

SEARCH PROFILE:

SENIOR DIRECTOR OF UNIVERSITY ADVISING



CSUN®

CALIFORNIA
STATE UNIVERSITY
NORTHRIDGE

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California State University, Northridge (CSUN) seeks a leader to serve as the next Senior Director of University Advising in the thriving and diverse environment of greater Los Angeles.



CSUN'S COMMITMENT TO YOU

CSUN is committed to achieving excellence through teaching, scholarship, learning and inclusion. Our values include a respect for all people, building partnerships with the community, and encouraging innovation, experimentation, and creativity. CSUN strives to cultivate a community in which a diverse

population can learn and work in an atmosphere of civility and respect. CSUN actively seeks candidates who make contributions to equity and inclusion in the pursuit of excellence for all members of the university community.

THE UNIVERSITY

One of the largest universities in the country, California State University, Northridge (CSUN) is an urban, comprehensive university that delivers award-winning undergraduate and graduate programs to over 36,000 students annually and counts over 425,000 alumni who fuel the region's economy. Since its founding in 1958, CSUN has made a significant and long-term economic impact on California, generating nearly \$1.9 billion in economic impact and more than 12,000 jobs

each year. CSUN is a designated Minority-Serving and Hispanic-Serving Institution and nationally recognized for success in serving a diverse student body. The *Wall Street Journal/College Pulse* ranked CSUN fifth in the nation for social mobility, CollegeNET ranked CSUN 11th on the 2024 Social Mobility Index, and *The New York Times* named CSUN the No. 1 public university for economic diversity.

CSUN SELECT RECOGNITIONS AND DISTINCTIONS

- *Excelencia* in Education awarded CSUN the prestigious Seal of *Excelencia*, a national certification that recognizes institutions that authentically and intentionally serve Latinx/a/o students, to the benefit of all students.
- The *Wall Street Journal*/College Pulse 2024 Best Colleges in the U.S. ranked CSUN: #12 Best Public University nationally, #2 Best Public University in California, #20 Best for Student Experience nationally, and #5 Best for Social Mobility nationally.
- CSUN has been recognized as a top performer in the Association for the Advancement of Sustainability in Higher Education (AASHE) 2023 Sustainable Campus Index, moving into 4th place among master's institutions.
- CSUN has the largest enrollment of students who are Deaf and Hard of Hearing among mainstream universities in the nation.
- Hillel has named CSUN as one of the "Top 60 Public Universities by Jewish Population."
- CSUN has awarded the third-most bachelor's degrees to Latinx/a/o/Hispanic students in the nation, according to the National Center for Education Statistics.
- A *New York Times* interactive database of college rankings shows CSUN's transformational impact. According to the database, CSUN is #1 out of 293 public colleges nationwide for the economic diversity of its students, 18th for economic mobility, and 21st for its low net price.
- CSUN scored 4.5 out of 5 stars on the Campus Pride Index.
- For the third straight year, in 2023 CSUN was designated a Fulbright HSI Leader from the U.S. Department of State's Bureau of Educational and Cultural Affairs (ECA) for its noteworthy engagement with the Fulbright Program.
- The Association of College and University Educators (ACUE) honored CSUN as a Movement Maker for demonstrating an enduring commitment to the success of all students.





CSUN STUDENT DEMOGRAPHICS (FALL 2024)

- **36,848 STUDENTS**
- **STUDENT POPULATION BY ETHNICITY:**
 - 56.3% Latinx/o/a
 - 18.9% White
 - 8.8% Asian American/Pacific Islander
 - 5.3% African American
- 3.2% Multi-ethnic
- **STUDENT POPULATION BY GENDER:**
 - 162 Nonbinary
 - 19,623 Women
 - 17,063 Men

ACADEMIC AFFAIRS

CSUN's nine colleges offer 151 baccalaureate degrees, 107 master's degrees, 3 professional doctorate degrees, 26 credentials in the field of education, and various opportunities in extended learning and other special programs. For more information about the units in Academic Affairs, click the links below.

- [Mike Curb College of Arts, Media, and Communication](#)
- [David Nazarian College of Business and Economics](#)
- [Michael D. Eisner College of Education](#)
- [Andrew J. Anagnost College of Engineering & Computer Science](#)
- [College of Health and Human Development](#)
- [College of Science & Mathematics](#)
- [College of Social & Behavioral Sciences](#)
- [Tseng College of Graduate, International, and Midcareer Education](#)
- [University Library](#)



THE POSITION OF SENIOR DIRECTOR OF UNIVERSITY ADVISING

The Senior Director of University Advising (Sr. Dir. UA) works under the direction of the Provost and Vice President for Academic Affairs to provide vision, strategic leadership and management, and coordination to services, initiatives, and programs focused on improving [undergraduate academic advising](#) and campus-wide student support services that leads to retention and graduation of all students and educational equity for minoritized students and other underserved populations. The Sr. Dir. UA is responsible for offering central support and professional development opportunities to academic advisors. The Sr. Dir. UA provides strategic leadership to the Directors of College Advising and their teams, ensuring a cohesive, student-centered approach to academic advising across the institution. In close collaboration with advisors and campus leadership, the Sr. Dir. UA promotes consistent advising practices that support student success and retention. This role also works closely with college deans to align advising initiatives with academic goals and institutional priorities, fostering strong communication and coordination between university-wide and college-level advising efforts. This role ensures ongoing engagement with best practices and relevant technologies to enhance the university's ability to provide consistent, high-quality advising services to its diverse student population.

The Sr. Dir. UA establishes standards for effective advising, and oversees the efficient operation, planning, implementation, and continuous delivery of student advising and related academic support services from prospect to graduation. The Sr. Dir. UA leverages various tools and technologies to develop data-informed strategies for services, initiatives, and programs, and has a strong track record of experience working with diverse student communities including evidence of effective strategies that serve historically underserved students as well as first- and second-year students, high-unit seniors, undeclared students, and students on academic probation. The Sr. Dir. UA ensures that services to students are in accordance and consistent with university and CSU policies to support students' progress toward degree. Additionally, this position contributes to the exceptional working environment and service-delivery function of undergraduate advising by promoting and ensuring student success from enrollment to graduation.

As a leader, the Sr. Dir. UA will have the opportunity to thrive in a community in which our leaders strive to embody fundamental traits identified in our Leadership Principles <https://www.csun.edu/leadership-principles>.



QUALIFICATIONS

REQUIRED QUALIFICATIONS

- Master's degree in any field from an accredited institution
- Minimum of five years of progressively responsible experience in caseload advising and facilitating campus-wide programs in advising and/or student success initiatives
- Demonstrated experience working with all levels of administration, faculty, and staff in facilitating student achievement, retention, and graduation
- Demonstrated knowledge of current research and best practices related to advising and student success in the higher education environment
- Experience working in a complex and diverse, university environment
- Demonstrated ability to build campus-wide collaborations and foster a positive, cooperative, and productive work environment through effective communication and teamwork
- Demonstrated experience working with and supporting minoritized and underserved communities, including first-generation and Pell-eligible students, through advising and programming aimed at closing equity gaps
- Demonstrated ability to facilitate continuous improvement and employee involvement to assess and improve services, promote campus culture, and build teams
- Demonstrated ability to analyze problem situations, identify feasible solutions, and present recommendations in a concise, logical and systematic manner, anticipating issues and the consequences of actions and decisions
- Demonstrated ability to effectively handle a broad range of high-level and sensitive interpersonal situations with diverse personalities
- Demonstrated passion for working with students, faculty, staff, and others to create an equity-minded, student-centered environment

PREFERRED QUALIFICATIONS

- Doctoral degree from an accredited institution in higher education, educational leadership, counseling, student affairs, or a related discipline
- Seven or more years of progressively responsible experience in academic advising or student success initiatives, including significant supervisory or leadership roles
- Experience with strategic planning and organizational change management, especially in large, complex university environments
- Exceptional project management skills, including leading cross-divisional initiatives or committees
- Demonstrated expertise in data analytics and the use of advising technologies for program assessment and improvement
- Experience providing professional development or training for advisors, faculty, or staff on equity-minded practices, cultural competency, and/or use of advising technologies



GENERAL INFORMATION

Salary/Benefits: Salary is commensurate with knowledge, skills, and experience. The University offers excellent fringe benefits. The anticipated hiring salary range is \$165,000 to \$173,256 per year, dependent upon qualifications and experience.

Background check: This position is a sensitive position as designated by the CSU. A background check (including a criminal records check) must be completed satisfactorily. Failure to satisfactorily complete the background check may affect the status of candidates who apply for the position.

CANRA: The person holding this position will be considered a 'limited 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.

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.

APPLICATION PROCESS

EFFECTIVE DATE OF APPOINTMENT:
As soon as possible.

HOW TO APPLY:

The university is being assisted by Academic Search. Applications should consist of a substantive cover letter, a resume, 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: CSUNAdvising@academicsearch.org

The position is open until filled but only applications received by **Friday, February 20, 2026**, can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting

senior consultant Chris Butler at Chris.Butler@academicsearch.org. Further information about California State University, Northridge is available at <http://csun.edu/>.

CSUN is an Equal Opportunity Employer and prohibits discrimination on the basis of Age, Disability (physical or mental), Gender, Gender Identity (including Nonbinary or Transgender), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Pregnancy or related conditions, Race or Ethnicity (including color, caste, or ancestry), Religion or Religious Creed, Sex (including Sex Stereotyping or Sex Characteristics), Sexual Orientation, and Veteran or Military Status. Our nondiscrimination policy is set forth in the [Interim CSU Nondiscrimination Policy](#). Reasonable accommodations will be provided for applicants with disabilities who self-disclose by contacting Recruitment Services at 818-677-2101.

ABOUT ACADEMIC SEARCH

Academic Search is assisting California State University, Northridge 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.

