

SEARCH PROFILE:

DEAN, COLLEGE OF BUSINESS & ECONOMICS



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OVERVIEW

California State University, Los Angeles (Cal State LA) seeks an innovative and collaborative leader to serve as Dean of the College of Business & Economics (CBE). Reporting directly to the Provost, the Dean will be an entrepreneurial and strategic leader with a vision for how a comprehensive urban university can best serve its students and community in a rapidly changing

national educational landscape. The Dean will possess a deep respect for collegiality, inclusive excellence, and shared governance. The Dean will enhance the University's academic excellence and effectively communicate its mission on campus and beyond. Ideally, the appointee will take office in January 2026.



THE UNIVERSITY

Located in the unceded lands of the Tongva People, Cal State LA is one of 22 campuses within the California State University system. The University serves more than 22,000 students and offers 71 bachelor's, 55 master's, and four doctoral degree programs. Situated in the unincorporated areas of Los Angeles County called "East L.A.," the University serves an urban area comprised of mostly Mexican American, Mexican, and Central American families. To the northwest of campus is the San Gabriel Valley, whose concentration of Asian/Asian Americans exceeds that of 42 states. Communities to the University's south contain many predominantly Black, Latinx/Chicanx, and multiracial neighborhoods.

Cal State LA is reflective of our diverse communities. The University is a federally designated Hispanic-Serving Institution, Minority-Serving Institution, and Asian American and Native American Pacific Islander-Serving Institution.. A core belief that the University's students are amazingly resilient, hardworking, and possess strength is externally validated by the findings of the Third Way national study that ranked Cal State LA first in the nation for upward mobility. Ten years after graduating almost 60 percent of alumni are engaged with the community in careers as educators, public administrators, health care professionals, and social assistance advocates.

Cal State LA transforms lives and communities. The University actively engages with residents and organizations through various programs and initiatives to address pressing needs and foster positive change. Our university has been selected as an anchor

institution by the [Coalition of Urban and Metropolitan Universities](#) as part of a new effort to uplift and transform communities' economies and social well-being nationwide.

One way Cal State LA serves the community is its robust service-learning programs. For instance, the Urban Ecology Center (UEC) harnesses the expertise of faculty and students to promote environmental equity and justice, ensuring a sustainable future for local communities. By bridging the gap between natural and social sciences, the UEC fosters collaboration with non-profits, schools, colleges, city governments, and neighborhood councils, aiming to strengthen community ties. Through education, research, and active engagement, it empowers individuals and communities to reimagine their role in the world, promoting collective and individual responsibility toward a sustainable future.

Increasing Momentum through Partnerships and Community Transformation in Los Angeles (IMPACT LA) aims to harness students' inclination to give back to the community to help them develop as engineering and technology professionals. IMPACT LA has both extra-curricular and curricular components. The extracurricular activities include the BOOST Program and the Golden Eagle Makers (GEM) club. Since its formation in Spring 2023, GEM has grown into a diverse and dynamic group of approximately 20 dedicated interdisciplinary students working with local community organizations to improve people's lives.

Likewise, The Pat Brown Institute for Public Affairs is a nonpartisan, presidentially chartered institute dedicated

THE UNIVERSITY (CONT.)

to the quest for social justice and equity, enlightened civic engagement, and an enhanced quality of life for all Californians. Former California Governor Pat Brown brought the Institute to Cal State LA in 1987. Today, the Institute seeks to sustain the vision and legacy of Governor Brown by promoting civic and community engagement, helping to advance an inclusive public policy, connecting with and energizing the *Next Generation*, and serving as a thought leader on vital issues for the region and the state.

In 2016, the University launched the [Prison Graduation Initiative](#), the first in-person prison education program (PEP) bachelor's degree completion program for incarcerated students in California. The program is offered at California State Prison, Los Angeles County, where students can earn a prison education program Bachelor of Arts in Communication. In partnership with Chaffey College, the California Institute for Women offers a Bachelor of Arts in Liberal Studies. Incarcerated students take three or four courses per semester toward a bachelor's degree and are scheduled to graduate in two years. In partnership with our nationally recognized Center for Effective Teaching and Learning (CETL), we train all our faculty in transformative and inclusive pedagogies and high impact practices, specific to the prison context. Our faculty design course syllabi and create signature assignments that are inclusive, academically rigorous, and create significant, rich learning experiences.

Since its inception, 37 students have received their PEP Bachelor of Arts in Communication Studies while incarcerated, 12 students have paroled and seamlessly completed their degrees on our main campus, and six paroled graduates of the program have completed master's degrees at Cal State LA.

Cal State LA's commitment to community service is evident through its diverse programs, impactful partnerships, and ongoing initiatives. As the University

continues to grow and evolve, it remains steadfast in its mission to serve and uplift the local community, demonstrating the profound connection between higher education and societal progress. This speaks to the deep commitment of Cal State LA to act with purpose while honoring place.

Together, We are LA.

OFFICE OF THE PROVOST

The new Dean will join the leadership team of Provost and Vice-President Heather Lattimer. Dr. Lattimer assumed the role of Cal State LA's chief academic officer in March 2025 and has been a part of the California State University system since 2018, most recently serving as Dean of the Connie L. Lurie College of Education at San José State University (SJSU). During her tenure, Lurie College experienced major growth in student enrollment; increased diversity among students, faculty, and staff; established new programs that extend access to minoritized communities; deepened community partnerships; boosted faculty research productivity; and expanded its philanthropic and grant-funded support. At SJSU, Dr. Lattimer also served as Interim Dean of the College of Social Sciences, Interim Vice Provost for Undergraduate Education, and lead for the San José sub-region of the Bay Area K16 Collaborative.

On September 9, 2025, the California State University shared a new systemwide strategic plan, its first in more than a decade. This plan reflects the system's commitment to proving that high-quality education for everyone isn't just possible, it's an imperative for individual, community and state vitality. This commitment reflects California's strength: our state's diversity drives economic prosperity as the world's 4th largest economy, and the CSU's personalized approach to serving all Californians directly powers this success. Read more here: [CSU Strategic Plan 2025_10.pdf](#)





THE COLLEGE OF BUSINESS & ECONOMICS

The faculty and staff in the CBE take pride in leading the way in opportunity and innovation in Los Angeles. Our programs are thoughtfully crafted to blend academic rigor with real-world learning, preparing our students to be career-ready upon graduation. We are deeply committed to unlocking the potential of the next generation, offering the guidance and support they need to achieve success.

In the fall of 2025, the College enrolled more than 3,500 undergraduate and over 350 graduate students. The faculty (95 full-time and 68 part-time) collectively represent a diverse community of accomplished teachers and scholars who are deeply committed to academic excellence and student success.

The College, for five consecutive years, has been ranked #1 as the Best Accounting School in California and #1 for the Best MBA in Southern California by Best Value Schools. Additionally, U.S. News & World Report has once again recognized the CBE as one of California's top 10 business programs among public institutions in its 2024 rankings. The College is home to the Center for Entrepreneurship & Innovation with dedicated sponsors, strong ties to the business community, year-round events, and campus-wide student participation. The Business Pitch and participation in Kauffman Foundation's Global Entrepreneurship Week are just two of the many annual events. Working in CBE's Nongshim Innovation Lab, our student teams have competed in and won many competitions, earned NSF grant funding, and have developed successful startups. The College coordinates the Marshall Geller Golden

Eagle Opportunity Fund (GEOF), a student-run investment portfolio, and sponsors VITA, a tax preparation program for students working with faculty to prepare taxes for low-income members of the community. Our many active student organizations build ties to professional organizations and the community, including Creative Artists Agency, JPL, Boeing, Southern California Edison, and many other corporations as well as major accounting firms.

The College offers degree programs at [the bachelor's and master's levels, as well as professional certificates](#):

- The Bachelor of Science in Business Administration: Accounting, Business Economics, Business Prelegal, Entrepreneurship, Finance, Healthcare Administration, Human Resource Management, International Business, Management, Marketing, Operations and Supply Chain Management, Real Estate, Retail, & General Business
- The Bachelor of Arts in Economics: Applied Economics, Social and Behavioral Sciences
- Bachelor of Science in Computer Information Systems: Business Systems, Information Systems, Information Technology

Master's Degrees: MBA, MS Accounting, MA Economics, MS Healthcare Management, MS Information Systems, MS Business Administration, MS Business Analytics



THE POSITION

The Dean serves as the chief operating and academic officer of the College of Business and Economics and is responsible for creating and sustaining an environment in which academic excellence is pursued by faculty, students, administrators, and staff. With the Provost and other officers of the University, the Dean participates in developing University policy and strategic planning and represents the College internally, as well as in the larger community and region. To support the growth and success of the College, the Dean also seeks broad-based support from external agencies and plays a leadership role in fundraising and development for the College.

The Dean also performs other duties as assigned by the Provost and/or President.

THE LEADERSHIP OPPORTUNITY

Cal State LA seeks an inspirational leader who possesses the academic, financial, and strategic acumen to execute collaborative and transparent leadership for the present and future of the College of Business and Economics. The Dean is expected to exercise vision; ethical leadership; and advocacy for the academic affairs of the College, including curricular matters, research, and other scholarly activities. As such, our successful candidate for this exceptional opportunity will bring a commitment to transparency in decision making; a track record of promoting effective approaches to teaching and learning; and an unwavering commitment to fair, open, and collegial leadership.

The next Dean will be a mission-driven, entrepreneurial leader who will be able to advance innovation and strengthen the College for long-term success. As the University moves forward in a continuously and rapidly evolving market for higher education, the appointee will be forward-thinking, with a demonstrated ability to advance innovation while building upon the strong foundation of teaching, learning, and research within the CBE.

THE LEADERSHIP AGENDA

Cal State LA enjoys a well-deserved reputation for delivering transformational educational experiences for a highly diverse student population. The next Dean will advance that legacy and the University's equity-focused mission leading efforts to advance curricular innovation, strengthen program quality, and develop appropriate modes of instruction and educational pathways to suit all types of learners. Finally, the next Dean must possess change leadership skills and the ability to unite, align, mobilize, and empower, with demonstrated experience in creating a high performing team and culture.

1. Develop a New Strategic Plan for the College: Academic Renewal & Expanding Student Access

The next Dean will bring a clear, forward-thinking vision for the College that builds on its strengths, increases enrollment, diversifies revenue streams, and expands the CBE's partnerships within the community and region.

THE POSITION (CONT.)

In alignment with the University's strategic plan, and in collaboration with the faculty, staff, and Provost, the Dean will evaluate the portfolio of academic programs and identify new opportunities to enhance student access and success. The Dean will need to recognize the multiple pathways that students have taken to arrive at Cal State LA and create models for student success and degree completion that flex to fit the needs of students of multiple ages, backgrounds, and circumstances. The new strategic plan should include a focus on expanding pipelines for students while also supporting new and innovative curricular initiatives and programs, including continuing education, certificate programs, and co-operative education, internships, and project-based learning. The Dean will also embrace the opportunities to work with other colleges to build innovative, interdisciplinary programs to prepare students for evolving workforce demands.

Faculty and staff development will also serve as an important component of the strategic planning process. As technology continues to transform the educational landscape, providing faculty with the pedagogical support needed to ensure student learning across multiple modalities while also fostering a culture on scholarly excellence will be major foci for the College in the present and future.

2. Fostering a Vibrant Community of Teaching, Learning, and Campus Engagement

Cal State LA's focus on student access and success requires a deep commitment among faculty and staff to academic excellence, innovation, and engagement within the campus community. As the University moves forward, it will be increasingly important for the faculty

and staff to be highly involved with the day-to-day life of the University. In addition, the new Dean must foster an environment of continuous improvement, responsive to changes in students' educational needs and higher education trends. Innovation in teaching and learning will continue as a major opportunity to enhance both faculty and student success.

The new Dean must bring a strong record of support for faculty and staff recruitment and retention within a culture of engagement, creativity, and collegiality. The Dean will instill a greater spirit of teamwork, information sharing, mutual respect, trust, and transparency in decision making within the CBE and across the University.

The appointee will also have the opportunity to expand the CBE's collaboration with other colleges and programs to develop programs across the University.

3. Fiscal Expertise & an Entrepreneurial Spirit

Given the financial realities of public education, the new Dean must have expertise in the stewardship of financial and human resources. These skills include strategic budget management, transparency in budgeting and responsible allocation of resources.

Externally, the Dean must be effective in raising external funds and become a visible leader in the local and larger Los Angeles area, seeking relationships and partnerships with corporations, foundations, and other philanthropic entities to secure financial support and partnerships for the faculty, staff, and students





QUALIFICATIONS

REQUIRED

- An earned doctorate in a college-related field and a record of recognized research, scholarship, and teaching accomplishments sufficient to merit appointment as a tenured full professor.

PREFERRED

- At least five years of progressive experience in academic administration and/or academic leadership positions.
- Demonstrated commitment to working in and supporting the success of a diverse community and demonstrated ability to work effectively, respectfully, and collaboratively in diverse, multicultural, and inclusive settings.
- Experience with AACSB accreditation.
- Experience in strategic planning and the ability to work collaboratively with faculty and academic leaders to identify the academic priorities of the College and develop strategies and tactics for achieving them.
- A dedication to student achievement and student success.
- Experience developing programming, curriculum, and educational opportunities responsive to traditional and non-traditional learners, as well as regional workforce needs and opportunities.
- Financial acumen and proven abilities in budget and financial management.
- A history of effective leadership in a culture of shared governance and, if applicable, experience in a unionized environment.
- Demonstrated commitment to faculty and staff well-being and professional development.
- A clear understanding of leading-edge methods and instructional technologies to support teaching and learning in a large, diverse, urban public university.
- Documented success in fostering relationships with donors, alumni, business, industry, government, and other college constituencies to secure financial support.
- Excellent listening and communication skills; strong personal integrity and work ethic.



APPLICATIONS, INQUIRIES, AND NOMINATIONS

Academic Search is assisting Cal State LA in this search. Nominators and prospective candidates may contact Academic Search at CalStateLADeanCBE@academicsearch.org to arrange a confidential conversation about this exciting opportunity with Managing Director, Dr. Cynthia Patterson.

To apply, a candidate must submit the following (in 3 separate PDF documents) to CalStateLADeanCBE@academicsearch.org:

1. A letter of intent to the search committee addressing how the candidate's experiences match the position requirements.

2. A full, 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.

Applications received by Monday, **November 24, 2025**, will be given full consideration by the search committee. The anticipated hiring salary range is \$220,000 - \$250,000.

EQUAL OPPORTUNITY/TITLE IX EMPLOYER

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.

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.

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.

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

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.

