

# SEARCH PROFILE:

PROVOST AND VICE PRESIDENT  
FOR ACADEMIC AFFAIRS



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## OVERVIEW

California State University, Los Angeles (Cal State LA) seeks an innovative and collaborative leader to serve as Provost and Vice President for Academic Affairs (Provost). Reporting directly to the President, the Provost serves as the chief academic officer of Cal State LA and is responsible for directing and forming the University's academic mission and leading the Division of Academic Affairs. The

Division of Academic Affairs includes nine colleges; the University Library; the Office of Undergraduate Studies; the Office of Graduate Studies; Faculty Affairs; the Office of Planning and Budget; the Office of Institutional Effectiveness; the Office of Research, Scholarship and Creative Activities; and the Center for Effective Teaching and Learning (CETL). Ideally, the new Provost will take office by July 1, 2024.





## THE UNIVERSITY

Cal State LA is one of 23 campuses within the California State University system. The University serves nearly 25,000 students and offers 71 bachelor's degrees, 55 master's degrees, and four doctoral degree programs led by award-winning faculty. Cal State LA's dedication to access and excellence has been recognized nationally. Our success as an engine of change has been confirmed in studies by the Equality of Opportunity Project, now known as Opportunity Insights, and the Third Way think tank, which ranked Cal State LA number one in the U.S. for the upward mobility and [economic mobility](#) of our students. Founded in 1947, the University is located just minutes from downtown Los Angeles, adjacent to the San Gabriel Valley. Cal State LA's students and 250,000 alumni reflect the city and county's dynamic mix of populations, with a wide variety of interests, ages, and backgrounds. The University has one of the most diverse student populations of any college or university in the nation: nearly 75% of students identify as Latina/o, more than

10% as Asian American or Pacific Islander, nearly 5% as White, and about 4% as Black or African American. More than 68% of Cal State LA students are Pell grant recipients—a higher percentage than any other CSU campus—and more than 70% of our students are first-generation college students. As a federally designated Hispanic-Serving, Minority-Serving, and Asian American and Native American Pacific Islander-Serving institution, Cal State LA recognizes the transformative power of education and embraces the University's duty to identify and serve the needs of all our students. This long-standing commitment is reflected in our history as home to the nation's first Chicano Studies program, second Pan-African Studies department, and the second College of Ethnic Studies.

More information about the University is available on the [Facts Sheet](#), by visiting the [Cal State LA website](#) (calstatela.edu), and the University's [Office of Institutional Effectiveness](#) website.

## OFFICE OF THE PROVOST: INITIATIVES AND PRIORITIES

### FACULTY RECRUITMENT

The University has been ranked #2 in the nation for the diversity of our faculty by the *Chronicle of Higher Education*.

### DIVERSITY, EQUITY, AND INCLUSION

Cal State LA remains committed to maintaining a diverse and inclusive campus where all students feel a sense of belonging.

### STUDENT SUCCESS

Cal State LA continues to support our students' success through academic, advising, and support programs.

### GRADUATION INITIATIVE 2025

Cal State LA has made great strides as part of [GI 2025](#), an ambitious CSU initiative to increase graduation rates, eliminate equity gaps in degree completion, and meet California's workforce needs.

### EFFECTIVE TEACHING AND LEARNING

The [Center for Effective Teaching and Learning](#) (CETL) promotes teaching as an area of practice and scholarship for all faculty, in fulfillment of professional growth and the larger university mission.

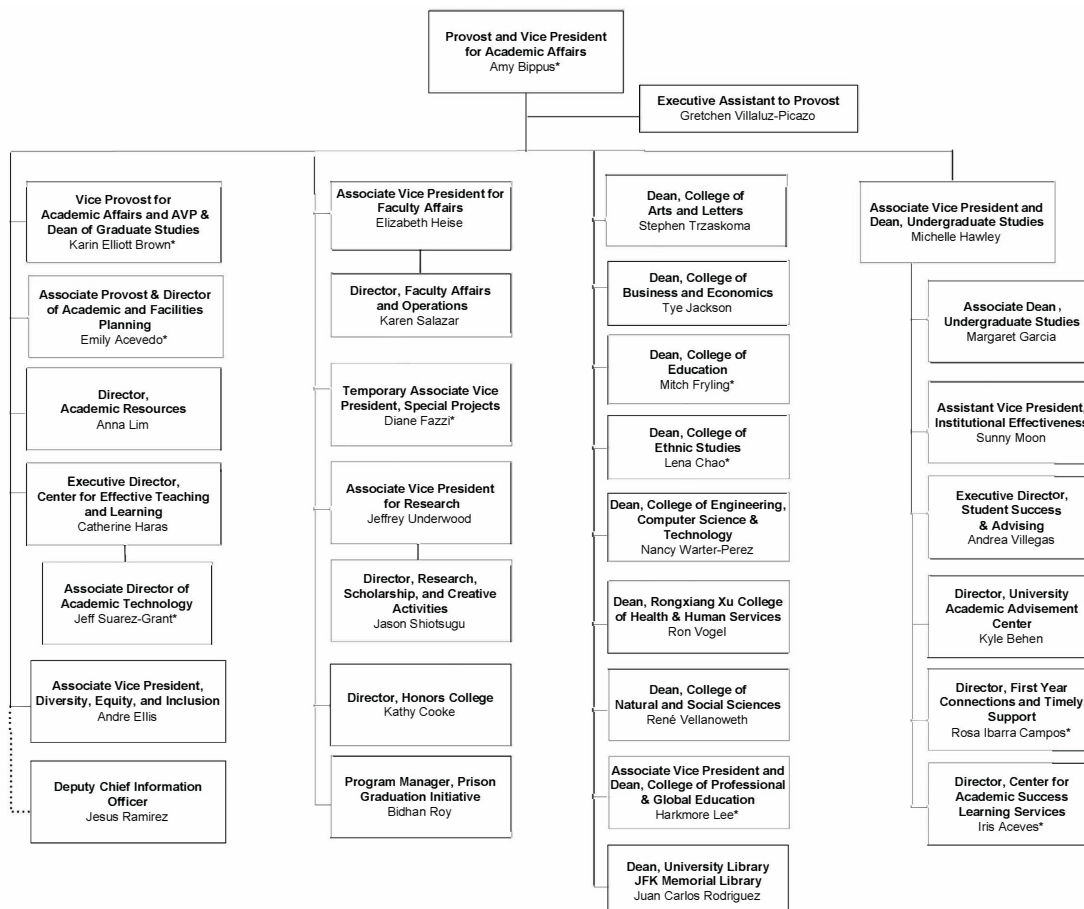




## COLLEGES

- [College of Arts and Letters](#)
- [College of Business and Economics](#)
- [College of Education](#)
- [College of Engineering, Computer Science, and Technology](#)
- [College of Ethnic Studies](#)
- [Rongxiang Xu College of Health and Human Services](#)
- [College of Natural and Social Sciences](#)
- [College of Professional and Global Education](#)
- [The Honors College](#)
- [University Library](#)

## ACADEMIC AFFAIRS ORGANIZATIONAL CHART



December 2023  
\*Interim



## THE POSITION

The Provost is an academic leader with a vision for how a comprehensive urban university can best serve its students and community in a rapidly changing national educational landscape. A strategic leader, the Provost has short- and long-range vision and respect for shared governance and teamwork. The Provost will enhance the University's academic excellence and effectively communicate its mission on campus and beyond.

**Executive Management Responsibilities:** Provides overall leadership for academic affairs and serves as leader of the institution in the absence of the President. Leads strategic planning to ensure that Cal State LA remains #1 in the upward mobility of its students and a hallmark of academic excellence and scholarship. Participates actively in annual and long-term University budget planning. Leads initiatives that garner philanthropic and grant support for strategic initiatives.

**Academic Affairs Leadership:** Promotes academic excellence throughout the University. Works with the President and senior leaders to develop and communicate clear, compelling academic aspirations for Cal State LA. Collaborate with the president, deans, faculty, students, and other academic and administrative leaders to define academic priorities and develop strategies for achieving goals. Foster a vibrant learning community by facilitating and supporting collaboration and communication across the University. Leads accreditation efforts and ensures that program reviews and assessments are conducted on a regular basis.

Ensures that the Provost office is responsive to opportunities and concerns across the campus.

Maintains a leadership style that is open, collegial, and consultative. Manages the academic budgeting process, anticipating costs and prioritizing needs.

**Diversity and Inclusion:** Promotes equity, diversity, and inclusion, and supports the needs of all students. Maintains a strong and visible presence in the University community and promote Cal State LA's mission, values, and interests to all stakeholders. Oversees the recruitment, hiring, and retention of diverse and distinguished teacher-scholars who strive to maintain academic excellence in teaching and faculty scholarship. Cultivates strong, effective working relationships with administrators, faculty, and staff. Fosters a work environment that promotes diversity, recognizes and rewards performance, builds confidence, and encourages interaction and teamwork.

**Advancement:** Partners with the Vice President for University Advancement and academic leadership to enhance philanthropic and private support. Provides dynamic, visionary leadership that builds upon academic and programmatic strengths, while exploring and developing new opportunities. Provides leadership and recognition for grants and awards from external funders.

The Provost also performs other duties as assigned by the President.







## LEADERSHIP AGENDA

The next Provost and Vice President for Academic Affairs will have the opportunity to lead several key initiatives to advance the University. These initiatives include:

- Equity gap closing work.
- Advising models and intentional campaigns, which correlate to re-enrollment and retention.
- Data utilization and predictive analytics models for each college.
- Course utilization and financial models.
- Major development/major exploration related to adult learners.
- In collaboration with the Vice President of Student Affairs/Enrolment Management implement the Strategic Enrolment Management plan with connections to academic student success and colleges.

## QUALIFICATIONS

An earned doctorate and/or terminal professional degree, and a strong and established record of academic accomplishment acceptable for tenure in a discipline offered at the University.

- A comprehensive understanding of, respect for and commitment to, the mission of a Minority-Serving Institution (MSI), Hispanic-Serving Institution (HSI), and/or Asian American and Native American Pacific Islander-Serving Institution (AANAPISI).
- A history of innovative and effective leadership in a consultative academic environment.
- A collegial, consultative, collaborative, and decisive management style.
- Highly developed interpersonal and communications skills and the ability to work well with individuals at all levels of the organization.
- Excellent listening skills; strong personal integrity and work ethic, coupled with an informed sense of perspective.
- A champion of both teaching and research.
- A desire to deeply engage in the local and University communities.





## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Academic Search is assisting Cal State LA in this search. Nominators and prospective candidates may arrange a confidential conversation about this exciting opportunity with one of the two senior consultants: Gabriel Esteban at [gabriel.esteban@academicsearch.org](mailto:gabriel.esteban@academicsearch.org) or Maria Thompson at [Maria.Thompson@academicsearch.org](mailto:Maria.Thompson@academicsearch.org).

To apply, a candidate must submit the following:

1. A letter of intent addressing how the candidate's experiences match the position requirements.
2. A current CV/resume.
3. Contact information for at least five professional references, including email addresses and a brief note on the candidate's working relationship with each. References will not be contacted without the prior knowledge and approval of the candidate and at a later stage in the search.

Please send materials by email as PDF document attachments (three separate documents) to [CSLAPROVOST@academicsearch.org](mailto:CSLAPROVOST@academicsearch.org). Applications received by March 8, 2024, will be given full consideration by the search committee. The anticipated hiring salary range is between \$9,167 and \$29,425 monthly.

Cal State LA is an affirmative action/equal opportunity employer with a strong institutional commitment to achieving and supporting diversity among its faculty, students, and staff. Applications from women, minorities, and individuals with a strong record of mentoring students from underserved or underrepresented groups are encouraged.

All qualified individuals will receive equal consideration without regard to economic status, race, ethnicity, color, religion, marital status, pregnancy, national origin or cultural background, political views, sex or sexual orientation, gender identification, age, disability, disabled veteran, or Vietnam era veteran status.

The 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. View the systemwide policy online (<https://calstate.policystat.com/policy/9779821/latest>). Questions may be sent to [OfficeHRM@calstatela.edu](mailto:OfficeHRM@calstatela.edu).

California State University, Los Angeles, as part of the CSU system, is a state of California employer. As such, the University requires all employees upon date of hire to reside in the state of California.

As of January 1, 2022, the CSU Out-of-State Employment Policy prohibits the hiring of employees to perform CSU-related work outside the state of California.

### **AN EQUAL OPPORTUNITY/ TITLE IX EMPLOYER**

Reasonable accommodation will be provided upon request to individuals with protected disabilities to (a) complete the employment process and (b) perform essential job functions when this does not cause undue hardship.



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Cal State LA 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.