadership team that emphasizes collaboration with the Division of Student Affairs. As the University continues to advance its ambitious graduation and retention goals, as delineated by the California State University System Graduation Initiative 2025, the Provost will provide critical leadership for a data-informed approach to facilitating timely graduation and eliminating equity gaps in student success.

The formal position description includes the following expectations.

**The Provost:**
- Reports directly to the President and serves as the executive-in-charge in the President’s absence;
- Ensures that the University mission is embedded in and central to all activities of the Division of Academic Affairs;
- Provides intellectual vision and energy to lead a developing and innovative institution;
- Provides leadership for the academic path of the University and ensures robust and strategic academic planning and execution;
- Fosters the development and enhancement of high quality, innovative baccalaureate, master’s degree, and credential degree programs that successfully support the mission and meet the educational needs of the region while utilizing emerging technologies, pedagogies, and course structures as appropriate;
- Enhances quality in faculty selection, evaluation, and performance;
- Works in strong partnership with the Division of Student Affairs to provide a holistic approach to educational access, excellence, and success for CSUCI’s diverse student body;
- Maintains a strong focus on retention and graduation working with faculty, administrators, and staff across campus to reach the goals of CSUCI in this important initiative for students, the University, and the State of California;
- Coordinates all aspects of CSUCI’s academic programs;
- Ensures the quality of the academic enterprise through ongoing assessment;
THE POSITION OF PROVOST (cont.)

- Demonstrates a strong commitment to evidence-based decision-making and promotes actionable data and processes across all aspects of the academic enterprise;
- Demonstrates a strong commitment to shared governance and works with faculty and administrators to fulfill this commitment;
- Hires, develops, leads, and coordinates the senior team in Academic Affairs;
- Utilizes the fiscal resources of the division effectively;
- Plays a strong role in garnering support for academic programs through development and advancement activities;
- Works across divisions and disciplines with other Cabinet officers, taking a leadership role in overall planning and direction of the affairs of the campus;
- Demonstrates a broad perspective of the University needs and a responsibility for balancing them; and
- Embraces the University’s strategic plan in fulfillment of its mission.

In summary, the Provost exercises leadership and fulfillment of the Provost’s responsibilities in academic programs; fiscal resources; leadership and university planning; and quality and assessment.

**Qualifications**
The successful candidate will have a/an:

- Earned doctorate or terminal degree;
- Successful record of substantial, executive-level, academic leadership, including fiscal management and personnel responsibilities, at the level of dean or higher;
- Demonstrated record of facilitating inclusive excellence;
- Robust knowledge and understanding of contemporary issues in higher education;
- Demonstrated record of distinguished research, scholarship, and teaching that merits the award of tenure at the rank of full professor; and
- Demonstrated record of facilitating student success;

As a condition of employment, this position will require a background check. 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.
The University is being assisted by Academic Search, Inc. 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:

CSUCIProvost@academicsearch.org.

The position is open until filled, but only applications received by April 1, 2020, can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting consultants Ann Die Hasselmo and Chris Butler.

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.

APPLICATION AND NOMINATION PROCESS
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting California State University Channel Islands 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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