

SEARCH PROFILE

ASSOCIATE VICE PRESIDENT
FOR RESEARCH AND INNOVATION



CalPoly
Pomona

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Cal Poly Pomona seeks a strategic, innovative, and collaborative leader to serve as its Associate Vice President for Research and Innovation (AVPRI). The ideal candidate for this position will be an innovative, strategic, and collegial academic leader who understands the mission of Cal Poly Pomona and its distinctive mission and pedagogy as a polytechnic university. The University seeks an AVPRI who respects the importance of faculty, staff, students, and shared governance.



THE UNIVERSITY

Cal Poly Pomona, recognized as one of the most diverse regional universities in the Western United States as well as nationwide, offers an affordable, life-changing education. Less than 30 miles east of Los Angeles, the campus enjoys the excitement of a diverse metropolitan area while retaining the serenity of a foothill community. As a polytechnic university, Cal Poly Pomona utilizes a technology-enhanced, learn-by-doing approach to education. Students enjoy endless opportunities for involvement in a vibrant and diverse community. A Hispanic-Serving Institution, Cal Poly Pomona is among the top 25 colleges in conferring baccalaureate degrees to Hispanic students.

Cal Poly Pomona's history and geography are unlike any other university in the region. Nowhere else can students ride an Arabian horse, practice on a Steinway piano, bring a new product to market, and build a liquid-fueled rocket. Benefitting from a campus community that embraces and learns from the richness of its members' myriad lived experiences, Cal Poly Pomona is alive with academic, social, volunteer, and career development opportunities. Faculty in all

disciplines put theory to practice, providing students with opportunities to apply their knowledge in hands-on projects, research collaborations, and valuable internship and service-learning programs.

Cal Poly Pomona opened on September 15, 1938, with an all-male enrollment of 110 students as the Voorhis Unit of California Polytechnic College in San Luis Obispo. It was located on the 150-acre San Dimas site of the former Voorhis School for Boys. The breakfast cereal magnate, W.K. Kellogg, deeded 813 acres of land located three miles south of the Voorhis campus to the state of California in 1949. In 1956, 508 students and 44 faculty and staff moved from San Dimas to the Kellogg campus. In a first for the all-male campus, 329 women joined the student body in 1961. The Pomona campus separated from the San Luis Obispo campus in 1966 and became California State Polytechnic College, Kellogg Campus. University status was granted in 1972. Today, the university is part of the 23-campus California State University system. Cal Poly Pomona has nearly 30,000 students and 2,700 faculty and staff.

THE UNIVERSITY (CONT.)

UNIVERSITY RANKINGS

Cal Poly Pomona is among the best public universities in the West and is nationally ranked for helping students achieve economic success. As an inclusive polytechnic university, the institution cultivates success through experiential learning, discovery, and innovation. Cal Poly Pomona embraces local and global challenges and transforms lives. When it comes to quality education, affordability, and career prospects for graduates, the institution consistently ranks among the best universities in the country. While each ranking is a snapshot of achievement, taken collectively, they provide a picture of a diverse, learn-by-doing university whose students graduate with the skills needed to succeed in a dynamic, evolving work environment.

- *Money Magazine* recognized Cal Poly Pomona as one of the “2024 Best Colleges in America,” receiving 4.5 out of 5 stars based on quality of education, affordability, and student outcomes.
- *U.S. News & World Report* 2024 Best Colleges ranks Cal Poly Pomona as No. 3 among “Regional Universities West,” a region that covers 15 states, as well as No. 2 among “Top Public Schools in the West” and No. 2 on the “Best Colleges for Veterans” in the region.
- *Money Magazine* ranked the College of Business Administration No. 5 in California and No. 30 in the nation on its 2022 “Best Colleges for Business Majors.”
- *Forbes’* third annual “America’s Best Value College” list ranks Cal Poly Pomona among the best in the nation for a student’s return on investment. The university was No. 59 among the 300 schools that made the list.

SOCIAL MOBILITY

Cal Poly Pomona’s success in admitting and graduating students from lower-economic backgrounds is also receiving attention.

- *The Wall Street Journal* listed the university as the top polytechnic and No. 11 on its list of “2024 best U.S. Colleges for Social Mobility.”
- *The Washington Monthly* ranked Cal Poly Pomona as the top polytechnic and No. 14 in its ranking for “2023 Best Bang for the Buck Colleges.” *CollegeNet* ranked the university No. 17 in the nation on its “2022 Social Mobility Index.”



DIVERSE STUDENT BODY

Diverse Issues in Higher Education recognized Cal Poly Pomona as No. 20 in the nation for the most bachelor’s degrees awarded to minoritized students on its “2022 Top 100 Degrees Conferred” list. The university was also No. 13 for bachelor’s degrees earned by Hispanic students and No. 20 for bachelor’s degrees earned by Asian American students.

RECOGNITION OF INDIVIDUAL PROGRAM EXCELLENCE

U.S. News & World Report recognized the College of Engineering at No. 9 among the nation’s “2024 Best Undergraduate Engineering Programs” where a doctorate was not offered, and No. 3 in the state.

Several individual departments were also in the top 10: No. 2 Computer Engineering, No. 3 Mechanical Engineering and Electrical/Electronic/Computer Engineering, and No. 4 Civil Engineering. The Collins College of Hospitality Management is ranked No. 5 in *CEO World Magazine’s* 2023 “Best Hospitality and Hotel Management Schools in The World” list. The list goes on, with many additional colleges, departments, and programs ranking highly in the region and the nation.

STRATEGIC PLAN

The AVPRI will be guided by the [University’s Strategic](#) and [Academic Master Plans](#). The strategic plan articulates a vision for Cal Poly Pomona as a model for an **inclusive polytechnic university** that inspires creativity, discovery, and innovation; embraces local and global challenges; and transforms lives. Launched in 2017, the strategic plan serves as the cornerstone for current and future initiatives, centering on five strategic initiatives, each clearly defined with specific outcomes and relevant metrics to track progress:

1. Deliver quality programs that promote integrative learning, discovery, and creativity.
2. Enhance student learning, development, and success.
3. Prepare our students for the future of work and civic engagement.
4. Strengthen our economic vitality and impact.
5. Advance organizational development and employee excellence.



THE OPPORTUNITY

The Associate Vice President for Research and Innovation reports directly to the Provost and Vice President for Academic Affairs. The AVPRI oversees the Office of Research and Innovation (ORI), which includes The Office of Research and Sponsored Programs (ORSP), the Office of Research Compliance, the Animal Care Facility (ACF), the Institutional Animal Care and Use Committee (IACUC), and the Institutional Review Board (IRB). The AVPRI will seek to increase opportunities for faculty scholarship with emphasis on increasing the involvement of undergraduate and graduate students in research. The AVPRI works with the Office of Research Compliance, the IACUC and IRB, and all of the Colleges to support effective oversight of animal and human subjects research. The AVPRI interacts with the Office of Research Compliance in areas related to conflict of interest, export control, and the proper and safe conduct of research.

The AVPRI interacts closely with the Director of ORSP, a direct report, in facilitating the pre-award processes involved in submission of proposals for extramural awards, grants, and contracts. ORSP provides support and assistance to faculty and staff from development and planning through assistance in identifying potential extramural funding sources; developing budgets; completing applications and proposal submissions; assuring compliance with all applicable federal and

state regulations; and assisting in negotiations with funding agencies. The AVPRI proactively networks with community, regional, government, and corporate partners in the enterprise potential of the university's research, creative activity, and intellectual property to uphold the university mission of learning by doing. Under the direction of the AVPRI, ORI administers three intramural grant programs. As a member of the Provost's Leadership Team, the AVPRI brings the concerns of the research community to discussion processes and policies under consideration by the Leadership Team.

The AVPRI is expected to be a collaborative leader who acts with integrity and possesses the ability to communicate with diverse constituents, fostering collegiality and clarity in the decision-making process. The AVPRI serves as the HEERA manager for the Director of ORSP (who manages ORSP staff) and for staff in the Office of Research Compliance and the Animal Care Facility. The AVPRI works closely with the Cal Poly Pomona Foundation to ensure a smooth transition between pre-award and post-award and the reporting and compliance process.

The AVPRI will be expected to grow and expand the research enterprise across the university and will work closely with the academic leadership team to ensure that CPP's research promotes innovation and supports the university's commitment to its polytechnical pedagogy "learn by doing."

THE OPPORTUNITY (CONT.)

MAJOR DUTIES AND RESPONSIBILITIES

1. The AVPRI is responsible for overseeing all pre-award grant and contract activities on campus. The campus currently generates more than \$20 million annually in external funding and aspires to grow its research enterprise. The AVPRI will seek out and cultivate external funding opportunities, working to develop relationships with federal and state funding agencies, private foundations, and other funding sources to support the goals and priorities in this area.
2. The AVPRI will be responsible for growing research volume across the university and be an active collaborator in developing the university's innovation strategy.
3. The AVPRI will lead the University to new levels of excellence in research and to strategic collaborative economic development initiatives with the private and public sector.
4. The AVPRI provides vision and administrative leadership in this area by working closely with faculty, department chairs, deans, and the Provost's Leadership Team. A critical aspect will be for the AVPRI to be an effective leader, steward of the university's policies in this area, and a key resource around intellectual property and technology transfer expectations and issues.
5. The AVPRI also promotes strategic collaboration between Cal Poly Pomona and external institutions and oversees the review and approval of Memoranda of Understanding and Educational Partnership Agreements. Also, the AVPRI oversees the establishment and review of centers and institutes on campus and fosters interdisciplinary collaboration among faculty from different departments and colleges.
6. The AVPRI serves on key campus and systemwide committees, including the CPP Council for Graduate and Faculty Scholarship and the CSU Council of Chief Research Officers. As the CPP Guide for the five LA County CSU campuses (CSU5), the AVPRI attends the Guide meetings and brings CSU5 opportunities to the attention of CPP stakeholders.
7. The AVPRI will develop and implement research support infrastructures to enable faculty, staff, students to expand overall research productivity and tracking research progress and other markers of excellence and academic impact.
8. The AVPRI will support and champion undergraduate, graduate, and faculty research and scholarly activities in all disciplines, including promoting new interdisciplinary research collaborations.
9. The AVPRI will facilitate and encourage opportunities for external stakeholders to build research opportunities with faculty and students, including establishing new centers, institutes, and research programs.



QUALIFICATIONS

REQUIRED

- A terminal degree from an accredited institution with qualifications to hold a tenured professor rank in one of the university's academic departments.
- Demonstrated track record of successful scholarship portfolio, including externally funded research, including strong skills in research and grant management and successful experience coordinating research within a university setting.
- Demonstrated knowledge of federal, state, and private agencies (and their policies) that provide research opportunities.

PREFERRED

It is preferred that the successful candidate possesses the following skills and attributes:

- Entrepreneurial spirit. Must demonstrate the ability to recognize opportunities available to the university and to take advantage of those opportunities. The university has been successful in creating and supporting innovative academic and research programs and expects continued growth in the future.
- Demonstrated ability to engage and inspire faculty, staff, students, the CPP community, and external constituents around a vision for innovation, research, and creative activities.
- A successful track record of consensus building and collaborative approaches in leading research initiatives.
- Successful experience leading initiatives and fiscal management in a large, complex environment.
- Experience in a unionized working environment.
- Demonstrated commitment to inclusive excellence.
- Demonstrated ability to collaboratively create and lead an agile and innovative research agenda that increases financial support and scholarly productivity across the university.





NOMINATIONS AND APPLICATIONS

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Priority consideration will be given to materials received by **Monday, March 18, 2024**. To apply a candidate should submit 1) a letter of intent addressing how the candidate's experiences match the position requirements; 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.

If you have any questions or if you have a disability and need accommodation with pre-employment processes (applications, interviews, etc.), please contact the ADA Coordinator by email at ADACoordinator@cpp.edu.

Academic Search is assisting Cal Poly Pomona in this search. To ensure full consideration, inquiries, nominations, and applications (PDF preferred) should be submitted electronically, in confidence, to CPPAVPRI@academicsearch.org. When submitting a nomination, please include the nominee's full name, title, position, and email address.

Nominators and prospective candidates may arrange a confidential conversation about this opportunity with the two senior consultants leading this search: Cynthia M. Patterson at Cynthia.Patterson@academicsearch.org or Maria Thompson at Maria.Thompson@academicsearch.org

Additional information about the institution can be found at <https://www.cpp.edu>.

EMPLOYMENT REQUIREMENTS:

The salary range for this position is \$191,000- \$213,000. More information is available at: <https://www.calstate.edu/csu-system/careers/benefits/Documents/employee-benefits-summary.pdf>

California State Polytechnic University, Pomona is an Equal Opportunity Employer, including veterans/disability. The university seeks to recruit and retain a diverse workforce as a reflection of our commitment to serve the people of California, to maintain the excellence of the university, and to offer our students

richly varied disciplines, perspectives, and ways of knowing. Cal Poly Pomona subscribes to all state and federal regulations and prohibits discrimination based on protected status. The university hires only individuals lawfully authorized to work in the United States.

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.

Cal Poly Pomona will make a conditional offer of employment to final job candidates, pending the satisfactory completion of a background check (including a criminal records check). The conditional offer of employment may be rescinded if the background check reveals disqualifying information and/or it is discovered that the candidate knowingly withheld or falsified information. In determining the suitability of the candidate for the position, Cal Poly Pomona will give an individualized assessment of any information that the applicant submits for consideration regarding the criminal conviction history, such as the nature, gravity, and recency of the conviction, the candidate's conduct, performance or rehabilitation efforts since the conviction and the nature of the job applied for. For more information, go to <https://calstate.policystat.com/policy/13813878/latest/>.

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.

Cal Poly Pomona 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. Cal Poly Pomona is an Equal Opportunity Employer.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Cal Poly Pomona 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.



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