



## PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

### ABOUT CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY

Located on a scenic waterfront campus in Vallejo, California, 30 miles northeast of San Francisco, California State University Maritime Academy (Cal Maritime) is a unique and specialized campus of the 23-campus California State University (CSU) system. Currently serving approximately 1,000 undergraduate students, Cal Maritime is one of only seven degree-granting maritime academies in the United States --- and the only one on the West Coast. Bachelor's degree offerings include Business Administration with emphases in International Business and Logistics; Facilities Engineering Technology; Global Studies and Maritime Affairs; Marine Engineering Technology; Marine Transportation; Mechanical Engineering; and Oceanography (starting Fall 2020). At the master's level, a degree in Transportation and Engineering Management is offered which currently enrolls 31 students. In addition, several extended learning programs and courses are offered.

Cal Maritime works closely with industry, government, and the community to deliver valuable resources in continuing education and training, research and scholarship, and career readiness and job placement services. These relationships contribute, in large part, to Cal Maritime's distinctive job placement rate: 94% of its graduates are placed into career positions by or within 4 months of graduation.

Cal Maritime's mission is to be a leading educational institution recognized for excellence in business, engineering, operations, science and policy of the transportation and related industries of the Pacific Rim and beyond. The Academy's programs focus on intellectual learning, applied technology, leadership development, and global awareness, and cadets take part in at least one 90-day summer training cruise aboard the 500-foot Training Ship *Golden Bear*, or a three-week international experience trip, gaining a unique perspective on global culture and economy.

Students choose Cal Maritime for its small class sizes and the many opportunities for hands-on learning in classrooms, laboratories (including simulators), internships, and aboard the Training Ship *Golden Bear*. Upon admission, students become members of an increasingly diverse student body and the Corps of Cadets. This unique combination encourages a sense of teamwork, responsibility, discipline, professionalism, maturity, and attention to detail – qualities highly prized by the companies and organizations that hire Cal Maritime graduates.

In 2018, Cal Maritime's Division of Academic Affairs underwent a major reorganization that resulted from a multi-year planning process. The Division now consists of three schools, each with its own school dean and faculty, in addition to the Library with its own dean and faculty. The new

schools are: School of Letters and Sciences; School of Engineering; and School of Maritime Transportation, Logistics and Management. Each school is embarking on exciting new planning that includes development of new majors, revisions of current majors, and enhanced support for faculty mentorship, scholarship and professional development.

The 2020 edition of U.S. News and World Report's Best Colleges ranks Cal Maritime first among public colleges in the western region, and #23 in its [list of Top Performers for Social Mobility](#).

For more information about California State University Maritime Academy, please visit: [www.csum.edu](http://www.csum.edu).

### **THE FUTURE OF CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY**

Cal Maritime has a long history dating back to the 1920s, dedicated to the training of merchant mariners and related professions - a mission that has served the institution well for nearly a century. However, the maritime transportation needs and opportunities in the United States and the world are changing. More recently, these needs and opportunities have been driven by dramatic events and advances including 9/11, the Gulf oil spill and other disasters, technology innovation, global warming, energy demands and more. Accordingly, many more diverse opportunities for educating and training in water-, shore- and land-based careers are now available.

Following a successful 31-year career in the United States Navy, Admiral Thomas A. Cropper became the 14th president of Cal Maritime in 2012, bringing a unique background and perspective to the Academy. Throughout his tenure, President Cropper has engaged the faculty, staff, students, parents, alumni, community, as well as industry partners and leaders in developing detailed master plans that address new and emerging paradigms for the cadets and future graduates of Cal Maritime. In addition, a representative cross-campus committee is currently developing the second of three [5-year strategic plans](#) as part of Cal Maritime's 15-year overall strategic planning effort.

### **VISION AND GUIDING PRINCIPLES**

Cal Maritime has developed a comprehensive vision of its future as articulated in [Cal Maritime 2029 – Maritime University to the World](#). The guiding principles for this vision include:

- Differentiation – Cal Maritime will capitalize on its special niche, delivering programming that focuses on the maritime nature of its mission and emerging opportunities in the global maritime community.
- Relevance – Cal Maritime will lead in producing graduates who are in high demand as licensed mariners, shoreside professionals, scientists, policy makers, and business professionals for maritime industries, shipping, logistics, environmental compliance and policy development.
- Growth – to increase access to maritime professions and sustain affordability, Cal Maritime will grow deliberately and carefully while delivering a world-class education to a greater number of applicants.

The Academy aspires to grow its enrollment to 2,200 by 2029. The Provost and Vice President for Academic Affairs (Provost) will play a substantial role in this effort through the development and implementation of key enrollment strategies.

### ABOUT THE POSITION

Given the strategic growth, program development, and innovation happening at Cal Maritime, this position has several unique responsibilities in addition to the fundamental role of Provost.

#### *The Fundamental Role*

The Provost is the chief academic officer and is responsible for promoting a rich intellectual and professional life, fostering cadet success, creating an active learning environment both in the classroom and beyond, developing new academic degree programs, and enhancing teaching, academic research, scholarship, and service at Cal Maritime. This leader coordinates and sustains collaborative leadership in accomplishing the mission of Cal Maritime and the California State University System. The Provost reports directly to the President and is a member of the President's Cabinet. Designated as the senior Vice President of the Cabinet, the Provost represents the campus in the President's absence.

The Provost is charged with promoting a collegial, inclusive atmosphere and articulating the needs and aspirations of all disciplines to the President and the Cal Maritime community. The role requires the Provost to perform increasingly cross-functional and institution-wide duties to accomplish the strategic goals of the campus. The Provost plays a key role in articulating Cal Maritime's message to all constituencies and in advancing the institution.

#### *Additional Elements of the Role*

The Provost is responsible for working closely with the President, the deans, the faculty and the campus community in fostering a vision and plan for future academic programs. The implementation of that plan will be the primary responsibility of the Provost in collaboration with the other Vice Presidents, deans, Faculty Senate and student leadership of the campus. It is the expectation of the students, staff, faculty and campus leadership that the Provost interact closely with faculty and student affairs leadership to continue Cal Maritime's rich culture of student-centeredness and student success. The Provost is also responsible for ensuring mentorship of faculty and professional development of staff. The Provost is expected to work closely with the California State University Chancellor's Office and other campuses within the system to enlist support (fiscal resources, professional development, best practices, etc.) for Cal Maritime's continued growth and success.

#### *Responsibilities*

- Provides intellectual and academic leadership for Cal Maritime's educational mission

- Articulates clearly and participating significantly in the honing of the academic mission and vision of the institution
- Maintains open lines of communication and seeking to consider and include diverse points of view, provides appropriate opportunity for input, and makes necessary decisions that align the institution with its goals
- Oversees all aspects of Academic Affairs, and ensures effective and efficient high-quality services in several critical areas, including undergraduate education, graduate education, extended education, enrollment management, research, planning, resource allocation, and assessment
- Seeks resources, advice, counsel and collaboration with the California State University Chancellor's Office and/or other campuses to develop greater institutional efficiency
- Develops a proactive presence in the California State University system Council of Provosts in order to realize the value and elevate the involvement of Cal Maritime in the system
- Leads deans, directors, and all managers of Academic Affairs to provide
- Advocates for and takes an active role in shared governance
- Supports student success and learning through the many learning venues and modalities of the institution, including assessment, curricular and co-curricular activities
- Advances Cal Maritime's commitment to its values and mission, including diversity and inclusion, the development of the whole person, develops current and future programming that prepares students for careers in maritime industries and beyond, policy and procedures, and community involvement both within and outside the university
- Fosters an environment of collegiality, support, and mutual trust throughout the division of Academic Affairs

#### *Minimum Qualifications*

- An earned doctorate from a regionally accredited institution
- Academic credentials that would warrant appointment as full professor at Cal Maritime
- Senior administrative leadership experience as dean, senior director, associate vice president or higher of a substantial program
- Experience in institution-wide strategic planning, including strategic enrollment management
- Demonstrated experience in developing and implementing new, successful programs
- Experience leading and managing change in, and growth of, an organization
- Experience with regional accreditation
- Track record of data-driven decision making
- Experience managing budgets and personnel matters including retention, tenure, and promotion evaluations
- Track record of supporting curricular and co-curricular initiatives
- Evidence of supporting and increasing diversity (broadly defined) at the student and faculty levels
- Evidence of supporting the tenets of a shared governance culture
- Extensive experience in managing and supporting research and scholarship
- Experience and interest in mentoring faculty and staff

- Excellent communication skills, both written and verbal
- Evidence of effective collaboration across organizational lines with other divisions and units such as student affairs, university advancement, and finance and administration

#### *Preferred Qualifications*

- Industry-oriented experience in a maritime-related field
- Experience garnering and leveraging resources in support of academic programs
- Experience with professional accreditation (ABET a plus)
- Experience in a public university system
- Experience working with a unionized workforce

#### *Personal Characteristics*

- Honesty & High Integrity
- Candor, Diplomacy, and Collegiality
- Excellent listening skills
- Entrepreneurial spirit and enthusiasm for the success of others
- High level of energy and pride in the institution
- Understanding and support for the uniqueness of Cal Maritime
- Ability and willingness to “wear many hats,” as needed

#### COMPENSATION

Salary is commensurate with education, qualifications and experience. An excellent comprehensive benefits package is available for qualifying positions which includes medical, dental, vision, life and disability insurances, retirement plans, tuition fee waiver, vacation, sick leave, and 14 paid holidays per year.

#### CONDITIONS OF EMPLOYMENT

- This is a position in the California State University Management Personnel Plan (MPP). Appointments to MPP are at-will and serve at the pleasure of the President.
- Applicants must provide proof of U.S. citizenship or authorization to work in the United States within three days from the date of hire.
- A background check (including a criminal records check) must be satisfactorily completed 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.
- 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.
- 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.

## APPLICATION PROCESS

The Search Committee will begin reviewing applications immediately and continue to accept applications and nominations until the position is filled. Applicants must submit a current resume or curriculum vitae and a cover letter describing relevant experience and interest in the position. Nomination letters should include the name, position, address and telephone number of the nominee. All applications and nominations will be handled in confidence.



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Refer to code "Cal Maritime Provost" in the subject line

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*Cal Maritime is an Equal Opportunity, Affirmative Action Employer. The university subscribes to all state and federal regulations and prohibits discrimination based on race, color, religion, national origin, sex, gender identity/gender expression, sexual orientation, marital status, pregnancy, age, disability, genetic information, medical condition, covered veteran status, or any other protected status.*