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California State University Channel Islands (CSUCI) invites confidential inquiries, nominations, and applications for the position of Vice Provost. The Vice Provost will provide key strategic academic leadership 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.

THE UNIVERSITY AND ITS MISSION

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 Mission Revival and Spanish Colonial Revival buildings on the CSUCI campus were completed in 1934 as part of President Franklin D. Roosevelt’s New Deal. The University itself represents a 40-year effort to establish a four-year public university in the region to serve its residents and the state.

A proud Hispanic Serving Institution (HSI), 56% of the CSUCI students are Latinx, 25% are White, 2% are African-American, 6% are Asian-American, and 4% are multiracial. Additionally, 54% of the current student body are Pell eligible and 62% 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 residents 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.
California State University Channel Islands currently enrolls more than 7,000 undergraduate students, including nearly 250 graduate students. CSUCI offers 26 undergraduate majors, 7 graduate degrees, and a variety of certificate and teaching credential programs. The Division of Academic Affairs includes the following units:

- **Arts & Sciences** includes undergraduate majors and minors in 20 disciplines across the arts, humanities, sciences, and social sciences. The interdisciplinary nature of Arts & 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.

- **School of Education** builds from the foundations of the undergraduate Liberal Studies option in Teaching & 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 programs 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.

- **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.

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: Center for Community Engagement, Center for Integrative Studies, Center for International Affairs, and 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 & Community Studies, the Institute for Global Economic Research, 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 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.
ACADEMICS (CONT.)

- **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, which grew into CSUCI’s annual SAGE Student Research Conference: the 13th annual conference was held in 2021. The conference typically features research presentations by as many as 450 students who are been guided by 50 faculty mentors. CSUCI is 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. From 2010 to the present, the University has been awarded more than $29 million in federal grants for Hispanic Serving Institutions.

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 164 Tenure Track faculty and 295 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 civicly 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 University’s 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 include the following.

The University:

- Attained the inaugural Seal of Excelencia in 2019, granted by the Washington, D.C.-based organization, Excelencia in Education, for facilitating the success of Latinx students.
- Recognized by *Time’s MONEY Magazine* in 2019 as the 4th Best College for Transfer Students in the nation and the 15th Most Transformative University in the nation (2020) based on post-graduate success.
- Ranked 20th in the nation for social mobility by *CollegeNET* for facilitating the economic mobility of its graduates (2020).
ACADEMICS (CONT.)

- Ranked 19th for “Best Bang for the Buck – West” by Washington Monthly, which measures factors such as cost of tuition, graduation rates for first-time, full-time students and puts special emphasis on social mobility (2020).
- Ranked 9th safest campus in the country by CollegeStats.org.
- Recognized as a Tree Campus USA for a ninth year in a row in 2021.
- 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 (WASC) 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 U.S. 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, Noyce, etc.
- Students have won Goldwater Awards, REU placements, admission to prestigious graduate programs, and employment with desirable companies.

- Despite the COVID pandemic and limitations for in-person interactions, students contributed over 13,000 virtual hours to the community through research and other service during 2020–2021, representing an economic benefit of more than $347,616 to the community.

Inclusive Excellence
CSUCI is deeply committed to academic excellence and providing access to a higher education experience grounded in inclusive excellence. As an academic community, CSUCI recognizes the transformative power of higher education on the communities it serves and unambiguously denounces racist, sexist, homophobic, anti-Semitic, Islamophobic, and hateful ideologies that diminish humanity and liberty for all. CSUCI is committed to making the structural changes required to dismantle racism and enact anti-racist policies and structures that serve its academic community.

The President’s Advisory Council on Inclusive Excellence provides a permanent space for conversation with and guidance for the President on matters of equity and justice. Its charge is to advance a culture of excellence, assisting the President in building social justice leadership capacity throughout the university and ensuring that campus dialogue and decisions at every level are rooted in the core values of equity, justice, and inclusivity.

In Summer and Fall 2020, a number of commitments to action and recommendations toward realizing racial justice at CSU Channel Islands were made by the President and the President’s Advisory Council on Inclusive Excellence (PACIE). Development of the Inclusive Excellence Action Plan (IEAP) Framework in January 2021 sought to bring focus of this plethora of racial- and social-justice oriented intentions, recommendations, and commitments into focus.
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 Mission Revival and Spanish Colonial Revival-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 side 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, a 90-minute travel by car or train to the south 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 to the north. CSUCI itself is located 10 minutes from the Pacific Coast to the southwest, as well as the nearby downtown for the city of Camarillo to the north of the campus. 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, two military bases, a working port, two harbors, extensive agriculture, shopping outlets, and world-class coastal, mountain, and beach recreation.
THE POSITION OF VICE PROVOST

The Vice Provost leads Division-wide initiatives advancing student success, retention, and graduation, while coordinating undergraduate and graduate academic programs, curriculum, data analytics, and sponsored programs. The Vice Provost is primarily responsible for implementing strategies that improve the quality of academic programs, make measurable progress on graduation and retention goals, and leverage institutional resources to advance mission critical initiatives pertaining to student outcomes, enrollment growth, and reputation.

The Vice Provost will be a collaborative and communicative community builder who is responsible for the leadership and oversight of: the Associate Vice Provost for High Impact Practices and Experiential Education, the Associate Vice Provost for Academic Programs and Continuous Improvement, the Associate Vice Provost for Graduate Studies and Research, and the Assistant Vice President for Student Success and Equity Initiatives. The Vice Provost also works closely with the Academic Deans, AVPs and Program Chairs and provides advice regarding long term campus and academic planning. Core to the mission of California State University Channel Islands, is the commitment to diversity, equity, and inclusion. The Vice Provost will be expected to bring an equity lens to all decisions and initiatives, while providing leadership that reduces equity gaps for an increasingly diverse student body. The Vice Provost oversees and carries to completion projects assigned by the Provost.

The Vice Provost reports to the Provost and serves as a member of the Provost’s leadership team and the Academic Senate. The Vice Provost is the Division of Academic Affairs Chief Executive when the Provost is unavailable to attend committee meetings, councils, and formal/informal management meetings. The Vice Provost works closely with a variety of campus constituents, especially the Academic Deans, Extended University, and the Division of Student Affairs.

QUALIFICATIONS

Possession of a terminal degree in an academic field, and a record of professional achievement as a scholar and a teacher sufficient to be appointed with tenure at the rank of Professor are required. The ideal candidate will have a minimum four years of administrative experience and is expected to have a demonstrable record of achievement pertaining to diversity, equity, and inclusion. Additional preferred qualifications include: administrative experience within a collective bargaining environment, ability to interact effectively with external constituents, knowledge and understanding of contemporary issues in the public higher education sector, and excellent oral and written communication skills.

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 Revised July 21, 2017 as a condition of employment.
APPLICATIONS AND NOMINATIONS PROCESS

The University is being assisted by Academic Search. 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:

CSUCIViceProvost@academicsearch.org.

The position is open until filled, but only applications received by September 14, 2021, 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.
ABOUT ACADEMIC SEARCH

Academic Search is assisting the California State University Channel Islands 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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