

SEARCH PROFILE:

DEAN OF EXTENDED EDUCATION AND
INTERNATIONAL PROGRAMS



Cal State
Monterey Bay

TABLE OF CONTENTS

ABOUT CALIFORNIA STATE UNIVERSITY, MONTEREY BAY	4
MONTEREY BAY AND THE CAMPUS	5
ABOUT EXTENDED EDUCATION AND INTERNATIONAL PROGRAMS	6
QUALIFICATIONS	8
NOMINATIONS AND APPLICATIONS	9
EMPLOYMENT REQUIREMENTS	10



California State University, Monterey Bay (CSUMB) invites nominations and applications for the position of Dean of Extended Education and International Programs (EEIP). CSUMB, a Minority-Serving Institution and Hispanic-Serving Institution, is a growing, dynamic, vision-driven comprehensive state university with a strong culture of educational innovation and a deep commitment to its role as a regional steward. The new Dean is expected to start in July 2026.

This is an exciting opportunity for a collaborative leader with a strong commitment to diversity and inclusion to join the University as the next Dean of EEIP. Reporting to the Provost and Vice President of Academic Affairs, the Dean provides leadership in the administration of the University's professional and continuing education programming as well as international efforts. The incumbent is responsible for the development and expansion of extended and international education opportunities that respond to regional, state, and international markets.

The extended education portfolio includes self-supporting graduate programs offered in collaboration with academic colleges - such as master's degrees in Speech-Language Pathology, Instructional Science and Technology, and Business Administration, and a bachelor's degree completion in Computer Science as well as academic certificates; Open University; Special Sessions courses; extension credit programs, as well as non-credit programs for professional and workforce development and personal enrichment. Serving as the Senior International Officer, the Dean leads international admissions, international extension programs including the American Language and Culture Program (ALCP), and international students and scholars' programs. The Dean contributes to achieving the goals of the Division of Academic Affairs and the University.



ABOUT CALIFORNIA STATE UNIVERSITY, MONTEREY BAY

Empowered by an inspiring Founding Vision Statement, CSUMB, as an institution, transforms students' lives through a focus on student success and engagement in its regional community. CSUMB is a comprehensive, mid-sized, four-year university of 7,800 students. With 56% of students living on campus, CSUMB is the most residential university in the CSU system and boasts a vibrant campus culture. CSUMB currently has 194 tenure-line faculty and 298 lecturers, an alumni base of 24,000, and a current annual operating budget of \$150 million. While CSUMB serves students from across California and beyond, 42% of the University's undergraduates come from Monterey, San Benito, and Santa Cruz counties. Given the University's commitment to the success of every student, the faculty, staff, and administration have successfully increased student retention and completion in comparison to the rest of the CSU. The campus community prides itself on making world-class higher education accessible to traditionally underserved, first-generation, and low-income populations.

CSUMB's [Founding Vision Statement](#) has guided the development of the University, which was envisioned as a comprehensive public university that values service through high-quality education. This statement emphasizes service to the diverse people

of California, especially the working class, historically undereducated and low-income populations. The statement further articulates a substantive commitment to multilingual, multicultural, gender-equitable learning. The ethos includes a culture of innovation in its overall conceptual design and organization in service to the economy of the state, the well-being of regional communities, and the quality of life and development of its students, faculty, and service areas.

Through this initial vision, CSUMB strives to become a model pluralistic academic community where everyone learns and teaches one another in an atmosphere of mutual respect and the pursuit of excellence. The faculty and staff are motivated to excel in their respective fields and to contribute to the broadly defined university environment. CSUMB's graduates develop an understanding of regional interdependence and global competence, distinctive technical and educational skills, transformative experiences and abilities to contribute to California's high-quality workforce, critical thinking abilities to be productive citizens, and a focus on social responsibility championed with skills to be community builders. Through their efforts, students and personnel, analytically and creatively, strive to meet critical state and regional needs, and to provide California with responsible and creative leadership.

MONTEREY BAY AND THE CAMPUS

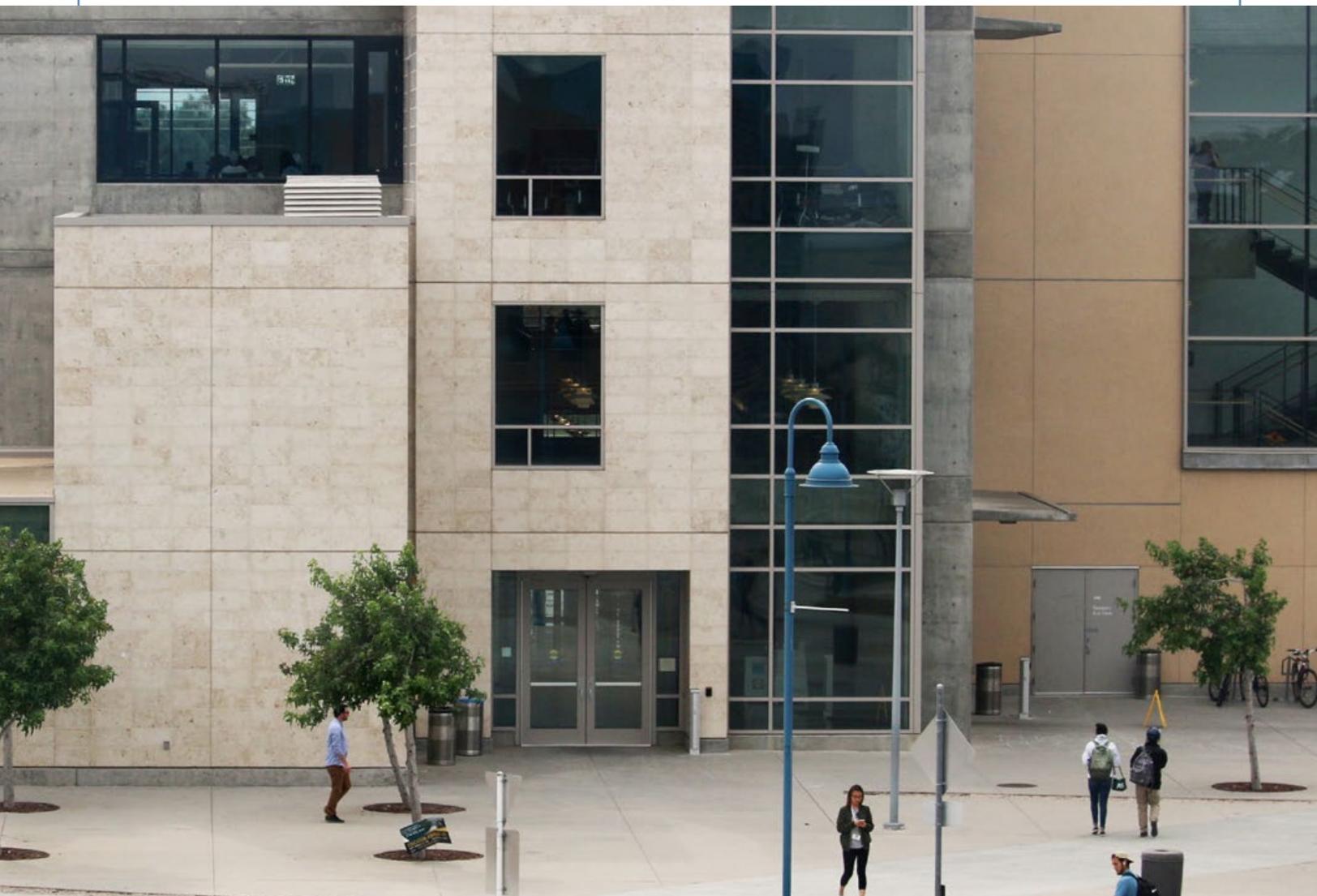
Monterey Bay is on the central coast of California, just two hours south of San Francisco. The bay itself is one of the largest marine protected preserves in the world and home to whales, deep sea anglerfish, and the sea otter, CSUMB's mascot. The CSUMB campus is close to pristine beaches, oak forests, tidepools, and the Fort Ord National Monument. Monterey has ideal weather: over the course of the year, the temperature typically varies from 44°F to 68°F and is rarely below 37°F or above 77°F.

The campus sits halfway between the Monterey Peninsula, which features the coastal communities of Carmel, Pacific Grove, Monterey, Marina, and Seaside, and the Salinas Valley, known as the "Salad Bowl of the World" for its abundant agricultural

production. The city of Salinas is the county seat and served as the setting for many of John Steinbeck's novels.

The campus straddles the cities of Seaside and Marina, which are small, diverse communities where many students live and work. The history of the former military base is evident across the CSUMB campus.

In addition to the main campus, the University maintains a presence in Salinas and Monterey, providing instruction and community outreach through downtown Salinas, rural communities in south Monterey County, and the Ryan Ranch development in Monterey.





ABOUT EXTENDED EDUCATION AND INTERNATIONAL PROGRAMS

The College of Extended Education and International Programs is a self-supported interdisciplinary college that aims to foster a more global and interconnected campus by strategically partnering with university, community, educational, business, and international allies. It has the capacity to nimbly reach a broad audience of students, inclusive of non-traditional learners, in the region and across the globe.

EEIP has the unique opportunity to broaden access to academic programs and educational resources for regional, national, and international audiences by offering a diverse range of self-support offerings, including undergraduate and graduate degree and certificate programs, special session courses, Open University, extension credit and non-credit courses and programs, workforce development programs, personal and professional development courses and programs, and contract offerings.

The College has an annual budget of \$10 million and employs 21 direct-report staff across its 10+ programs. It is poised for growth and seeks a candidate who can contribute to building the offerings and developing a new vision for a vibrant future.

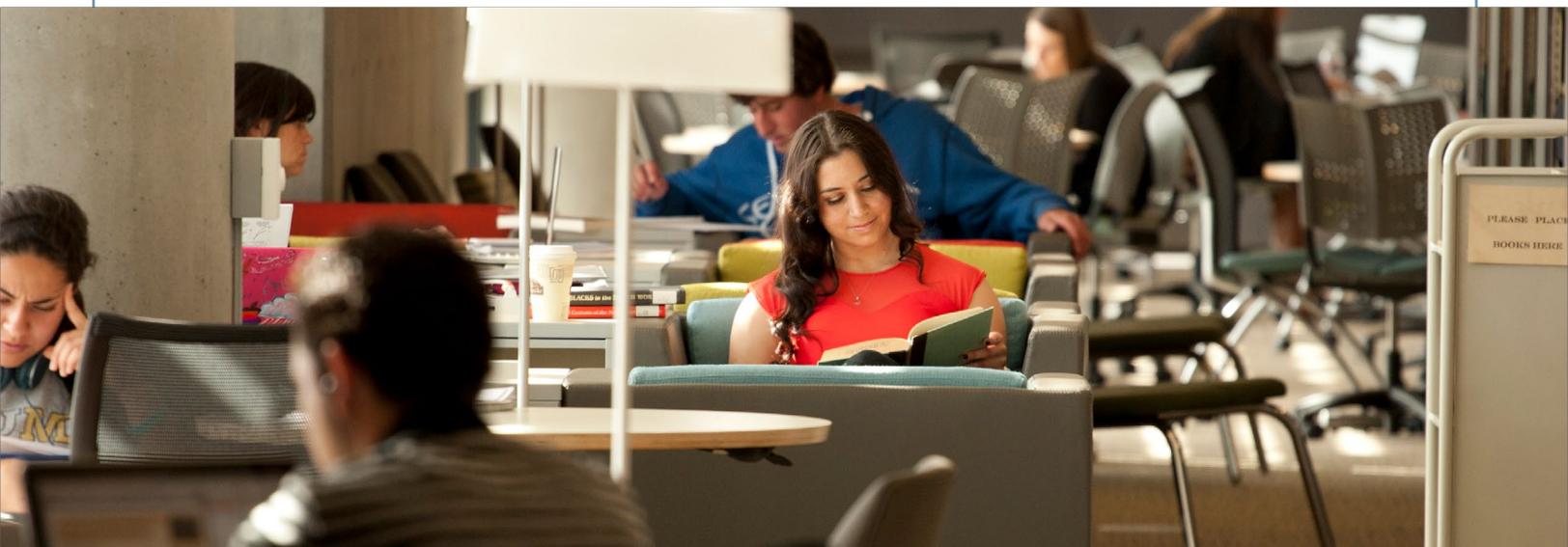
ESSENTIAL DUTIES AND RESPONSIBILITIES

The essential duties and responsibilities for the new Dean include, but are not limited to:

- Provide leadership to the College in advancing the Mission and Strategic Plan of the University as it relates to Extended Education and International Programs. Oversee the development and implementation of the EEIP strategic plan that contributes to the University strategic plan as well as Academic Affairs strategic priorities. Collaboratively develop goals for EEIP departments, initiatives, and staff.
- Grow and oversee the administration and expansion of a diverse portfolio of self-support operations, including degree and certificate programs, special session courses, Open University, extension credit and non-credit courses and programs, workforce development programs, personal and professional development courses and programs, and contract offerings. In collaboration with the academic Deans, monitor self-support academic programs for alignment with the University, mission, strategic plan, student demand, and community needs.
- In collaboration with campus partners, provide leadership in developing and implementing campus strategies to expand international programming, collaboration and partnerships.
- Foster student success by overseeing the administration of international programs and activities, and the development and execution of international memoranda.
- Ensure compliance with all CSU policies and procedures (formerly Executive Orders) and University policies and procedures relevant to Extended Education and International Programs. Ensure that all EEIP programs operate in compliance with applicable Collective Bargaining Agreements for faculty and staff employees.
- Build strong collaborative relationships with other units on campus, including with other deans, enrollment services, administration and finance and others to develop, enhance, and expand self-support programs.
- In collaboration with other deans and academic affairs staff, provide oversight of academic programs and curricula, including upholding standards of rigor and academic excellence to support student success.
- Assist academic deans and program directors in faculty recruitment.

ABOUT EXTENDED EDUCATION AND INTERNATIONAL PROGRAMS (CONT.)

- Seek opportunities to expand engagement with community and business partners and oversee the development of partnerships to provide career development opportunities.
 - Oversee the management of EEIP financials to ensure programs' sustainability and overall financial health of the College. Ensure compliance with policies and procedures related to financial management.
 - Oversee recruitment and marketing for all EEIP programs.
 - Effectively manage the College's human resources: setting expectations and goals, as well as conducting staff evaluations against set goals.
 - Oversee and develop EEIP policies and procedures that ensure transparent and efficient operations.
 - Promote professional development and teamwork among EEIP staff.
 - Serve on the Academic Affairs Leadership Team; serve as an ex-officio member of the Academic Committee on International Programs (ACIP) and other committees to provide leadership on a wide variety of campus initiatives.
 - Other duties as assigned.
- KNOWLEDGE, SKILLS AND ABILITIES**
- Strong and effective management and supervisory skills.
 - Demonstrated knowledge in current approaches to lifelong learning, continuing education, professional development, credentials and micro-credentials, and innovative educational programs.
 - Demonstrated knowledge in international programming, including study abroad programs, outreach to international populations, and international memos.
 - Excellent written and verbal communication skills.
 - Comprehensive knowledge of higher education issues and trends, and program development practices.
 - Demonstrated ability to work collaboratively and effectively across divisional and organizational lines.
 - Ability to work effectively in a multicultural and diverse setting.
 - Ability to analyze complex problems, devise innovative solutions, and foresee implications and potential consequences of various solutions.
 - Ability to work at all levels in a regional comprehensive and diverse public university.
 - Experienced in international education and stewarding partnerships.
 - Demonstrated success in advancing and implementing a strategic plan.
 - Demonstrated experience in transparent budget development and strategic budget management; knowledge of strategic enrollment and planning.
 - Ability to create and lead a team by maintaining a positive, collegiate, and productive work environment that promotes inclusion and diversity.
 - Demonstrated appreciation of innovative pedagogies, including technology-enhanced learning strategies.





QUALIFICATIONS

MINIMUM

- An earned terminal degree from an accredited institution.
- At least five years of administrative experience as a dean, associate dean, department chair, or comparable position.

PREFERRED

The ideal candidate will have skills, knowledge, and leadership experience in the following areas that are aligned with [CSUMB's core values and vision](#):

- Experience in a collective bargaining environment.
- Proven record of generating workforce related external funding.
- Outcomes-based education and assessment of student learning.
- A record of leadership in the area of Professional, Extended, Continuing, and/or Adult Education.
- Demonstrated record of successful administration and development of self-supporting programs and budget oversight.
- Demonstrated record of successful administration of international education programs, including developing and implementing international agreements.
- Demonstrated experience in strategic planning, policy and procedure development, and budget oversight.
- Experience with developing and implementing assessment plans, conducting data analysis, and developing and implementing continuous improvement plans
- Evidence of effective and ethical leadership and management through collaborative and shared decision-making.
- Evidence of strong, effective, ethical, and collegial collaboration as a member of an academic administrative team.
- Evidence of excellent communication and facilitation skills.
- Experience in administering or working with programs that serve an educationally, ethnically, and linguistically diverse student population with the capacity to understand and help implement the University's Vision and core values.
- Experience enhancing community relations and promoting the role of the organization in the campus and externally.
- Service learning, reciprocal community partnering, and/or field-based experiences in teaching and learning in respect to Adult Education.



NOMINATIONS AND APPLICATIONS

Academic Search is assisting California State University, Monterey Bay in this search. Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations by sending an email to CSUMB-EEIPDean@academicsearch.org. Please include the nominee's full name, position, institution/organization, and email address.

Priority consideration will be given to materials received by **Monday, March 9, 2026**. To apply, a candidate should submit the following to <https://www.academicsearch.org/CSUMB-DeanEEIPApply>:

- 1) a letter of intent addressing how the candidate's experiences match the position requirement and
- 2) a current CV/resume

References will not be contacted at this time but will be requested at a later stage in the search.

The anticipated salary range for this position is \$211,000 - \$214,000.

Dr. Cynthia Patterson and Dr. Maria Thompson, Managing Directors and Senior Consultants with Academic Search, are assisting in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity, potential applicants are welcome to submit their CV's to CSUMB-EEIPDean@academicsearch.org. Additional information about the institution may be found at www.csumb.edu.

CSUMB is an Equal Opportunity employer seeking to recruit and support a broadly diverse community of faculty and staff. We value and celebrate diversity in all its forms and strive to foster an inclusive culture built on respect that affirms inter-group relations and builds cohesion. We consider qualified applicants for employment for their anticipated contributions and without regard to race, color, religion, national origin, age, gender, gender identity or expression, sexual orientation, genetic information, medical condition, pregnancy, marital status, veteran status, or disability.

EMPLOYMENT REQUIREMENTS

All offers of employment are contingent upon the successful completion of a background check (including a criminal records check).

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.

This position will have a duty to report to the Campus Title IX Officer information pertaining to victims of sex discrimination, sexual harassment, sexual misconduct, dating/domestic violence, and stalking as required by CSU Executive Order 1095.

This position has been designated as a sensitive position with:

- responsibility for the care, safety and security of people (including children and minors), animals and CSU property;
- authority to commit financial resources of the university through contracts greater than \$10,000;
- access to and responsibility for detailed personally identifiable Level 1 confidential information about students, faculty, staff or alumni that is protected, personal or sensitive as defined in the [CSU Information Security Data Classification Standards](#); and

- control over campus business processes, either through functional roles or system security access.

This position is designated as a Campus Security Authority, will be required to participate in annual training, and to immediately forward to University Police all reports of Clery Act crimes brought to their attention.

This position is required to comply with confidentiality requirements outlined in the Department of Education's Family Educational Rights and Privacy and California's Educational Code Chapter 13 regarding sensitive student issues.

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](#).

Must possess and maintain a valid license to drive in the State of California, pass the Defensive Training Class, and be insurable under the University's liability coverage.



ABOUT ACADEMIC SEARCH

Academic Search is assisting California State University, Monterey Bay 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.

