



CSU Bakersfield

**California State University, Bakersfield
Provost and Vice President for Academic Affairs**

Position Profile

California State University, Bakersfield (CSU Bakersfield) invites inquiries, nominations, and applications from visionary and inspiring leaders interested in serving as the University's next Provost and Vice President for Academic Affairs (Provost/VPAA). CSU Bakersfield is committed to promoting diversity, inclusion, and excellence and therefore, seeks applicants who are dedicated to equity and serving the University's growing diverse student population.

The University

Founded in 1965, California State University, Bakersfield is a regional, comprehensive university serving the San Joaquin Valley of California. The University's service area covers nearly 25,000 square miles and is home to a socially, economically, and ethnically diverse population. CSU Bakersfield is the only four-year granting degree institution within a 100-mile radius and, as a result, plays a vital role in the educational attainment, economic development, and quality of life of its community. CSU Bakersfield is proud to be a Hispanic Serving Institution (HSI). 61% of the University's students are Latino, 18% are Caucasian or White, 7% are Asian, 5% are African-American, and 2% are multiracial.

The University serves more than 11,000 students on its main campus in Bakersfield and its Antelope Valley campus and counts over 50,000 alumni from its four schools: Arts and Humanities; Business and Public Administration; Natural Sciences, Mathematics, and Engineering; and Social Sciences and Education. The University offers undergraduate, graduate, post-graduate and credential programs, and a doctoral program in Educational Leadership (Ed.D.). CSU Bakersfield's Extended University serves the community by offering additional professional development, certificate, and degree programs. In Fall 2019, CSU Bakersfield served a total of 11,206 full- and part-time students. 87% of students are undergraduate, and 13% are graduate/post-baccalaureate students.

The University has received a number of accolades in recent years, including: The Equality of Opportunity Project (#3) for the upward mobility of its students; Campaign for College Opportunity – Champion for Higher Education for excelling at enrolling and graduating Associate Degree for Transfer earners; The Wall Street Journal "A Top University for Student Inclusion;" American Association of State Colleges and Universities (AASCU), The Christa McAuliffe Award for Excellence in Teacher Education; California State University System (#4) in STEM grant funding; and Carnegie Foundation's Community Engagement Classification.

The impact of CSU Bakersfield's students, faculty, staff, research, centers, institutions and community activities resonates throughout the region. The University continues to shape the future of Kern County and each year CSU Bakersfield contributes thousands of new alumni to the community's educated and skilled workforce. With over 70 percent of its alumni remaining and working within the Central Valley, the University is a significant contributor to the area's ongoing social, cultural and economic development.

Core Values

CSU Bakersfield places student success and academic excellence at the center of all it does. The University is guided by a set of core values that shapes its work with students, with each other, and with the region it serves.

Vision

CSU Bakersfield will be a model for supporting and educating students to become knowledgeable, engaged, innovative, and ethical leaders in the regional and global community.

Mission

CSU Bakersfield is a comprehensive public university offering excellent undergraduate and graduate programs that advance the intellectual and personal development of its students. We emphasize student learning through our commitment to scholarship, ethical behavior, diversity, service, global awareness and life-long learning. The University collaborates with partners in the community to increase the region's overall educational attainment, enhance its quality of life, and support its economic development.

Strategic Plan

CSU Bakersfield places student success and academic excellence at the center of all the University does and recently launched a five-year Strategic Plan (2019-2024) with the following key goals:

1. Strengthen and Inspire Student Success and Lifelong Learning.
2. Advance Faculty and Staff Success.
3. Develop and Sustain High-Quality and Innovative Academic Programs and Support Services.
4. Recognize and Address Regional Needs in Collaboration with Our Community.
5. Diversify, Enhance, and Responsibly Steward Our Campus Resources.

To learn more about CSU Bakersfield's core values and the Strategic Plan, please visit:

<https://www.csub.edu/strategicplan//StrategicPlanOverviews/FullStrategicPlan.pdf>.

For more information about CSU Bakersfield, please visit <https://csub.edu>.

The Division of Academic Affairs

CSU Bakersfield is proud to offer high-quality undergraduate and graduate programs that advance the intellectual and personal development of its students. The University is committed to scholarship and life-long learning, and currently offers more than 50 different Bachelor's and Master's degree programs. The academic departments and programs at CSU Bakersfield are grouped in four academic units:

The School of Arts and Humanities

The School of Arts and Humanities has over 75 highly-qualified faculty members teaching in seven departments: Art and Art History, Communications, English, History, Modern Languages and Literatures, Music and Theatre, and Philosophy and Religious Studies. The School also houses the undergraduate Interdisciplinary Studies program. In addition to the majors and minors in all those areas, the School offers subject matter preparation for California Single Subject Teaching Credentials in Art, English, History, Music, and Spanish. Graduate programs are also available in English, History, and Spanish.

The School of Arts and Humanities plays a large role in supporting the university's General Education program. In fact, many students discover their passion for the Arts and Humanities through General Education courses and develop a major or minor in one of its departments.

The School of Business and Public Administration

The School of Business and Public Administration is accredited by the Association to Advance Collegiate Schools of Business (AACSB) and the National Association of Schools of Public Affairs and Administration (NASPAA). The School has outstanding faculty and staff who are truly dedicated to student access and success and to its core mission of providing a well-prepared workforce to Kern County, the Antelope Valley and the larger economy.

The School offers six undergraduate degree options, with a variety of concentrations within the BS Business Administration degree, the Economics degree, and the Public Policy and Administration degree. For graduate students, the School offers a Master of Business Administration (MBA), a Master of Science in Health Care Administration (MS-HCA), and a Master of Public Administration (MPA).

The School of Natural Sciences, Mathematics and Engineering

The School of Natural Sciences, Mathematics and Engineering (NSME) consists of seven departments offering thirteen baccalaureate degrees and two graduate degrees. Over 100 faculty serve around 2,700 full time equivalent students yearly, of whom more than 1,350 are NSME majors. Graduates of NSME typically enter the workforce as researchers, teachers, nurses, and industry employees, or they advance to graduate programs in top research universities nationwide.

NSME faculty members are respected academic experts, published researchers, and community engaged leaders as well as dedicated educators who genuinely care about students' success. They teach in the Departments of Biology, Chemistry & Biochemistry, Computer & Electrical Engineering and Computer Science, Geological Sciences, Mathematics, Natural Sciences, Nursing, and Physics & Engineering.

In NSME, all students (including undergraduates) can participate in research projects, work with faculty in state-of-the-art laboratory facilities, and utilize cutting-edge equipment. At most other schools, those kinds of opportunities are only available to elite scholars or graduate students.

The School of Social Sciences & Education

Through undergraduate, graduate, and professional programs, the School of Sciences and Education provides the teachers, counselors, therapists, police officers, and social workers who serve Kern County and beyond. The School also prepares future leaders, professionals, researchers, and community advocates who enhance the quality of life for all people.

The School offers undergraduate and graduate degree programs in the following disciplines: Anthropology; Child, Adolescent, and Family Studies; Counseling Psychology; Criminal Justice; Educational Leadership; Educational Administration; Liberal Studies, Kinesiology; Political Science; Pre-Law; Psychology; School Counseling; Social Work; Sociology; and Special Education. The School also offers single-subject and multiple-subject teaching credentials.

CSU Bakersfield also offers majors and minors in several different Interdisciplinary Programs. Additionally, CSU Bakersfield's Extended University is open to members of the community and offers courses for personal and professional development as well as degree and credential programs designed with busy professionals in mind.

CSU Bakersfield offers special academic programs to provide unique educational experiences for students. Some of these programs include:

The Hawk Honors Program

This program provides a unique college experience for CSU Bakersfield's best and brightest students. Students who are admitted to this distinguished four-year program are rewarded for their dedication with important benefits, including special courses taught by CSU Bakersfield's top professors, priority registration, and scholarship opportunities. Currently, there are more than 300 students enrolled in the Hawk Honors Program.

Alpha Chi Honor Society

Alpha Chi is a coeducational academic honor society. Since 1922 its purpose has been to promote academic excellence and exemplary character among college and university students and to honor those who achieve such distinction. Although CSU Bakersfield is home to several discipline-specific honor organizations, Alpha Chi is the first national all-university academic society. CSU Bakersfield established its Chapter of Alpha Chi seventeen years ago with 55 charter members. Current membership stands at 1,465.

The Division of Academic Affairs budget of approximately \$46 million supports over 670 full-time and part-time faculty as well as over 250 staff and administrative positions.

Position Summary

The Provost/VPAA reports directly to the President and acts on behalf of the President in her absence. The Provost/VPAA is specifically charged to implement the University's academic mission and goals and achieve institutional priorities such as extending the excellence and diversity of faculty and academic programs; faculty retention, promotion, and tenure; establishment of new programs; development and support of faculty scholarship and teaching; expanded use of technology to enhance student learning, development and assessment of program goals and objectives; enrollment management; and reaching out to underserved populations.

As the University's chief academic officer, the Provost/VPAA will oversee all operations related to instructional programs, educational policy, academic planning, academic resources and faculty personnel actions. The Provost/VPAA is responsible for ensuring the continued accreditation of the University's programs. The successful applicant will have significant senior level academic and administrative leadership experience, strong academic credentials in teaching, scholarship, and service. In addition, he/she will possess the ability to effectively foster collaborative relationships.

Direct reports to the Provost/VPAA include:

- Assistant Vice President for Institutional Research, Planning and Assessment
- Associate Vice President for Faculty Affairs
- Associate Vice President for Enrollment Management

- Associate Vice President for Grants, Research and Sponsored Programs
- Associate Vice President for Academic Affairs and Dean of Academic Programs
- Dean of the School of Arts and Humanities
- Dean of the School of Business and Public Administration
- Dean of the School of Natural Sciences, Mathematics and Engineering
- Dean of the School of Social Sciences and Education
- Dean of Extended Education & Global Outreach
- Dean of the University Library
- Dean of the Antelope Valley Campus

Opportunities & Challenges

The next Provost/VPAA must be an experienced and collaborative leader with a proven track record of promoting excellence in academics and developing and implementing university-wide student success initiatives. The successful candidate will be expected to address the following challenges and opportunities:

- **Leading with Vision**
In support of CSU Bakersfield’s Strategic Plan 2019-2024, the Provost/VPAA will develop and implement a cohesive vision for the Division of Academic Affairs to support the University’s commitment to academic excellence and student success. To this effect, the Provost/VPAA will engage in partnerships that advance student success as well as create opportunities for faculty and staff engagement, scholarship, and research.
- **Enhancing Collaboration & Communication**
The Provost/VPAA must promote a culture that values inclusion and collaboration. Concurrently, the Provost/VPAA must develop effective strategies for enhancing communication within the Division of Academic Affairs and beyond. The next Provost/VPAA will have the opportunity to promote a transparent and inclusive environment for all faculty, staff, students and members of the community.
- **Improving Graduation & Retention Rates**
The Provost/VPAA will work collaboratively across the University to ensure graduation and retention rate initiatives are on target, particularly *Graduation 2025*. With this effort, the Provost/VPAA will play a key role in answering one of the goals of the Strategic Plan - “*To Recognize and Address Regional Needs*” - ensuring that academic programs are aligned to serve the workforce needs of the community in Bakersfield and Kern County.
- **Optimizing Resources**
The Provost/VPAA will be a strong steward of fiscal resources and work on equitable allocation of existing assets while also identifying opportunities for developing new revenue streams. As the number of faculty and students grow, the Provost/VPAA will be proactive in assessing and maximizing the utilization of teaching rooms as well as faculty office and lab space.
- **Promoting Diversity**
The Provost/VPAA will lead efforts to make the campus an open and welcoming environment for its diverse student body. The Provost/VPAA will ensure that the campus supports not only the recruitment of accomplished and diverse faculty and staff but also provides an environment that supports professional growth conducive to faculty and staff retention.

Qualities and Attributes

The successful candidate must:

- Have the ability to inspire and foster a shared vision among all internal and external stakeholders.
- Be passionate about serving underrepresented and minoritized students.
- Demonstrate a history of support for student success programs and initiatives that generate positive and measurable results.
- Be proactive to engage the Bakersfield, Antelope Valley, and Kern County communities and other external stakeholders.
- Be a champion for promoting access to higher education and student success.
- Participate effectively and successfully in external resource development and foster collaborative relationships.
- Have an awareness and understanding of the trends and issues currently impacting higher education nationally and globally.

Required Qualifications

CSU Bakersfield's next Provost/VPAA will be an accomplished academic administrator who is passionate about CSU Bakersfield's mission, vision, and the success of its students.

Furthermore, the Provost/VPAA must also be an individual capable of engaging community stakeholders in partnership toward fulfilling the academic mission of the University. In addition, leading candidates will possess:

- An earned Ph.D. in an academic discipline from an accredited institution;
- A record of success as an accomplished administrator with progressively responsible academic administration positions in higher education;
- A scholarly record that demonstrates eligibility for a tenured, full professor faculty appointment at CSU Bakersfield;
- A record of commitment to equity, inclusion, and diversity (e.g., recruitment and retention of diverse faculty and staff);
- A clear understanding and commitment to shared governance values and processes;
- Successful leadership and management experiences, including strategic planning, financial management, and management of staff;
- Excellent written and oral communication skills;
- Demonstrated ability to work collaboratively with senior administrators, deans, department chairs, faculty, and staff to achieve common goals.

Preferred Qualifications

- A demonstrated record of commitment to supporting faculty research, grant proposals, professional development, and excellence in university teaching; A history of innovation in developing and supporting academic programs that support student success goals;
- Demonstrated ability to support the use of effective information technology for pedagogical, administrative, and student support needs;
- Experience in a public higher education institution and multi-campus system;
- Experience working successfully in a collective bargaining environment.

Bakersfield and the Region

Bakersfield is a charter city in Kern County and is the heart of the west coast's farming and oil-producing regions, at a logistics crossroads of east-west and north-south transportation routes. Bakersfield is the county seat and largest city of Kern County. The city covers about 151 square

miles near the southern end of the San Joaquin Valley and the Central Valley region. Bakersfield's population is approximately 380,000, making it the 9th most populous city in California.

Bakersfield is a significant hub for both agriculture and energy production. Kern County is the most productive oil-producing county and the fourth-most productive agricultural county (by value) in the United States. Industries in and around Bakersfield include natural gas and other energy extraction, mining, petroleum refining, distribution, food processing, and corporate regional offices.

Bakersfield has been identified as one of the top ten places in the country drawing millennial homebuyers due to affordability and start-ups opportunities. In addition to housing and economic development opportunities, Bakersfield offers a variety of thrilling entertainment options ranging from well-established NASCAR races held at the Kern County Raceway Park to recreational skiing and boat races at two nearby lakes. Bakersfield is also known for its country music, being home to famous Country stars Buck Owens and Merle Haggard. Having a significant Basque presence, Bakersfield is home to numerous Basque restaurants and a well-established Basque festival held over Memorial Day weekend. For those looking for alternative ways of transportation or to engage in physical activity, Bakersfield has a beautiful 21.5-mile bike trail that runs mainly along the Kern River. The trail provides convenient access to the CSU Bakersfield campus.

CSU Bakersfield is the only regional comprehensive public university within a 100-mile radius. To CSU Bakersfield, community connections are a cornerstone of the University's overall mission. The University collaborates with partners throughout Bakersfield and Kern County to increase the region's overall educational level, enhance its quality of life, and support its economic development. Many students enhance their education through service learning and internships with local businesses and non-profit agencies.

Application Process

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

Applications and letters of nomination should be submitted by email to:



Alberto Pimentel, Managing Partner
Emy Peña, Partner

Email: apsearch@storbeckpimentel.com

Refer to code "CSUB-VPAA" in the subject line

Storbeck/Pimentel & Associates
6512 Painter Avenue, Whittier, CA 90601

California State University, Bakersfield is an equal opportunity employer.

BACKGROUND CHECK: Satisfactory completion of a background check (including a criminal records check) is required for employment. CSU will make a conditional offer of employment, which may be rescinded if the background check reveals disqualifying information, and/or it is discovered that the candidate knowingly withheld or falsified information. Failure to satisfactorily complete the background check may affect the continued employment of a current CSU employee who was conditionally offered the position.

SENSITIVE POSITION: Sensitive positions are designated by the CSU as requiring heightened scrutiny of individuals holding the position, based on potential for harm to children, concerns for the safety and security of the people, animals, or property, or heightened risk of financial loss to the CSU or individuals in the university community.

DESIGNATED POSITION: This position is currently on the List of Conflict of Interest Designated Positions for CSU Bakersfield. This requires the filing of a statement of Economic Interest on an annual basis and the completion of training within 6 months of assuming office and every two years thereafter.

MANDATED REPORTER: 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.