

SEARCH PROFILE:

ASSISTANT VICE PRESIDENT OF FACULTY
PROGRAMS AND INITIATIVES



CSUN®

CALIFORNIA
STATE UNIVERSITY
NORTHRIDGE

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California State University, Northridge (CSUN) seeks a catalytic and collaborative academic leader to serve as the inaugural Assistant Vice President of Faculty Programs and Initiatives 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 the encouragement of 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 is especially interested in 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 more than 36,000 students annually and counts more than 400,000 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 nearly 12,000 jobs each year. CSUN is a designated Minority-

Serving and Hispanic-Serving Institution, ranking amongst the top twenty in the nation in graduating Latinx students. More than 70 percent of CSUN students are first-generation college students, and 60 percent come from historically underrepresented groups. *Money* magazine consistently ranks CSUN among the nation's "most transformative" colleges for putting diverse students on the path to higher career earnings.

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.
- *U.S. News & World Report* named CSUN the 25th best regional university in the West, and No. 11 best public school among regional universities in the West.
- *Washington Monthly* ranked CSUN fourth in the West among America's Best Bang for the Buck Colleges.
- 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" and ranked the university #1 in California and #13 nationally among public schools with the largest Jewish populations.
- 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. Among 883 public and private colleges nationwide, CSUN is #2 for economic diversity, 18th for economic mobility, and 21st for its low net price.
- The National Science Foundation ranked CSUN in the top 15 nationally among similar institutions (Carnegie Master's Colleges and Universities) for graduates who go on to earn research doctorates.
- CSUN is ranked #15 in the nation on CollegeNET's 2022 "Social Mobility Index," which measures the success rates of economically disadvantaged students graduating into well-paid jobs.
- 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. The award was presented to the CSU — highlighting CSUN and Cal State LA — at ACUE's inaugural National Higher Education Conference in June 2023.
- The Arbor Day Foundation recognizes CSUN as an official Tree Campus USA for its commitment to effective urban forest management, a title the university has held for nine years.
- A team of 39 CSUN mechanical engineering students won multiple top-3 awards in a NASA program that asked schools with high populations of traditionally underrepresented students to design technology for a future mission to the moon.
- CSUN alumni have won Grammys, Oscars, Golden Globes, and Emmys, and they work at all levels of the music and media industries. Seven CSUN alumni journalists are winners of the Pulitzer Prize, the highest journalism honor in the country.
- The long-running Assistive Technology Conference, sponsored by CSUN's Center on Disabilities, is recognized as the premier event in the field of technology for persons with disabilities.





CSUN STUDENT DEMOGRAPHICS (FALL 2022)

- **36,123 STUDENTS**
- **CSUN RACE/ETHNICITY**
 - American Indian/Alaskan Native: 0.1%
 - Asian American: 9.2%
 - African American: 4.7%
 - Latinx/a/o: 55.4%
 - Pacific Islander: 0.1%
 - White: 20.6%
 - Multi-Race: 3.0%
 - International: 3.5%
 - Unknown: 3.3%

ACADEMIC AFFAIRS

CSUN's nine colleges offer 60 baccalaureate degrees, 41 master's degrees, 28 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](#)
- [College of Engineering & Computer Science](#)
- [College of Health & Human Development](#)
- [College of Science and Mathematics](#)
- [College of Social and Behavioral Sciences](#)
- [Tseng College of Graduate, International, and Midcareer Education](#)
- [Oviatt Library](#)



THE POSITION OF ASSISTANT VICE PRESIDENT OF FACULTY PROGRAMS AND INITIATIVES

Reporting to the Provost, the Assistant Vice President of Faculty Programs and Initiatives (AsstVP of FPI) has responsibility for coordinating and implementing campus-wide faculty hiring according to Equal Employment Opportunity (EEO) principles and best practices. Working with Deans of the colleges and the Office of Equity and Compliance, the AsstVP will lead the hiring of college-specific Faculty Equity and Compliance Representatives, ensuring appropriate training and guiding efforts to recruit and retain a diverse faculty workforce (both tenure-track and lecturer faculty). The AsstVP of FPI works collaboratively with search and screen committees of each academic department as well as other offices on campus to ensure the timely and successful hiring of faculty. After faculty are hired and onboarded, the AsstVP will continue to coordinate and implement efforts to retain faculty.

As a leader, the AsstVP demonstrates a commitment to faculty retention and recruitment that is mission aligned with the university's vision, values, and priorities; establishes an ethical and collegial work environment, promoting a collaborative, accountable, and inclusive team; encourages a courageous and resilient solution-oriented environment by participating in new opportunities to further the mission of the university; participates in developing initiatives that further support the campus mission with a service-oriented and catalytic mind set; and strengthens employees by being communicative and a talent builder that develops team attributes, furthering departmental goals.



QUALIFICATIONS

REQUIRED QUALIFICATIONS:

- Eligibility for appointment as a tenured faculty member at the rank of Professor including an earned doctorate or terminal degree from an accredited academic institution
- At least three years of progressively responsible academic administrative experience (including staff supervision)
- At least three years of academic administrative experience with evidence of efforts/projects focused on developing and communicating equity-minded decision making, inclusive excellence, and faculty success
- Demonstrated record of experience in working within a diverse community of students, faculty, and staff
- Demonstrated experience in academic personnel decision-making, especially with university policies for recruitment, and retention in a collective bargaining setting
- Demonstrated experience developing equity-minded retention initiatives focused on diversity and inclusion
- Demonstrated ability to work effectively and collaboratively with colleges, other units in a specific division, other divisions across a university, and systemwide offices
- Demonstrated ability to serve effectively as a member of an academic administrative team
- Demonstrated management and organizational skills
- Ability to handle several projects simultaneously
- Excellent public speaking and presentation skills with experience delivering presentations to diverse audiences

- Excellent written and oral communication skills
- Demonstrated ability to deal discreetly, effectively, and confidentially with sensitive faculty issues
- Demonstrated commitment to diversity, equity, inclusion, and access
- Demonstrated ability to work in a diverse higher education environment

PREFERRED QUALIFICATIONS:

- At least five years of progressively responsible academic administrative experience (including staff supervision)
- At least five years of academic administrative experience with evidence of efforts/projects focused on developing and communicating equity-minded decision making, inclusive excellence, and faculty success

KNOWLEDGE, SKILLS, ABILITIES, & LEADERSHIP:

- Evidence of leading or of having the potential to lead diverse teams in supporting the operational mission and vision of employers by fostering an ethical, inclusive, and collegial work environment
- Demonstrated ability to support ongoing institutional improvement through courageous, resilient, and catalytic leadership
- Experience or ability to lead varying initiatives through a collaborative, service-oriented, and communicative approach
- Demonstrated commitment to fostering employee development, recognition, and accountability to further operational goals
- Demonstrated ability to be accountable to institutional goals



GENERAL INFORMATION

General Information: CSU requires faculty, staff, and students who are accessing campus facilities to be immunized against COVID-19 or declare a medical or religious exemption from doing so. Any candidates advanced in a currently open search process should be prepared to comply with this requirement. To learn more visit our Matadors Forward site: <https://www.csun.edu/matadors-forward/faculty-and-staff-fall-guidelines>.

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:
July 1, 2024

HOW TO APPLY

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

The position is open until filled but only applications received by Monday, April 8, 2024, can be assured full consideration. Confidential discussions about this

opportunity may be arranged by contacting consultants Ann Hasselmo at Ann.Hasselmo@academicsearch.org and Chris Butler at Chris.Butler@academicsearch.org. The anticipated hiring range is \$165,000 to \$178,008 per year, dependent upon qualifications and experience. 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 race, color, ethnicity, ancestry, religion, national origin, age, gender, gender identity/expression, sexual orientation, genetic information, medical condition, marital status, covered military and veteran status, and disability. 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.



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