

SEARCH PROFILE: Extended to Fall 2024

DEAN OF THE DON B. HUNTLEY COLLEGE OF AGRICULTURE



CalPoly
Pomona

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Cal Poly Pomona, also known as California State Polytechnic University, Pomona or CPP, invites nominations and applications for the position of Dean of the Don B. Huntley College of Agriculture.

The new Dean must be an innovative, strategic, and collegial academic leader who understands the mission of Cal Poly Pomona, is committed to student success, and will be a champion for the College. The Dean is expected to take office in the spring or summer of 2025.



CAL POLY POMONA

Cal Poly Pomona is one of three polytechnic universities in the 23-campus California State University system and among 12 such institutions nationwide. Since its founding in 1938, the University has offered a unique education steeped in experiential learning. With a variety of degree programs in the arts, humanities, sciences, engineering, and professional disciplines, the University is well known for its learn-by-doing philosophy. The University is noted for its scenic and historic 1,400-acre campus. Cal Poly Pomona acknowledges that it resides on the territorial and homelands of the Tongva and Tataavium people who are the traditional land caretakers of Tovaangar. The University's nearly 28,000 students are taught and mentored by the campus's more than 1,400 faculty as part of 54 baccalaureate and 29 master's degree programs, 11 credential and certificate programs, and a doctoral program in educational leadership.

Highly regarded among its peer institutions, Cal Poly Pomona is No. 2 in the *U.S. News and World Report*

rankings of top public regional universities in the west and was named the No. 15 best value college in the nation by Money Magazine. Cal Poly Pomona, a Hispanic-Serving Institution and an Asian American and Native American Pacific Islander-Serving Institution, stands as a national leader in promoting social mobility, and was placed among the 25 top institutions in the country in awarding bachelor's degrees to minoritized students by *Diverse Issues in Higher Education*.

The Cal Poly Pomona campus is nestled in the beautiful San Gabriel Valley less than 30 miles east of downtown Los Angeles at the intersection of Los Angeles, Orange, Riverside and San Bernardino counties. It is within an hour's drive of beaches, mountains, and deserts. The University's history and geography are unlike any other institution in the region. For additional information about the University, please visit www.cpp.edu.



AN INCLUSIVE POLYTECHNIC UNIVERSITY

The Dean will be guided by the [University's Strategic and Academic Master Plans](#). The strategic plan articulates a vision for Cal Poly Pomona as a model for an **inclusive polytechnic university** that inspires creativity, discovery, and innovation; embraces local and global challenges; and transforms lives. Launched in 2017, the strategic plan serves as the cornerstone for current and future initiatives, centering on [five strategic initiatives](#), each clearly defined with specific outcomes and relevant metrics to track progress:

1. Deliver quality programs that promote integrative learning, discovery, and creativity.
2. Enhance student learning, development, and success.
3. Prepare our students for the future of work and civic engagement.
4. Strengthen our economic vitality and impact.
5. Advance organizational development and employee excellence.

The University's Academic Master Plan. Cal Poly Pomona's polytechnic approach provides a high-quality, inclusive, up-to-date, relevant, engaging, and immersive educational experience to students, in which theory and practice are linked in curricular and co-curricular experiential learning activities. This polytechnic approach is driven by evidence-based pedagogical practices as well as by innovation, and it is supported, enabled, and enhanced by technology. CPP uses multiple teaching modalities to facilitate and enhance student learning of theoretical principles and designs a variety of discipline-specific and discipline-appropriate hands-on, real-world experiences which link theory to practice. The multi-faceted polytechnic approach prepares students for effective entry into the workforce, as well as for the pursuit of advanced professional and graduate studies. It also instills a collaborative spirit in students and prepares graduates for lifelong learning and problem solving.

Guided by the University Strategic Plan, Cal Poly Pomona's academic master plan integrates eight elements in all programs (majors and minors), including

the General Education program. When applied together and in a synergistic fashion, these eight elements make up the rich educational experience of our students. Each theme contains actionable recommendations (referred to as *action steps*) to implement measurable objectives and identifies key stakeholders and partners who will be involved in advancing each action step.

The new Dean will be charged with continuing the successful implementation of the [Academic Master Plan](#), in which the eight elements are part of the focus on nine themes:

1. Inclusive Polytechnic University
2. Experiential Learning (Learn by Doing)
3. Support to Exemplify Our Inclusive Polytechnic Identity
4. Inclusive Student Success
5. Degree Program Creation and Growth Shaping the Undergraduate Student Population
6. Role and Growth of Graduate Program
7. Enhancement and Development of Space to Support the Polytechnic Identity
8. Program Review and Assessment





UNIVERSITY LEADERSHIP

Dr. Soraya M. Coley became the sixth president of Cal Poly Pomona in January 2015, after more than twenty years of leadership in higher education, pledging to be a leader who is “student-centered, faculty- and staff-focused, and community-minded”. Dr. Coley, the first woman to be named president of Cal Poly Pomona, has ushered in a new era of strategic leadership for the campus, establishing a vision for CPP as a model for an inclusive polytechnic university that inspires

creativity, discovery, and innovation, embraces local and global challenges, and transforms lives.

The new Dean will join the academic leadership team led by Provost and Vice President for Academic Affairs, S. Terri Gomez. Dr. Gomez is eager to engage with a new dean who can contribute to CPP’s vision as an inclusive polytechnic university.

THE DON. B. HUNTLEY COLLEGE OF AGRICULTURE

The Don. B. Huntley College of Agriculture is one of the four colleges of agriculture in the California State University System and the only one located in Southern California. It is the sole provider of comprehensive agricultural programs focusing on the needs of the \$1 trillion Southern California economy and its 21 million people. The College aims to be a national leader in urban and sustainable agriculture. The College provides a unique integrative approach to agriculture-related undergraduate and graduate programs that recognizes the strong disciplinary interdependencies of professional orientation and culture, basic societal needs, lifestyles, and social and environmental responsibility. It is well positioned to meet the expanding demand for qualified graduates in highly specialized fields within the agricultural, food, apparel, and animal industries.

As the founding college of the University, instruction in the College of Agriculture is offered in eight majors leading to the Bachelor of Science degree. Additionally, the College offers three Master of Science degree programs, including an M.S. in Dietetics, an M.S. in International Apparel Management and an M.S. in Agriculture, with four subplans in Agricultural Science, Animal Science, Nutrition and Food Science, and Plant Science. Located in Los Angeles County, the most populated

county in the nation with over 10 million people, and close to the second largest U.S. city, the College is committed to the development and support of urban agriculture and of sustainable food, agriculture and related systems in California. Graduates of the College pursue careers in the food, agriculture, nutritional health, animal health, and apparel sectors as well as opportunities in federal and state agencies. The Huntley College is the primary provider of undergraduate and graduate degree programs in these disciplines in Southern California. The [College's physical assets](#) that include orchards, greenhouses, vineyards, large urban farm with organic certified acreage, animal units and laboratories, veterinary clinic, food science laboratories, experimental kitchens, and digital apparel design, production and retail laboratories, provide hands on experiences for our students under Cal Poly Pomona's "learn by doing" philosophy. Students engage with the campus and local community, gaining practical experience working with faculty and staff in our AGRIsclapes Center, the Discovery Farm and the Farm Store and with the extended community through industry internships, volunteer activities, and other interactions. Our faculty are engaged teacher-scholars with a strong commitment to student success, diversity, equity, and inclusion.



Apparel Merchandising & Management

Ranked #16 in the top 25 fashion merchandising programs, #21 in the top 50 fashion merchandising schools and colleges



Food Science & Technology

Only food science undergraduate program approved by the Institute of Food Technologists (IFT) in Southern California



Nutrition

Dietetics undergrad program accredited by the Accreditation Council for Education in Nutrition and Dietetics (ACEND®)



Plant Science

Curriculum completes all academic requirements for the California Pest Control Advisor license, >50% of students attain this license



Agribusiness & Food Industry Management

The only BS in Agribusiness & Food Industry Management in California



Agricultural Science

Offers flexibility to focus coursework on a variety of agriculture industry sectors, the only program of its kind in Southern California.



Animal Health Science

Only 4-year Veterinary Technician program accredited by the American Association of Veterinary Medicine (AVMA) in the West Coast



Animal Science

The only Animal Sciences or Animal and Veterinary Sciences Department in Southern California.



THE POSITION

The successful Dean will be a visionary leader prepared to serve as a visible and vocal advocate for the College. They will engage the College's stakeholders in a sense of cohesion and common purpose, possess the ability to advance excellence in the fields within the College, and build and grow mutually beneficial partnerships across the State of California.

DUTIES AND RESPONSIBILITIES

The Dean reports to the Provost and Vice President for Academic Affairs, serves as a member of the Academic Deans' Council, and works closely with other academic deans and directors, as well as various Academic Affairs and Student Affairs personnel. The Dean also works closely with the Board of Advisors,

a group of leaders in industry that provides guidance and support for the College. As the academic and administrative leader of the College, the Dean is responsible for:

- Fostering productive relationships among students, faculty, staff, the university community, alumni, and industry,
- Insuring innovative academic instruction and excellence in research and dynamic industry programs,
- Spearheading existing and new development and fundraising programs, and
- Managing fiscal and human resources effectively.



THE LEADERSHIP OPPORTUNITY

The ideal candidate for this position will be an innovative, strategic, and collegial academic leader who understands the mission of Cal Poly Pomona and its distinctive mission and pedagogy as a polytechnic university. The College seeks a dean who respects the importance of faculty, staff, students, and shared governance, is an advocate for the College within the university and broader community, has a demonstrated record of success in fundraising and partnerships, and values ongoing engagement with faculty, staff, and students. The Dean will also be a champion for equity, diversity, and inclusion, and for student success. The Dean is responsible for managing the human and fiscal resources of the College and supporting the professional development of faculty and staff.

The Dean is expected to serve as a role model who supports diversity, inclusion, and transparency in decision making; who promotes innovative

approaches to teaching and learning; and possesses a passion for reducing equity gaps and increasing student success. The successful candidate will be a collaborative leader who acts with integrity and possesses the ability to communicate with diverse constituents, fostering collegiality and clarity in the decision-making process. The new dean will be cognizant of the contemporary landscape of higher education, including the headwinds within the CSU and the challenges and opportunities in the field of food, agriculture, and related systems.

One of the major challenges for the new Dean will be to address the need for improvements in the College's physical assets and facilities. The Dean will need to work closely with the Office of Advancement and the Provost to develop a master plan for capital projects and to seek and secure external support to address these needs.

QUALIFICATIONS

- A record of teaching and scholarship appropriate for a tenured faculty appointment in the Huntley College or evidence of progressive responsibility in a corporate or government environment.
- The ability to leverage established relationships with industry and use them to strengthen the college's position.
- Demonstrated record of successful activities to foster diversity, equity, and an inclusive environment for students, faculty members, and staff members.
- Evidence of success in reducing equity gaps and improving student success, including knowledge of California State University's system-wide initiative Graduation Initiative 2025.
- A dynamic vision for the role of the Huntley College within a polytechnic university that includes leadership and support for innovative curriculum and program development, teaching excellence, and scholarly activities.
- Progressively responsible experience managing fiscal, human, and other resources. This would include sound operational budget management, strategic resource planning and allocation, and experience in the broad spectrum of activities related to faculty and staff development and personnel processes.
- Demonstrated record of supporting staff professional development and faculty professional development in teaching, scholarship, and service. Experience with expanding opportunities and funding for faculty scholarship/creative activity, including programs that engage undergraduate students.
- Effectiveness in supporting innovative programs and initiatives during a time of changing educational modalities—on-line, hybrid, micro-credentials, etc.
- Experience working in a unionized environment.
- Documented success in fostering relationships with donors, alumni, business, industry, government, local universities, community colleges, and other external stakeholders.
- A record of successfully developing and implementing strategic plans for their institution, and bringing together diverse interest groups (faculty, staff, students, alumni, industry partners, etc.).
- Experience as a seasoned, decisive, respectful leader and diplomat with strong organizational, conflict management, and consensus-building skills, together with the willingness to lead, energize, and inspire even when consensus is elusive.
- Demonstrated ability to build a culture of trust, manage complexity, and balance competing priorities, multiple constituencies, and numerous responsibilities simultaneously in a dynamic, diverse, and multi-disciplinary environment, while maintaining a commitment to data-informed decision making, accountability, and shared governance.





NOMINATIONS AND APPLICATIONS

The Search Committee will begin reviewing applications immediately and will continue until the position is filled. Priority consideration will be given to materials received by **Tuesday, October 1, 2024**.

Academic Search is assisting California State Polytechnic University, Pomona in this search.

To ensure full consideration, nominations and applications should be submitted, in confidence, to CPPDeanHCOA@academicsearch.org. When submitting a nomination, please include the nominee's full name, position, institution, and email address.

To apply, a candidate should submit (PDF preferred): 1) a letter of intent addressing how the candidate's experiences match the position requirements; 2) a current CV/ resume; and 3) contact information for at least five professional references, including email addresses and a brief note of the candidate's working relationship with each. References will not be contacted without the prior knowledge and approval of the candidate and at a later stage in the search.

Prospective candidates may arrange a confidential conversation about this opportunity with one of the senior consultants leading this search: Dr. Cynthia M. Patterson (Cynthia.Patterson@academicsearch.org) and Dr. Maria Thompson (Maria.Thompson@academicsearch.org).

If you have any questions or if you have a disability and need accommodation with pre-employment processes (applications, interviews, etc.), please contact Manuel Montilla, ADA Coordinator, at CPPDeanHCOA@academicsearch.org.



SALARY AND BENEFITS AND EMPLOYMENT REQUIREMENTS

SALARY AND BENEFITS:

The anticipated hiring range is between \$215,000 and 239,000 annually. Cal Poly Pomona offers a best-in-class benefits program, including health, dental and vision insurance, retirement participation in the Public Employees' Retirement System, and educational benefits for eligible employees. See CPP's benefits page for additional information.

EMPLOYMENT REQUIREMENTS:

Out of State Work

The California State University (CSU) system is a network of twenty-three public universities providing access to a quality education through the support of California taxpayers. Part of CSU's mission is to prepare educated, responsible individuals to contribute to California's schools, economy, culture, and future. As an agency of the State of California, the CSU's business operations almost exclusively reside within California. The CSU Out-of-State Employment Policy prohibits hiring employees to perform CSU-related work outside California. See policy at <https://calstate.policystat.com/v2/policy/10899725/latest/>.

Background Check

Cal Poly Pomona will make a conditional offer of employment to the selected candidate, pending the satisfactory completion of a background check (including a criminal records check). The conditional offer of employment may be rescinded if the background check reveals disqualifying information, and/or it is discovered that the candidate knowingly withheld or falsified information. In determining the suitability of the candidate for the position, Cal Poly Pomona will give an individualized assessment to any criminal conviction history, considering such factors as the nature, gravity and recency of the conviction, the candidate's conduct, performance or rehabilitation efforts since the conviction and the nature of the job applied for. See policy at: <https://calstate.policystat.com/policy/13813878/latest/>

Conflict of Interest

This position is a "designated position" in the California State University's Conflict of Interest Code. The successful candidate accepting this position is required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission. See policy at <https://www.calstate.edu/csu-system/faculty-staff/systemwide-human-resources/conflict-of-interest/>.

Child Abuse/Neglect Reporting Act (CANRA)

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. See policy at <https://calstate.policystat.com/v2/policy/10927154/latest/>.

Clery Act

In compliance with state and federal crime awareness and campus security legislation, including The Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, California Education Code section 67380, and the Higher Education Opportunity Act (HEOA), the Cal Poly Pomona Annual Security and Fire Safety Report is available at: www.cpp.edu/campus-safety-plan.shtml.

Reasonable Accommodation

We provide reasonable accommodations to applicants and employees with disabilities. Applicants with questions about access or requiring a reasonable accommodation for any part of the application or hiring process should contact the ADA Coordinator by email at ADACoordinator@cpp.edu. More information is available at: www.cpp.edu/eoda/employee-labor/access-accommodations/index.shtml.

SALARY AND BENEFITS AND EMPLOYMENT REQUIREMENTS, CONTINUED

EEO

California State Polytechnic University, Pomona is an Equal Opportunity Employer, including veterans/disability. The University seeks to recruit and retain a diverse workforce as a reflection of our commitment to serve the people of California, to maintain the excellence of the University, and to offer our students richly varied disciplines, perspectives, and ways of knowing. Cal Poly Pomona subscribes to all state and federal regulations and prohibits discrimination based on protected status.

The duties of this position will include participation in decisions that may have a material financial benefit to the incumbent. Therefore, the selected candidate will be required to file Conflict of Interest Form 700: Statement of Economic Interests on an annual basis, complete ethics training within 6 months of appointment, and take this training every other year thereafter.

Cal Poly Pomona will make a conditional offer of employment to final job candidates, pending the satisfactory completion of a background check (including a criminal records check). The conditional offer of employment may be rescinded if the background check reveals disqualifying information and/or it is discovered that the candidate knowingly withheld or falsified information. In determining the suitability of the candidate for the position, Cal Poly Pomona will give an individualized assessment of any information that the applicant submits for consideration regarding

the criminal conviction history, such as the nature, gravity, and recency of the conviction, the candidate's conduct, performance or rehabilitation efforts since the conviction and the nature of the job applied for. For more information, go to <https://calstate.policystat.com/policy/13813878/latest/>.

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.

Cal Poly Pomona is committed to creating a community in which a diverse population can learn, live, and work in an atmosphere of tolerance, civility and respect for the rights and sensibilities of each individual, without regard to race, color, national origin, ancestry, religious creed, sex, gender identity, sexual orientation, marital status, disability, medical condition, age, Vietnam era veteran status, or any other veteran's status.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Cal Poly Pomona 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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