

SEARCH PROFILE:

ASSOCIATE PROVOST FOR STUDENT SUCCESS &
DEAN OF UNDERGRADUATE STUDIES



Cal State
Monterey Bay

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California State University, Monterey Bay (CSUMB), a growing, dynamic, vision-driven comprehensive state university with a strong culture of educational innovation and a deep commitment to its role as a regional steward, seeks its next Associate Provost for Student Success & Dean of Undergraduate Studies (APSS & Dean). The appointee is expected to take office in the Spring of 2026.



ABOUT THE UNIVERSITY

CALIFORNIA STATE UNIVERSITY, MONTEREY BAY

Empowered by an inspiring Founding Vision Statement, CSUMB, as an institution, transforms students' lives through a focus on student success and engagement in its regional community. CSUMB is a comprehensive, mid-sized, four-year university of 7,700 students and has earned designation as both a Minority-Serving Institution and a Hispanic-Serving Institution. CSUMB currently has 194 tenure-line faculty and 298 lecturers, an alumni base of 24,000, and a current annual operating budget of \$150 million. While CSUMB serves students from across California and beyond, 42% of the University's undergraduates come from Monterey, San Benito, and Santa Cruz counties. Given the University's commitment to the success of every student, the faculty, staff, and administration have successfully increased student retention and completion in comparison to the rest of the CSU. The campus community prides itself on making world-class higher education accessible to traditionally underserved, first-generation, and low-income populations. In 2025, *U.S. News and World Report* rated CSUMB as #1 for Social Mobility in the West in 2025.

CSUMB's [Founding Vision Statement](#) guides the development of the University, which is envisioned as a comprehensive public university that values service through high-quality education. The Founding Vision

Statement emphasizes service to the diverse people of California, especially the working class, historically underserved and low-income populations. The statement further articulates a substantive commitment to multilingual, multicultural, gender-equitable learning. The ethos includes a culture of innovation in its overall conceptual design and organization in service to the economy of the state, the well-being of regional communities, and the quality of life and development of its students, faculty, and service areas.

Through this initial vision, CSUMB strives to become a model pluralistic academic community where everyone learns and teaches one another in an atmosphere of mutual respect and the pursuit of excellence. The faculty and staff are motivated to excel in their respective fields and to contribute to the broadly defined university environment. CSUMB's graduates develop an understanding of regional interdependence and global competence, distinctive technical and educational skills, transformative experiences and abilities to contribute to California's high-quality workforce, critical thinking abilities to be productive citizens, and a focus on social responsibility championed with skills to be community builders. Through their efforts, university students and personnel, analytically and creatively, strive to meet critical state and regional needs, and to provide California with responsible and creative leadership.

ABOUT THE UNIVERSITY (CONT.)

MONTEREY BAY AND THE CAMPUS

Monterey Bay is on the central coast of California, just two hours south of San Francisco. The bay itself is one of the largest marine protected preserves in the world and home to whales, deep sea anglerfish, and the sea otter, CSUMB's mascot. The CSUMB campus is close to pristine beaches, oak forests, tidepools, and the Fort Ord National Monument. Monterey has ideal weather: Over the course of the year, the temperature typically varies from 44°F to 68°F and is rarely below 37°F or above 77°F.

The campus sits halfway between the Monterey Peninsula, which features the coastal communities of Carmel, Pacific Grove, Monterey, Marina, and Seaside, and the Salinas Valley, known as the "Salad Bowl of the World" for its abundant agricultural production. The city of Salinas is the county seat and served as the setting for many of John Steinbeck's novels.

The campus straddles the cities of Seaside and Marina, which are small, diverse communities where many students live and work. The history of the former military base is evident across the CSUMB campus. For example, the building housing the Visual and Public Art Department has made a studio and gallery space out of previously existing motor pool buildings.

In addition to CSUMB's main campus, the University maintains a presence in Salinas and Monterey, providing instruction and community outreach through facilities in downtown Salinas and the Ryan Ranch development in Monterey.

ACADEMIC AFFAIRS

CSUMB's academic program is distinctive in its commitment to active, engaged, interdisciplinary approaches to teaching and learning, and to the cultivation of students' civic learning and literacy. It has integrated high-impact practices throughout its academic programs, embracing first-year seminars, applied and project-based learning, required service learning, senior capstones, and undergraduate research. CSUMB is deeply committed to innovative educational practices, employing outcomes-based approaches to student learning and assessment, and to cultivating its faculty's capacity for engaged, applied research. The University has built strong collaborations with the region's educational, non-profit, research, and other institutions.

The new APSS & Dean will join academic affairs leadership under the direction of Andrew Lawson, Provost and Vice President for Academic Affairs. As Chief Academic Officer, Dr. Lawson provides central and academic leadership with primary responsibility to plan, develop, and administer all aspects of the University's programs, activities, personnel, and budget in the support of students and student learning. In July 2023, Dr. Lawson was appointed Interim Provost and Vice President for Academic Affairs, after serving as CSUMB's Dean of the College of Science since 2016. Prior to coming to CSUMB, Dr. Lawson served as Interim Dean, Associate Dean and Professor of Entomology at CSU Fresno. In May 2024, Dr. Lawson was then appointed as the permanent Provost and Vice President for Academic Affairs.





THE LEADERSHIP OPPORTUNITY

This position presents a remarkable opportunity for a results-driven strategist and motivated change agent to serve in a critical role as the next APSS & Dean. The successful candidate will set the direction for student success programs and activities, enhancing opportunities for students to succeed campus wide.

Reporting to the Provost and Vice President for Academic Affairs, the APSS & Dean provides leadership, advocacy, coordination, and recommendations for academic and non-academic collaborative initiatives supporting student success, persistence, and retention at California State University, Monterey Bay. Units reporting to this position include the Cooperative Learning Center (tutoring), the Center for Experiential Learning and Innovation (which includes Career Development, First Year Seminar, Second Year Experience, and the Service-Learning Institute), and the Center for Advising and Student Success. This role provides administrative oversight of the academic petition and exception processes.

Working creatively and collaboratively with various segments of the campus community, the APSS & Dean will guide student success and academic programming change efforts, consult with system-wide offices on programming, and develop new campus initiatives in support of student success and university enrollment and retention goals. The APSS & Dean will be a critical voice and leader in the identification and development of proposals for external resources to support student success initiatives.

ESSENTIAL DUTIES AND RESPONSIBILITIES INCLUDE, BUT ARE NOT LIMITED TO:

- Leads the design and implementation of a student success plan to successfully meet the statewide metrics for improving student retention and completion and closing of equity gaps. Provides oversight for CSU System Level Student Success initiatives at CSUMB and related operations. Provides recommendations on budgeting and programming to the Provost. Compiles reports as necessary.
- Provides leadership, management, planning, administration, direction, and evaluation of the Student Success units.
- Formulates metrics, policies, and procedures for establishing and achieving objectives in student success. Contributes to the development of targeted retention strategies and provides periodic analysis of impact.
- Collaborates with College leadership to develop and oversee implementation of student success and retention strategies.
- Identifies and adopts national best practices pertaining to academic advising and its direct impact on student success, retention, transfer, and degree completion. Leads efforts to educate the campus about student success and current trends.
- Collects and leverages data and analytics to inform student success decision-making.

THE LEADERSHIP OPPORTUNITY (CONT.)

- Strengthens partnerships with Enrollment Management and Student Affairs, and other university divisions to provide seamless student support.
- Represents the university in system-wide and national conversations on student success, retention, and academic innovation
- Administers the academic petition and exception processes, makes decisions on petitions and recommendations to the Provost, and oversees the analysis and processing of reactivated student graduation petitions.
- Oversees student appeals and grievances in consultation with Enrollment Management and Student Affairs and the Academic Senate.
- Serves as Provost's designee for student withdrawal processes and support, overseeing processes and working in collaboration with Enrollment Management and Student Affairs offices as needed.
- Advocates for student interests by working collaboratively with the AP for Academic Planning and Institutional Effectiveness, AVP for Student Affairs and Dean of Students, and student support offices throughout the University to advance strategic goals in support of student learning and student success.
- Oversees the effectiveness of the unit's programs and services through assessment, review, and renewal processes.
- Advances the mission and vision of CSUMB and the Office of Undergraduate Studies in a collaborative, equitable, and inclusive environment that values diverse perspectives.
- Provides leadership and advocacy for strategic and budgetary planning and budget oversight.
- Hires, trains, supervises, and evaluates the management team within Student Success and Undergraduate Studies.
- Performs other duties as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge/Experience in: developing and leading a comprehensive strategy to enhance student retention, graduation rates, and overall academic achievement; effective management and administrative practices; academic policies and compliance; resource management; academic advising and career services; and academic support services.

Skills/Abilities to: comprehensively collect and analyze quantitative and qualitative data in the support of applying relevant information to programmatic improvement and successful initiative implementation; manage effectively and work collaboratively in a multicultural, diverse, and multilingual learning environment; lead through collaborative and shared decision making; promote and sustain a strong, collegial relationship with administrators, faculty, staff and students; integrate technology into planning and development.





QUALIFICATIONS

MINIMUM

- Doctorate or terminal degree from an accredited institution
- Five (5) years of experience in a university academic position and five (5) years of experience in an administrative position of sufficient scope to have gained substantial experience in at least one area of student success
- Demonstrated success in developing and implementing student success initiatives that have led to measurable improvements in retention and graduation rates

PREFERRED

- Scholar and educator, with a record of achievement in his/her/their field; experienced administrator effective in complex organizational settings
- Experience in undergraduate education, curriculum development, academic advising, and programmatic assessment
- Experience in leveraging technology platforms and data analytics to support student success
- Experience securing external funding to support student success initiatives
- Experience working with underrepresented students and maximizing success in higher education
- Experience in developing and implementing a comprehensive student success plan as well as identifying new strategies
- Strong collaborative leadership style combined with a strategic and creative approach to problem solving
- Demonstrated understanding of and commitment to [CSUMB's Founding Vision Statement](#)

SPECIAL CONDITIONS OF EMPLOYMENT

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with CSUMB. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current employees who apply for this 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](#) as a condition of employment.

This position will have a duty to report to the Campus Title IX Officer information pertaining to victims of sex discrimination, sexual harassment, sexual misconduct, dating/domestic violence, and stalking as required by [CSU Executive Order 1083](#).

This position has been designated as a sensitive position with authority to commit financial resources of the university through contracts greater than \$10,000; access to, or control over, cash, checks, credit cards, and /or credit card account information; responsibility or access/possession of building master or sub-master keys for building access; access to and responsibility for detailed personally identifiable Level 1 confidential information about students, faculty, staff or alumni

that is protected, personal or sensitive as defined in the [CSU Information Security Data Classification Standards](#); control over campus business processes, either through functional roles or system security access.

This position is required to comply with confidentiality requirements outlined in the Department of Education’s Family Educational Rights and Privacy and California’s Educational Code Chapter 13 regarding sensitive student issues.

This position is designated as a Campus Security Authority, will be required to participate in annual training, and to immediately forward to University Police all reports of Clery Act crimes brought to their attention.

Must possess and maintain a valid license to drive in the State of California, pass the Defensive Training Class, and be insurable under the University’s liability coverage.

May require occasional evenings and/or weekend work.





BENEFITS/PERKS

This is a management level position with an attractive benefits package, which includes: a vacation accrual rate of 16 hours per month; an excellent choice of medical, dental and vision insurance; long term disability coverage; life insurance; educational incentives; membership in the California Public

Employees Retirement System (CalPERS); and 14 paid holidays a year. For further information, please visit the Employee Benefits Summary. As a perk, the University Corporation at CSU Monterey Bay provides access to affordable campus housing based on availability; visit Schoonover Employee Housing for more information.

NOMINATIONS AND APPLICATIONS

Academic Search is assisting California State University, Monterey Bay 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 CSUMBAPSSDEAN@academicsearch.org.

To apply, a candidate should submit three separate documents in PDF format to CSUMBAPSSDEAN@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 or Dr. Maria Thompson at Maria.Thompson@academicsearch.org.

Please include a CV to inform the conversation.

The anticipated salary range is up to \$218,000 - \$221,000 depending upon qualifications.

The position is open until filled, but only applications received by September 1, 2025, can be assured full consideration. Academic Search is assisting CSUMB. Confidential discussions about this opportunity may be arranged by contacting consultants. Further information about CSUMB is available at www.csumb.edu.

EQUAL OPPORTUNITY EMPLOYER

CSUMB is an Equal Opportunity employer seeking to recruit and support a broadly diverse community of faculty and staff. We value and celebrate diversity in all its forms and strive to foster an inclusive culture built on respect that affirms inter-group relations and builds cohesion. We consider qualified applicants for employment for their anticipated contributions and without regard to race, color, religion, national origin, age, gender, gender identity or expression, sexual orientation, genetic information, medical condition, pregnancy, marital status, veteran status, or disability.

ABOUT ACADEMIC SEARCH

Academic Search is assisting California State University, Monterey Bay 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.

