

# SEARCH PROFILE:

VICE PROVOST FOR ACADEMIC PROGRAMS



CALIFORNIA STATE UNIVERSITY  
**LONG BEACH**

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**California State University, Long Beach (CSULB) seeks an inspirational leader who possesses the academic and strategic acumen to execute collaborative and transparent leadership as Vice Provost for Academic Programs (VPAP/ Vice Provost). The VPAP is expected to begin on January 2, 2026.**

**The ideal candidate for this position will be an innovative, strategic, and collegial academic leader who understands the mission of CSULB and is committed to faculty, staff, and student success. The Office of Academic Affairs seeks a VPAP who respects the importance of faculty and staff and shared governance; has a demonstrated record of success advancing equity, inclusive excellence, and student success; and values ongoing engagement with faculty, staff, community, and students.**





## ABOUT CALIFORNIA STATE UNIVERSITY, LONG BEACH

CSULB is a diverse, learning-centered, globally engaged public university that is a minority serving institution (HSI and ANAPISI designations). The University enriches the lives of its students and its surrounding community through globally informed, high-impact educational experiences with superior teaching, research, creative activity, and public action. CSULB envisions being a force for good at the forefront of public higher education for California and the world by providing excellent and affordable education to a diverse student population, striving to recruit faculty and staff that reflect the heterogeneity of their student population, and committing to the social mobility of our students and graduates. CSULB seeks outstanding, publicly engaged leaders to join a dedicated leadership team that is committed to advancing the University's broad and forward-looking mission. Read more at [www.csulb.edu](http://www.csulb.edu).

CSULB prides itself on its diverse and students-first campus. The University accomplishes this by providing highly valued undergraduate and graduate programs through superior teaching, research, and activity that positively impacts our world. CSULB professors' sterling reputation is based on their stellar teaching, research and creative activities. They ensure students are successful by integrating research, community engagement, and interactive technologies into their teaching.

### UNIVERSITY MISSION

CSULB enriches the lives of its students and its surrounding community through globally informed, high impact educational experiences with superior teaching, research, creative activity, and action for the public good.

### UNIVERSITY VISION

California State University, Long Beach will be a force for good at the forefront of public education in California and the world.

### UNIVERSITY VALUES

- Teaching and learning are at the center of who we are and all we do.
- Compassion, creativity, and innovation characterize our culture.
- Diversity is our strength.
- The public good is our responsibility.

## ABOUT CALIFORNIA STATE UNIVERSITY, LONG BEACH (CONT.)

### ACCREDITATION HIGHLIGHTS AND RANKINGS

As recently as 2024, national rankings by *Money.com* place CSULB among “The Best Colleges in America.” For these rankings, *Money* assessed factors such as educational quality, tuition, financial aid awards, graduation rates, debt load, and early-career earnings. In addition, CSULB is ranked No. 3 in the nation for its impact in driving social mobility, according to a new ranking published by *U.S. News & World Report 2024*. The *Wall Street Journal/Times Higher Education* has ranked CSULB No. 8 in the nation for campus diversity. The CSU system prepares more of California’s teachers – preschool through grade 12 – than all other institutions combined. The CSUs produce 4% of the nation’s teachers.

In March of 2021, Long Beach’s accreditation was reaffirmed for 10 years by the *Western Association of Schools and Colleges Senior College and University Commission*. The Commission’s findings highlighted the academic excellence and commitment to student learning that defines CSULB. These highlights include:

“The culture of mutual respect evident across its campus and programs, notably between its student affairs and academic affairs areas, as exemplified by their collaborative spirit and commitment to supporting students and helping them progress academically and graduate in timely fashion.”

- The depth and breadth of CSULB’s academic and other student support services, “targeted to the varying needs of its very diverse student body, and for the resulting improvements in undergraduate graduation rates.”
- “The broadening of academic program review processes to include inquiry into the effectiveness of student support programs and administrative centers.”
- CSULB’s approach “to supporting the success of graduate students, who receive academic advising, guidance in writing, mental health workshops, preparation for internships, and conference opportunities, and for the planned expansion of graduate student space.”
- The ongoing commitment to the local community, “exemplified by the Promise program, which has raised the percentage of local area students entering the university and fostered close partnership between CSULB and Long Beach City College that includes enhanced advising and support for transfer students.”

### OVER THE PAST FIVE YEARS, CSULB HAS RECEIVED NUMEROUS ACCOLADES FOR MAJOR ACCOMPLISHMENTS ACROSS THE UNIVERSITY INCLUDING:

- Selected as one of the “10 Best Colleges in California in 2023” (*Money*, 2023)
- No. 1 in Nation for its Impact in Driving Social Mobility (*U.S. News & World Report*, 2024)
- No. 1 in Nation for Awarding Physics Degrees to Women (American Physical Association, Feb. 2019)
- No. 4 in Nation for Promoting Social Mobility (*CollegeNET*, “Social Mobility Index,” 2022)
- No. 4 in Nation for Awarding Bachelor’s Degrees to Underrepresented Minorities (*Diverse Issues in Higher Education*, Dec. 2021)
- The Council on Undergraduate Research selected CSULB as host of the *National Conference on Undergraduate Research* (NCUR) in April 2021
- No. 5 Top Public University in the Western United States (*U.S. News & World Report*, “2020 Best Colleges” Rankings)
- No. 9 Most-Applied-To University in the Nation (Fall 2020) (*U.S. News & World Report*, Oct 2021)
- No. 9 Destination in United States for Transfer Students (*U.S. News & World Report*, Sept. 2019)
- No. 10 “Best Public College in the Nation” & No. 13 “Best College for Your Money” (*Money*, Aug. 2019)
- No. 14 in Nation for Hispanic Enrollment (4-Year Institutions) & No. 16 in Nation for Degrees Earned by Hispanic Students (*Hispanic Outlook on Education*, Sept. 2019)
- No. 1 Men’s Volleyball Team in Nation & Back-to-Back NCAA National Championships (Beach Athletics, NCAA 2018-2019)





## ABOUT CALIFORNIA STATE UNIVERSITY, LONG BEACH (CONT.)

### UNIVERSITY STRATEGIC PRIORITIES FOR 2030

1. **Engage All Students:** Prepare students for their journeys to success in a fast-changing world with a rapidly shifting economy and labor market
2. **Expand Access:** Commit to students' socioeconomic mobility by removing barriers to higher education.
3. **Promote Intellectual Achievement:** Rigor, relevance, and data-informed decision making are hallmarks of our campus community.
4. **Build Community:** Support a compassionate community that is characterized by a strong sense of belonging and shared governance with shared responsibility.
5. **Cultivate Resilience:** Implement innovative, entrepreneurial, and forward-looking actions to strengthen the institution and support the aspirations of community members.

### STRATEGIC PLANNING AT THE BEACH

The new Vice Provost will play a critical leadership role in the success of [Beach 2030](#), an ambitious planning initiative launched in the fall of 2018.

### THE CAMPUS

Located just three miles from the Pacific Ocean, CSULB's 322-acre urban campus blends mid-century architecture with modern updates for the 21st century. Home to 84 buildings, 63 academic departments and programs, 24 centers, four institutes, and four clinics, the campus is

renowned for its lush, park-like landscape. Originally designed by architect Edward Killingsworth, CSULB's open, naturalistic setting has earned numerous design awards, offering a striking balance between built and natural environments.

The Beach recently opened a state-of-the-art net zero energy classroom for the [College of Professional and Continuing Education](#), the first of its kind in the California State University system. Its Platinum LEED rating is the highest energy-efficient building on campus. Five buildings have earned LEED ratings of Gold or Silver.

The student-operated [University Student Union](#) is located at the center of the campus, providing a focal point for the campus community. The three-story glass building occupies roughly 180,000 square feet and houses offices, a study lounge, ballroom, food court, bowling alley, arcade, and movie theater. Brotman Hall, located near the University Student Union, is where [administrative offices](#) and many centralized campus services can be found.

The beauty of the campus owes much to the planting of 3,200 Helen Borchert flowering peach trees that were donated by the citizens of Long Beach and the many art pieces located on the grounds. In 1965, the International Sculpture Symposium contributed nine monumental pieces and designs to The Beach. These works received credits in 21 national and international publications, and in 1972 additional community funds in the form of a trust provided for the completion of the Carlson Memorial Tower, designed by French sculptor Andre Bloc.







## DIVISION OF ACADEMIC AFFAIRS

The [Division of Academic Affairs](#) is the largest unit on the campus and is committed to providing leadership, oversight, and technical assistance to enhance all academic areas within the eight [colleges](#), the University Library, academic support units, and central academic administrative offices. The Division encompasses the academic administrative offices of Academic Programs, Academic Planning, Faculty Affairs, Graduate Studies, Institutional Research & Economic Development, International Education & Global Engagement, Academic Technology, and Undergraduate Studies. Learn more about the divisional [organizational structure](#).

As of Fall 2024, Academic Affairs encompasses the breadth and depth of the academic enterprise across eight colleges and the library, including 875 tenured/tenure-track faculty and approximately 1,700 lecturers who provide instruction and support to over 35,000 undergraduate students enrolled in 98 majors and over 6,000 graduate students.

The new Vice Provost will join the senior leadership team in the division of Academic Affairs led by Provost [Karyn Scissum Gunn](#). Dr. Scissum Gunn joined CSULB as Provost and Senior Vice President for Academic Affairs in July 2021. Before coming to CSULB, she served as an Associate Vice President in Academic Affairs at Cal State Fullerton beginning in 2017. She has provided leadership for initiatives to bolster inclusive excellence and

### MISSION

We center our university on three missions: inclusive excellence for all who are here and want to be here; academic rigor for our graduates to leave as highly successful, well-trained professionals; and to engage in public good that directly benefits our neighbors, surrounding communities, the region, and beyond.

### CORE VALUES

Teaching and learning are at the center of who we are and all we do. Compassion, creativity, and innovation characterize our culture. Diversity is our strength. The public good is our responsibility.

equitable outcomes for all students, with an emphasis on retention, graduation, time-to-degree, and elimination of equity gaps. With a passion for student success and a mission for serving the campus and community, she has developed an impressive track record as an academic leader and innovative administrator. She earned a bachelor's degree in biology from Tuskegee University and a Ph.D. in molecular genetics with a minor in biochemistry from Auburn University.



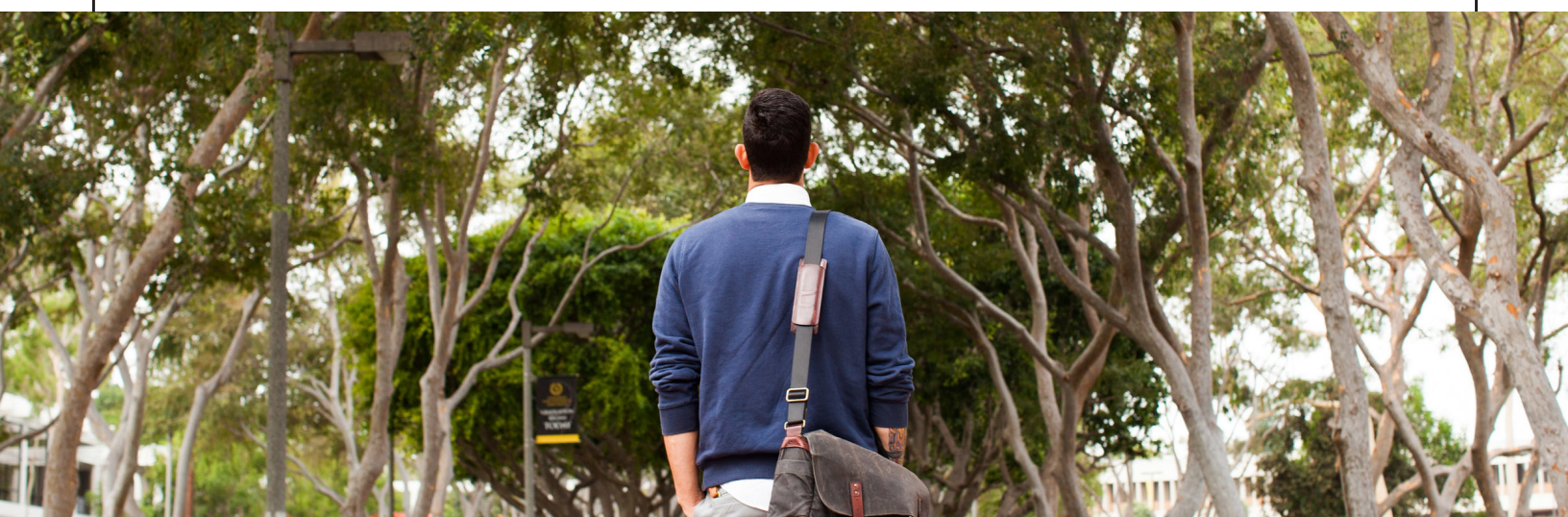
## THE LEADERSHIP OPPORTUNITY

The Vice Provost for Academic Programs is the principal deputy of the Provost and Senior Vice President for Academic Affairs in the academic mission of the University, including matters of academic curriculum, educational policy, curriculum equity and inclusion, institutional effectiveness and program evaluation. In coordination with the College Deans and Associate Deans, they provide leadership in campus efforts to maintain academic programs of the highest quality. In addition, the VPAP is administratively responsible for the preparation and presentation of annual revisions of the Academic Master Plan.

The Vice Provost serves as key support for the Provost and Executive Vice President in implementing and assessing strategic academic program and academic student support initiatives for the campus, and in addressing the day-to-day issues that are part of an evolving and dynamic university. The VPAP has high level authority to make official commitments and to broadly represent the Provost's interests across the organization and determines when the Provost's involvement is appropriate and/or necessary. Through constant connection with the Provost and other campus leaders, the Vice Provost works to identify and address issues in advance of escalation. The VPAP acts as the Academic Affairs Administrator-in-Charge when the Provost is unavailable, including leading Dean's Council and Senior staff meetings and works closely with Associate and Assistant Vice presidents, Deans, Associate Deans, and Department/School Chairs and Directors in the planning and development of new programs and program revisions (graduate and undergraduate).

The Vice Provost's portfolio of responsibilities includes:

- Assuming primary administrative responsibility in partnership with the Academic Senate for development and implementation of academic policies to support the campus infrastructure and remove administrative barriers.
- Serving as an ad-hoc member of the Senate Executive Committee and as a voting Academic Senator. Maintaining a close liaison with appropriate faculty governance bodies, including the Curriculum and Educational Policies Council, the Institutional and Program Assessment Review Council, and the Graduate Studies Advisory Committee of the Academic Senate.
- Acting as a campus resource for academic planning and program evaluation, curriculum review and development, and the review and revision of educational policy.
- Administrative responsibility for the preparation and presentation of annual revisions of the Academic Master Plan; for the oversight and coordination of the University plan of program evaluation; for the production of the University catalog, including curriculum and policy content; and for the articulation of curriculum with other institutions.
- Overseeing the Academic Integrity of the campus in close collaboration with the Office of Student Conduct and Ethical Development, serving as the Provost's designee and convening authority of the Academic Integrity Committee and the University Grade Appeal Committee. University regional accreditation (WSCUC) and disciplinary accreditations are supported by the Vice Provost's office.
- Supervising the Office of Academic Programs and Articulation, the Office for Program and Institutional Effectiveness, the Coordinator for Credit for Prior Learning (CPL), and Administrative staff.





# QUALIFICATIONS

## MINIMUM

- Successful administrative experience and leadership at the level of department chair or higher with a record of integrity, professionalism, and ethical decision making.
- Appropriate terminal degree, with successful university teaching experience, service, and a record of scholarly/creative activity suitable for a tenured, full professor faculty appointment in one of the disciplines of the University.
- Expertise and experience with Institutional Assessment and regional and/or disciplinary accreditation processes.
- Experience in the broad spectrum of activities related to curriculum planning and development at the graduate and/or undergraduate levels.

## DESIRED/PREFERRED

- Successful administrative experience at the college and/or university level.
- Strong leadership experience and the ability to execute the University's vision with a record of effectively leading a campus community through meaningful change.
- Strong communication skills, including the ability to use consultation, diplomacy, and inclusion to inform

decision-making processes as well as fostering an environment where civility, inclusion, social justice, and nondiscrimination prevails for all students, faculty, and staff.

- Demonstrated commitment to the full range of academic programs that characterize a high-quality, comprehensive university (e.g., general education, baccalaureate degrees, professional education, graduate and post-baccalaureate studies, teaching credentials, and internships, etc.)
- Expertise and experience in the articulation of curricula between and among institutions.
- Exceptional advocate for academic programs.
- Experience working in the shared governance process, particularly in the areas of curriculum development, assessment, student success, and oversight of academic policies.
- Demonstrated leadership in the development and operation of undergraduate and graduate academic student support programs.
- Familiarity with processes and procedures in a multi-campus university system.
- Ability to function effectively as part of a senior administrative team.







## NOMINATIONS AND APPLICATIONS

Academic Search is assisting California State University, Long Beach in this search and welcomes inquiries, nominations, and applications.

**To submit a nomination**, please send the nominee's name, position, institution, and email address to [CSULBViceProvost@academicsearch.org](mailto:CSULBViceProvost@academicsearch.org).

Priority consideration will be given to materials received by **Tuesday, September 16, 2025**. To apply a candidate should submit three separate documents in PDF format to [CSULBViceProvost@academicsearch.org](mailto:CSULBViceProvost@academicsearch.org):

1. a letter of intent addressing how the candidate's experiences match the position requirements (addressed to the search committee);
2. a current CV/resume; and

3. contact information for at least five professional references, including email addresses and a brief note of 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.

Prospective candidates may arrange a confidential conversation about this opportunity directly with the senior consultants leading this search: Dr. Cynthia Patterson at [Cynthia.Patterson@academicsearch.org](mailto:Cynthia.Patterson@academicsearch.org) or Dr. Maria Thompson at [Maria.Thompson@academicsearch.org](mailto:Maria.Thompson@academicsearch.org). Please include a CV to inform the conversation.

Additional information about the institution can be found at [www.csulb.edu](http://www.csulb.edu). If you have any questions or if you have a disability and need accommodation with pre-employment processes (applications, interviews, etc.), please email [FAHR@csulb.edu](mailto:FAHR@csulb.edu).

The anticipated salary is up to **\$208,000**, depending upon qualifications.

## EMPLOYMENT REQUIREMENTS

The duties of this position will include participation in decisions that may have a material financial benefit to the incumbent. Therefore, the selected candidate will be required to file Conflict of Interest Form 700: Statement of Economic Interests on an annual basis, complete ethics training within 6 months of appointment, and take this training every other year thereafter.

A background check (including a criminal record 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.

The CSU strongly recommends that all individuals who access any in-person program or activity (on- or off-campus) operated or controlled by the University follow the COVID-19 vaccine recommendations adopted by the U.S. Centers for

Disease Control and Prevention (CDC) and the California Department of Public Health (CDPH) applicable to their age, medical condition, and other relevant indications and comply with other safety measures established by each campus. Additionally, per the [CSU COVID 19 Vaccination Policy](#), all faculty, staff, administrators, and students who are accessing campus facilities are recommended to receive immunization against COVID-19 but are not required to be vaccinated at this time.

In accordance with the California State University (CSU) Out-of-State Employment Policy, the CSU is a state entity whose business operations reside within the State of California and prohibits hiring employees to perform CSU related work outside California.

CSULB is committed to creating a community in which a diverse population can learn, live, and work in an atmosphere of tolerance, civility and respect for the rights and sensibilities of each individual, without regard to race, color, national origin, ancestry, religious creed, sex, gender identity, sexual orientation, marital status, disability, medical condition, age, Vietnam era veteran status, or any other veteran's status. CSULB is an Equal Opportunity Employer.



## ABOUT ACADEMIC SEARCH

Academic Search is assisting California State University, Long Beach 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.

