

SEARCH PROFILE:

ASSOCIATE DEAN OF THE SCHOOL OF EDUCATION



Channel Islands

CALIFORNIA STATE UNIVERSITY

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California State University Channel Islands (CSUCI) invites confidential inquiries, nominations, and applications for the position of Associate Dean of the School of Education. A key member of the Dean's leadership team in the School of Education (SOE), the Associate Dean supports the Dean in developing and implementing the school's vision, mission, conceptual framework, and goals and assists in developing strategies to pursue schoolwide priorities and demonstrating commitment to a just, equitable, and inclusive education. Collaborates with school's Dean, Academic Department Chairs, faculty, and staff to build on existing community partnerships and establish new

school, district, and other regional partnerships to ensure innovative and relevant programs for CSUCI's students. Under the Dean's direction, oversees and collaborates with academic departments on all aspects of continuous improvement, accreditation, and assessment. Serves as the administrative leader for recruitment, admissions, advising, and student success and recognizes the importance of collective strength, knowledge, and information. Collaborates through use of culturally responsive approaches to gain support and commitment from others and works to find common ground and group consensus, developing and implementing solutions.

CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS

CSUCI, the newest campus in the California State University system, opened its doors to its first transfer and post-baccalaureate credential students in Fall 2002, and then welcomed its inaugural freshman class in Fall 2003. With an operating budget of roughly \$140 million, CSUCI enrolled 5,643 students, including 171 graduate and post-baccalaureate students (Fall 2022). The campus employs 168 tenured/tenure-track faculty, including department chairs and librarians, and an additional 21 lines budgeted for FY22-23 with plans for those lines to be filled during FY23-24. The campus also employs 250 lecturers, and 537 non-faculty staff members and administrators. In July 2015, the University earned re-accreditation for an additional nine years from the Western Association of Schools and Colleges' Senior College and University Commission (WSCUC, formerly WASC). In Fall 2021, the campus initiated Strategic Enrollment Management Planning, Academic Master Planning, Integrated Marketing Communication Planning, and long-term budget development processes to ensure continued growth in the coming years. At full capacity, CSUCI is expected to eventually serve 15,000 full-time

equivalent students.

CSUCI has expanded its academic programs since its founding, and today offers 27 undergraduate majors, eight graduate degrees, and a number of credential and certificate programs. The campus also operates six centers and institutes. Students have access to highly engaging curricular and co-curricular learning experiences, with outstanding faculty and staff, small class sizes, innovative applications of instructional technologies in their in-person, online, and hybrid classes, and other high-impact learning practices including service learning, undergraduate research, and study abroad opportunities in 20 countries. CSUCI has earned national distinctions because of its faculty, work environment, community service, student/faculty research, and efforts to advance diversity, equity, and inclusion. In 2023, CSUCI was ranked among the top 30 "Most Promising Places to Work in Student Affairs" for the ninth year in a row. The University has been recognized four times by The Chronicle of Higher Education as a "Great College to Work For." U.S News & World Report recently ranked CSUCI 28th for Regional Universities

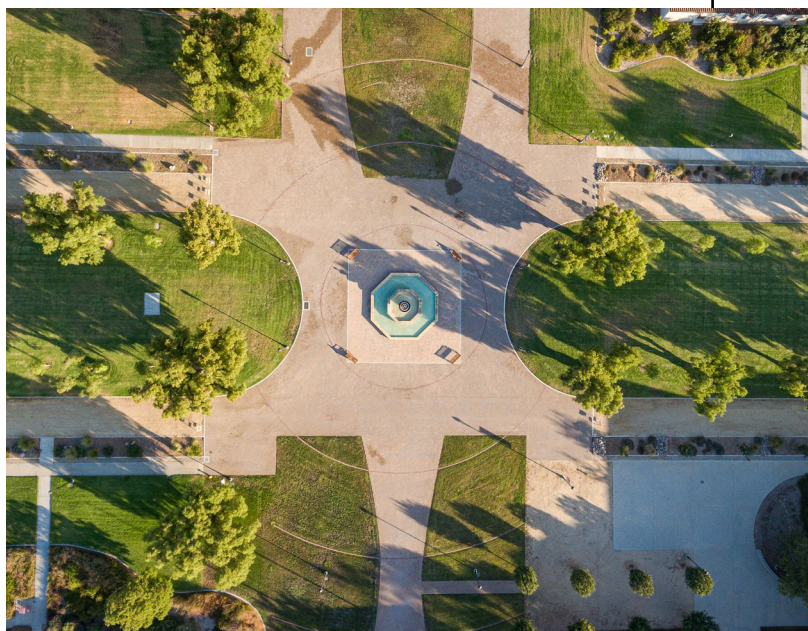
CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS (CONT.)

West, overall – and at 12th for Top Public Schools in that category and 11th for Social Mobility. CSUCI achieved the designation of Hispanic Serving Institution in 2009. The [economic and fiscal impacts](#) of HSI grants benefit the economies of local communities in Ventura and Santa Barbara counties, in the region, and throughout the entire state, generating significant benefits in the form of increased employment, labor income, and economic output.

In 2019, CSUCI was the first CSU campus and one of only nine institutions in the nation to receive the inaugural Seal of Excelencia, a prestigious, voluntary, and comprehensive certification granted by the Washington, D.C.-based organization, Excelencia in Education. The Seal recognizes an institution's very high level of commitment and effort to serve Latino students successfully – to close equity gaps, accelerate the number of Latino students who earn college degrees by 2030, and safeguard America's future by promoting more high-quality educational opportunities for all of the nation's students. The University was recertified with the Seal of Excelencia in 2022.

The work of all employees at CSUCI is driven by the University's mission: "Placing students at the center of the educational experience, California State University Channel Islands provides undergraduate and graduate education that facilitates learning within and across disciplines through integrative approaches, emphasizes experiential and service learning, and graduates students with multicultural and international perspectives." With a 22:1 faculty-to-student ratio and average class size of 25, students benefit from the University's student-centered approach, as they are challenged to tackle pressing problems in their community and the real world; conduct meaningful discussion, research, and exploration; and work closely with expert faculty on research initiatives.

The University has over 25,720 alumni who are organized through the Alumni & Friends Association, an organization that facilitates career mentorship programs and offers activities for alumni and current students alike. CSU Channel Islands alumni who are still in California for FY 2021-2022 supported an additional 3,187 jobs, \$147 million in labor income, \$319.7 million in industry activity, and \$38.4 million in state and local tax revenue. CSUCI cultivates a strong sense of connection and pride in its alumni and appreciates their ongoing participation in the University's fundraising efforts. CSUCI has been eligible for and extremely competitive in winning federal HSI funding and other supports, with almost \$37 million in HSI grant awards received since 2010. The most recent award, announced by the U.S. Department of Education in September 2022, is for SOAR (Student Outreach, Academics, and Retention) at CI, a Title V, Part A grant funded for \$2,996,466 over five years,



designed to strengthen practices, systems, and academic student support to increase the number of Hispanic and low-income students who enroll in, persist through, and graduate from CSUCI.

THE CAMPUS

The campus exists on ancestral Chumash lands and was developed on the site of the former Camarillo State Hospital. Since its founding 21 years ago, CSUCI has seen remarkable physical growth, doubling in size to more than 1,200 acres and undergoing extensive building and renovation. The campus features a unique collection of 1930s Mission Revival and Spanish Colonial Revival buildings organized around a central mall, formal quads, courtyards, and open spaces. A [virtual tour](#) of the campus is available. Affiliate locations include the [Channel Islands Boating Center](#) and the [Santa Rosa Island Research Station](#), located within the [Channel Islands National Park and Marine Protected Area](#).

During its first 21 years, CSUCI underwent more than \$233 million in building and renovation projects. Among the many striking features on the campus are the world-class John Spoor Broome Library, the iconic Bell Tower, modern student residence halls, and a number of buildings – both renovated and newly constructed – which provide classrooms, laboratories, studios, and offices for faculty and staff. [Capital project](#) planning is currently underway for Gateway Hall, a new “front door” for the campus housing student services, selected academic programs, and classrooms; a \$47M Early Childhood Care & Education Center that the School of Education will oversee, is scheduled to open in January 2027, and whose first-phase will serve over 100 children;

CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS (CONT.)

a solar array estimated to ultimately provide 68% of the campus' annual energy needs; renovation of Manzanita Hall as the new home of the Martin V. Smith School of Business & Economics; completion of the second phase of University Glen housing, Anacapa Canyon, adding 598 residential units to the first phase of University Glen (which is the residential community immediately adjacent to the campus proper, currently home to many CSUCI faculty and staff members, as well as employees of educational partners, the military, graduates of any CSU, and members of the general public); and a mixed-use facility for student health services and other needs.

Community service and environmental responsibility are hallmarks of the campus. The University has been recognized on the President's Higher Education Community Service Honor Roll four years in a row, and the "Guide to Green Colleges" by the Princeton Review named CSUCI as one of the nation's most

environmentally responsible "green" universities in 2014. The Association for the Advancement of Sustainability in Higher Education (AASHE), an organization that recognizes excellence in sustainable practices, has given CSUCI one of its highest ratings, having commended the campus for earning a gold rating in AASHE's Sustainability Tracking, Assessment & Rating System (STARS). CSUCI was initially one of only three CSUs with a gold rating. In 2015, CSUCI became a signatory of the American College and Universities President's Climate Commitment. The campus has also been recognized 11 times as a Tree Campus by the Arbor Day Foundation, as well as a Bee Campus USA for two years. CSUCI is also preparing to take bold action to address climate change. The new solar array at the entrance to campus is one example of the initiatives underway to reduce CSUCI's greenhouse gas emissions and work toward carbon neutrality.

LOCATION

CSUCI is located 4.5 miles south of the city of Camarillo and within the Oxnard Plain in Ventura County, roughly 50 miles north of Los Angeles. As a regional central coast university in the CSU system, CSUCI serves all of Ventura County and the southern part of Santa Barbara County — a region that enjoys a rich mix of ethnic diversity. The local economy relies on six key industry sectors, including agriculture, manufacturing, construction, health services, biotechnology, professional/scientific/technical services, and leisure/hospitality.

Ventura County enjoys an ideal combination of a warm Mediterranean climate and ocean breezes throughout

the year. Residents enjoy access to an array of urban amenities, such as restaurants, wine tasting, premium outlet shopping malls, and farmers markets, as well as boundless outdoor recreation, including numerous nearby beaches, harbors, and the Santa Monica Mountains National Recreation Area. Ventura County is located about an hour from the vast cultural offerings of greater Los Angeles, including Santa Monica and Hollywood, and is located less than an hour from Santa Barbara. The area's largest employers are in government, science and technology, agriculture, and two nearby military bases. To learn more about the Ventura County coast, [click here](#).



CURRENT INITIATIVES

CHARTING OUR COURSE

Provost Mitch Avila, who joined CSUCI in January 2021, launched a revisioning of the University's academic master plan in Fall 2021. This "Charting Our Course" effort was a six-month, campus-wide, strategic planning exercise to identify which degrees and academic programs should be prioritized for expansion or creation through the rest of this decade. The Provost engaged faculty, staff, students, and other stakeholders in imagining the future of CSUCI, challenging all participants to grapple with fundamental questions regarding the campus identity, mission, and aspirations. One significant outcome was the addition of 24 new degree programs to the CSUCI's [Academic Master Plan](#). The first degrees, including the Doctorate in Educational Leadership for Equity & Justice (DELEJ) and the MS in School Counseling (with Pupil Personnel Credential) degrees are scheduled to launch as soon as Summer 2024, with several additional undergraduate and graduate degrees set to begin in following years.

INCLUSIVE EXCELLENCE

At CSUCI, student and institutional success is understood as being directly correlated with the level of success achieved in advancing the values of diversity, equity, and inclusion (DEI) across every division. In 2017, the President's Advisory Council on Inclusive Excellence (PACIE) was established, and in 2022, the campus's [Inclusive Excellence Action Plan](#) was launched. Cabinet-led Inclusive Excellence Action Teams (IEAT) worked through Spring and Summer 2021 to identify DEI efforts to date and conduct gap analyses in six areas: professional and leadership development; attracting, hiring, and retaining a diverse workforce; university advancement and community and government relations; campus climate and communication; collecting, analyzing, accessing, and utilizing data; and student access and success. In Fall 2021 IEATs developed their plans and shared them with the campus community. In Spring 2022 Cabinet members advanced proposals through the University's strategic initiative proposal and budget development processes.

FIRST-YEAR EXPERIENCES

The divisions of Academic Affairs and Student Affairs are launching several key First-Year Experience initiatives in Fall 2022 funded through philanthropic support. These will enhance first-time, first-year (FTFY) students' university experiences, supporting their near-term and long-term successes by investing in several initiatives with promising impact data on retention and graduation. The Jeff T. Green Family Foundation Scholarship initiative will award up to 50 FTFY students who meet the Pell Grant eligibility criteria (FAFSA) or have an equivalent Pell Grant (CADAA) Estimated Family Contribution (EFC)

with a \$20,000 scholarship distributed over four years at CSUCI. These scholarships will be renewable upon successful participation in and completion of required high-impact practices for student success. Notably, eligibility for this scholarship requires a cumulative high school GPA between 2.0-2.9, with intentional outreach and support offered to those in this "murky middle" – a GPA territory familiar to many historically under-represented and under-served students in P12, college, and university systems, for whom economic realities, family responsibilities, and unmet learning needs can compete with the possibility of earning and maintaining high grades.

A second First-Year Experience is also supported by a gift from Jeff T. Green – providing peer-embedded mentors in every section of all first-year composition and quantitative reasoning courses. CSUCI is concurrently examining data from the past several years on the impact of peer-embedded mentors on student success, specifically in terms of how different professors take advantage of having this additional resource in their classrooms. After identifying high-impact practices for utilizing peer-embedded mentors, the campus will work to grow that model, supporting the sharing of those practices with faculty across schools and disciplines.

Third, CSUCI instituted an Expanded Summer Bridge Program in Summer 2022 supported through Mackenzie Scott's investment in CSUCI. Students lived on campus for six weeks and were able to begin their first Fall semester at CSUCI with six units already earned. All Expanded Summer Bridge Program expenses are paid for through Mackenzie Scott's philanthropic support.

Finally, and again through Mackenzie Scott's investment in CSUCI, up to 200 first-time, first-year students who meet the Pell Grant eligibility criteria (FAFSA) or have an equivalent Pell Grant (CADAA) Estimated Family Contribution (EFC) will be awarded a \$5,000 Housing Grant for two years, supporting these students' ability to live in residential housing, participate in a learning community, and maximize their ability to engage in a full range of curricular and co-curricular university experiences.





THE STUDENT EXPERIENCE

In keeping with the mission of the CSU system, CSUCI simultaneously provides a student-centered, world-class education while offering access to many groups traditionally excluded from higher education. Most CSUCI students are from California (99%), reflecting the richness of its diversity. In the aggregate, the majority matriculate to CSUCI from Ventura (54%) and Los Angeles (23%) counties. While transfer students tend to be local to Ventura (59%), the largest percentage of freshmen (35%) are from Los Angeles. Campus enrollment for Fall 2022 is 5,643 students (headcount). Student demographics as of Spring 2022 include the following: Female (66%), Male (34%), Non-binary (0.2%); First Generation (59%); Low Income (48%); Hispanic/Latino(a) (60%); White (23%); Asian American (6%); African American (2%); Native American/Alaskan (0.2%); Native Hawaiian/Pacific Islander (0.2%); two or more ethnicities (4%); with 3% of students not reporting ethnicity. Veterans and their dependents comprise 2% of CSUCI's student body.

CSUCI is proud of its highly diverse and competitive student body. The average high school GPA of first-year students is 3.39, and the average transfer GPA is 3.23. Similarly, while CSUCI enrolls a significantly higher percentage of students in need of remediation than the

CSU average, retention and graduation rates match or exceed those of the CSU. CSUCI has made tremendous progress improving student success and equity, and is on track to meet its ambitious goals for the [CSU Graduation Initiative 2025](#).

Undergraduate tuition ranges from \$3,401-3,860 per semester; graduate tuition is \$8,236 per semester. Approximately 83% of students receive financial aid. The University offers more than \$706,000 in scholarships each year to outstanding undergraduate, graduate, and credential students based on financial need, academic merit, or both. For example, outstanding high school seniors selected as President's Scholars are awarded a four-year, full-tuition scholarship and the CSUCI Foundation provides general scholarships for qualified students.

ACADEMICS

CSUCI has distinguished itself academically. Faculty members have garnered prestigious awards and grants from the National Science Foundation, the Mathematical Association of America, the California Institute for Regenerative Medicine, and the U.S. Department of Education, among others. Academic programs offered at CSUCI have been shaped in part by regional workforce needs, with the goal of preparing students for promising jobs of the future. The Division of Academic Affairs currently includes the following units: the School of Arts & Sciences, the School of Education, the Martin V. Smith School of Business & Economics, Extended University, and the John Spoor Broome Library.

Although most academic programming is based on CSUCI's campus, Extended University also offers programming through instructional facilities operated in the city of Goleta, California. The mission of CSUCI's Extended University is to develop programs that reflect regional partnerships and offer support in response to local educational needs.

California State University Channel Islands offers 27 undergraduate majors, 8 graduate degrees, and a variety of certificate and teaching credential programs. [The Division of Academic Affairs](#) includes the following units:

- [Arts & Sciences](#) currently includes undergraduate majors and minors in 20 disciplines across the arts, humanities, sciences, and social sciences. The School is dedicated to providing undergraduate students research experiences and opportunities to engage in community service and experiential learning. CSUCI offers a wide variety of excellent programs and classes, as well as a number of exciting international learning experiences.
- [The Martin V. Smith School of Business & Economics](#) has a liberal arts and interdisciplinary focus. It is built on the five Cs: critical thinking, collaboration, communication, conduct, and competencies. Students learn the fundamental principles of accounting, economics, finance, information systems, management, and marketing as applied in a variety of organizational settings. A distinguishing aspect of the Business and Economics programs is the requirement to take courses developed in conjunction with disciplines outside the traditional business curriculum.
- [Extended University](#) responds to important needs in the community for continuing access to higher education and provides overall support for the University's commitment to lifelong learning. Extended University serves individuals throughout their career life cycles, especially as working



professionals and busy adults, with job skills training, career upgrades, professional certifications, and accelerated courses of study in accessible formats at convenient times and locations. The Osher Lifelong Learning Institute, a hallmark program for mature learners, has enriched the intellectual life of the community since its inception in 2004.

- [John Spoor Broome Library](#) enhances the CSUCI mission of interdisciplinary, international, multicultural, and service learning by planning and promoting the use of collections and services and supports student learning via its robust information literacy program. The Library actively collaborates with students, faculty and staff in developing its range of services.

CSUCI is poised to continue to grow in size and renown, while maintaining a student-focused learning environment. CSUCI embeds its mission in faculty-led and directed [Mission Centers](#): Center for Community Engagement, Center for Integrative Studies, Center for International Affairs, and Center for Multicultural Engagement. Other institutes reflecting partnerships with the community, an entrepreneurial spirit, and a penchant for innovative learning environments include the Henry L. "Hank" Lacayo Institute for Workforce & Community Studies, the Institute for Global Economic Research, and the Entrepreneurship & Small Business Institute.

CSUCI is accredited by the Western Association of Schools and Colleges' Senior College and University Commission (WSCUC, formerly WASC). CSUCI was granted initial accreditation in 2007 and in July 2015, was successfully reaccredited for nine years. In Fall 2021 the campus launched its next accreditation cycle, having qualified for the Thematic Pathway for Review option. This accreditation cycle will conclude with a site visit in Spring 2024.



THE SCHOOL OF EDUCATION

The [School of Education](#) consists of four academic departments: Early Childhood Studies, Educational Foundations, Teacher Education, and Educational Leadership & School Counseling and Psychology. It builds from the foundations of two undergraduate BA degrees, continues with credential offerings and Master's degrees, and concludes with a Doctorate in Educational Leadership for Equity and Justice (Ed.D.), which will launch in Summer 2024. The School's programs contribute to the education profession by producing teachers, school counselors, and school administrators who believe that all students have the ability to achieve high standards, who adapt their teaching to reach all students, and who embrace the diversity of all students. These graduates are reflective about their teaching, their attitudes, and their ability to work in collaborative analytical teams. The School strives to prepare educators to uplift, inspire, and engage all students, families, and communities with whom they work and works to advance issues of [equity, diversity, inclusion, and teaching/educating for justice](#).

The School has over 20 full-time faculty, 55 part-time faculty, 14 staff, and over 900 students. Undergraduate degree programs are offered in [Early Childhood Studies](#) and Liberal Studies with emphases in [Teaching and Learning](#) and [Concentrated Studies](#). The accredited post-baccalaureate credential programs prepare students to be [elementary](#), [secondary](#), and/or [special education](#) teachers with an option to earn a [bilingual authorization](#). The School has partnerships and MOUs with a number of regional school districts for field placements and engages in residency and traditional models for student teaching in its credential programs. In addition to its Camarillo-based programs, the School of Education offers programs at the Santa Barbara County Education Office and soon in the Santa Paula area of Ventura County.

The School also offers two master's degrees: an [MA in Educational Leadership](#) with emphases in P-12 and Higher Education and an [MA in Education](#) with emphases in Curriculum and Instruction and Disability Studies. Licensure for the [school administrator's credential](#) is offered with courses closely aligned to the P-12 emphasis in the MA in Educational Leadership. The School will launch a [Doctorate in Educational Leadership for Equity and Justice](#) and an [MS in School Counseling \(with Pupil Personnel Credential\)](#) in Summer 2024. [The California Subject Matter Project for Physical Education & Health](#) and [California Mini-Corps Program](#) are also a part of the School of Education.

The School of Education is actively involved in sponsored research and activities and manages large federal, state, and system grants. Funding sources and activities include CTC Residencies, California Teachers Summit, Math and Science Teacher Initiative, Federal Title II, and Federal Title V PPOHA grants. The School is accredited by the [California Commission on Teacher Credentialing](#) and is a member of the [Carnegie Project on the Education Doctorate \(CPED\)](#).

MISSION

The School of Education at California State University Channel Islands serves students, families, and communities by effectively preparing culturally competent teachers and leaders who work collaboratively to inspire learning and promote equity in and through education.

La Escuela de Educación de California State University Channel Islands sirve a estudiantes, familias y comunidades por medio de la preparación efectiva de maestros y líderes culturalmente competentes que trabajan en colaboración para inspirar el aprendizaje y promover la equidad en y a través de la educación.



THE POSITION OF ASSOCIATE DEAN OF THE SCHOOL OF EDUCATION

The Associate Dean of the School of Education collaborates with school's Dean, Academic Department Chairs, faculty, and staff to build on existing community partnerships and establish new school, district, and other regional partnerships to ensure innovative and relevant programs for CSUCI's students. Under the Dean's direction, the Associate Dean oversees and collaborates with academic departments on all aspects of continuous improvement, accreditation, and assessment. The Associate Dean serves as the administrative leader for recruitment, admissions, advising, and student success and recognizes the importance of collective strength, knowledge, and information. The Associate Dean collaborates through use of culturally responsive approaches to gain support and commitment from others and works to find common ground and group consensus, developing and implementing solutions.

The Associate Dean reports directly to the Dean, School of Education in all matters and works collaboratively with the department chairs, faculty, staff, students, and other CI administrators to achieve the school's collective vision, strategic initiatives, and goals.

RESPONSIBILITIES AND DUTIES

Community Partnerships and Fieldwork: In partnership with the Dean, initiates, cultivates, and supports regional community partnerships with PK-12 schools and school districts, county offices of education, community colleges, regional universities, early childhood centers and organizations, government, other non-profit organizations, and the private sector. Collaborates with business partners in the achievement of university goals that support the university and school's mission. Initiates grant applications and secures funding with LEAs (Local Educational Agencies) and ensures effective implementation of all partnership grants in support of educator residencies, and other related initiatives. Oversees the placement of students for fieldwork, internships, residencies, and related community engagement and partners with relevant Academic Department Chairs and staff. Leads and

provides ongoing oversight for residency partnerships by working with relevant individuals to organize professional development for principals, university liaisons, mentor teachers, early childhood center directors, and other relevant professionals.

Continuous Improvement, Accreditation, and

Assessment: Oversees continuous academic improvement and accreditation with and for regional, state, and national institutions, and assessment of all academic programs in collaboration with Assessment Analyst, Academic Department Chairs, and relevant faculty and staff.

These agencies include but are not limited to California Commission on Teacher Credentialing (CTC) and WSUC (WASC Senior College and University Commission). Under the direction of the Dean, leads faculty, staff, and administrators in identifying, designing, developing, and implementing strategies, tools, and processes for a comprehensive assessment plan that meets accreditation standards, including the supervision of accreditation website for accurate reporting. Promotes faculty and staff development to support effective assessment, continuous improvement, and accreditation practices (e.g., training, advising, best practices).

Promotes programmatic assessment in a manner that ensures continuous quality improvements (e.g., use of data from course and faculty evaluations, student signature assignments, programmatic effectiveness, surveys, etc.). Oversees the preparation and dissemination of assessment data, and related policies and procedures (e.g., accreditation data and reporting, embedded assessments in the academic calendar, student and faculty handbooks, annual reports). Oversees the completion and use of programmatic information for different internal and external community partners using multiple communication platforms. Supports and guides assessment research and scholarship.

Recruitment, Admissions, Advising, and Student

Success: In support of SOE, manages undergraduate and graduate marketing, recruitment, admissions, retention,

THE POSITION OF ASSOCIATE DEAN OF THE SCHOOL OF EDUCATION (CONT.)

and completion processes in collaboration with CSUCI Admissions Office and Registrar, SOE department chairs, and counselors. Works with the counselors to enact comprehensive programs that provide “cradle through career” support for students, including effective recruitment and academic advising for all aspects of the student experience (e.g., prospective student guidance and evaluation, current student advising and field placement, and credentials completion support).

Oversees the coordination of SOE’s support of students, including collaboration with CSUCI departments and programs such as CSUCI CARE (Campus Access, Retention, and Equity) Team, SOE Department Chairs, Coordinators, Faculty, and Counselors as relevant. Collaboratively assesses SOE needs, and develops and implements policies, procedures, and strategic plans related to student success to ensure alignment with SOE and institutional mission, vision, and values as well as compliance with federal and state regulations. This includes implementing a variety of CSUCI and SOE policies, protocols, trainings, and resources to inform the SOE community and relevant constituents to ensure informed and collaborative student support.

Specific to undergraduate, credentials, and graduate programs, collaborates with Academic Department Chairs and the counselors to organize systems of support for each program to ensure CI students are fully prepared for their programs, including recruitment, admissions, coursework, credential exams, comprehensive exams, thesis, and/or dissertation.

Takes an active role in helping to embed the values of diversity, equity, and inclusion in all aspects of University work, in every division, and participates at least once annually in professional and/or leadership development opportunities that will contribute to campus efforts to advance racial and social justice in and through education at CSUCI and beyond.

Performs other duties as assigned.

QUALIFICATIONS

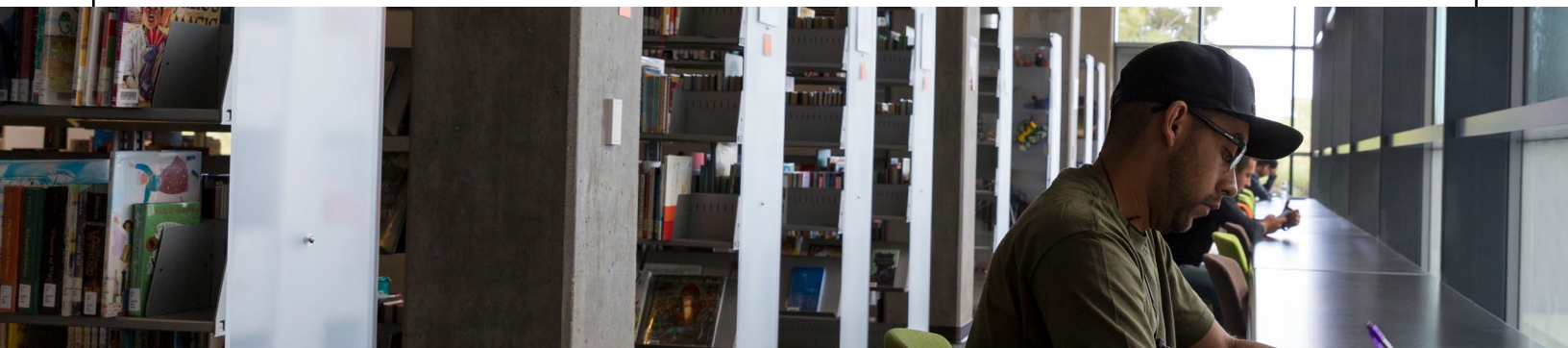
A Ph.D., Ed.D., or other terminal degree in education-related field with experience in PK-12 teaching and higher education teaching and administration (e.g., coordinator, director, committee chair, department chair, and/or associate dean). Must qualify on appointment for tenure at level of Associate Professor or Professor, with Professor as preferable.

Strong decision-making skills and the ability to work under pressure with competing demands; ability to be proactive, flexible, and collaborative as a leader and senior administrator to set and accomplish strategic goals and priorities and to cultivate a collegial environment. Quantitative and qualitative analytical skills; strong written and oral communication, strong organizational abilities; fluency with digital tools; understanding of systems and organizational leadership.

Desirable Qualifications: Bilingual (English/Spanish). Credential in teaching, counseling, and/or educational leadership in California or state with credentials reciprocity. Familiarity and/or experience with institutions serving historically underrepresented students. Familiarity with California Commission on Teacher Credentialing policies, procedures, programs, and credentials and other accrediting agencies. Familiarity with collective bargaining and management of union contracts. Experience with policy development, personnel management, enrollment management, and/or budgets.

A background check (including a criminal records check) must be completed satisfactorily 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.

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 AND NOMINATION PROCESS

The University is being assisted by Academic Search. Applications should consist of a substantive letter of interest specifically addressing the applicant's background in relationship to the qualifications described, 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:

CSUCIAssociateDeanEducation@academicsearch.org

The position is open until filled, but only applications received by **Monday, February 26, 2024**, can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting consultants [Ann Die Hasselmo](#) and [Chris Butler](#). The expected annual salary range for this position is \$140K-160K, commensurate with qualifications and experience.

California State University Channel Islands is an Affirmative Action/Equal Opportunity Employer.

We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status or protected veteran status.

ABOUT ACADEMIC SEARCH

Academic Search is assisting the California State University Channel Islands 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.



Committed to IDENTIFYING
AND DEVELOPING LEADERS
by providing the highest
level of EXECUTIVE
SEARCH to our
higher education
partners.