SEARCH PROSPECTUS:
Vice President for Student Affairs
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California State University Channel Islands invites confidential inquiries, nominations, and applications for its next Vice President for Student Affairs (VPSA). The VPSA is a member of the President’s Cabinet and reports to President Erika Beck, who assumed office in August 2016. The new VPSA is expected to take office in spring of 2018.

THE UNIVERSITY AND ITS MISSION

Founded in 2002, California State University Channel Islands (CSUCI) is the newest campus in the 23-campus California State University system, the largest public university system in the U.S. The University is located halfway between Santa Barbara and Los Angeles and is 10 minutes from the Pacific Ocean. The mission of the CSU includes preparing significant numbers of educated, responsible people to contribute to California’s economy, culture, and future. The original buildings on the CSUCI campus date from 1934 and President Franklin D. Roosevelt’s New Deal. The campus itself represents a forty-year effort to bring a four-year public university to the region to serve its residents.

The current student body is 50% Hispanic, 49% Pell Recipient, and 59% first-generation college students. Over half of the undergraduates are transfers from community colleges. Graduate and credential programs are designed to meet the needs of working adults. In short, the CSUCI student body reflects the people of the region and of California.

MISSION STATEMENT

Placing students at the center of the educational experience, California State University Channel Islands provides undergraduate and graduate education that facilitates learning within and across disciplines through integrative approaches, emphasizes experiential and service learning, and graduates students with multicultural and international perspectives.
California State University Channel Islands graduated its largest class yet in spring 2017. Overall, CSUCI enrolls more than 7,000 students, including nearly 300 graduate and post-baccalaureate students, at its main campus and four satellite campuses. CSUCI offers 26 undergraduate majors, seven graduate degrees, a joint doctorate in educational leadership, and a variety of certificate and teaching credential programs (information on all programs). The Division of Academic Affairs includes Arts and Sciences, the Martin V. School of Business and Economics, the School of Education, Extended University, and the John Spoor Broome Library.

In addition to offering special session degree programs, credit and non-credit courses, and certificate programs, Extended University responds to important needs in the community for continuing access to higher education, and provides overall support of the University’s commitment to lifelong learning. Extended University serves individuals throughout their career life cycles, especially as working professionals and busy adults, with job skills training, career upgrades, professional certifications, and accelerated courses of study in accessible formats at convenient times and locations. The office custom designs courses for various groups and businesses in Ventura County and utilizes a mix of evening and weekend schedules, distance-learning technologies, and classroom locations throughout Ventura and Santa Barbara Counties (Camarillo, Santa Barbara, Thousand Oaks, and Goleta). Finally, it assists individuals of all ages seeking to enhance their lives through personal and cultural enrichment. The Osher Lifelong Learning Institute, a hallmark program for mature learners, has enriched the intellectual life of the community since its inception in 2004. Non-matriculated students may enroll in regularly scheduled degree-credit courses through Open University.

Midway through its second decade, CSUCI is poised to continue to grow in size and renown, while maintaining one of the most thoroughly student-focused learning environments in public higher education. CSUCI embeds its mission “pillars” in the University’s mission centers:

- **The Center for Community Engagement** supports and promotes high impact service learning in our communities by cultivating long-term sustainable partnerships that address societal challenges and foster engaged citizenship.

- **The Center for Integrative Studies** serves as an organized source of information and support for integrative and interdisciplinary approaches to the creation, discovery, transmission and application of knowledge.

- **The Center for International Affairs** promotes and supports efforts to internationalize the curriculum, afford students the opportunity to study abroad, increase the number of international students on campus, support international faculty collaboration, and foster links with higher educational institutions around the world.

- **The Center for Multicultural Engagement** creates and sustains a campus climate in and out of the classroom that values and promotes all forms of diversity. The center challenges students, staff, and faculty to commit to diversity as a source of renewal and vitality that empowers them to change the culture and the world through civic action.

Other institutes reflecting partnerships with our community, an entrepreneurial spirit, and a penchant for innovative learning environments include the California Institute for Social Business, the Henry L. “Hank” Lacayo Institute for...
ACADEMICS (CONT.)

Workforce and Community Studies, and the Entrepreneurship & Small Business Institute.

CSUCI prides itself on a repeated pattern of identifying student and community needs, finding resources, and building programs to address those needs: indeed, this is the pattern begun during the 40-year effort to bring a public four-year university to the region. Two initiatives illustrating this pattern are outlined below:

- **CSUCI continues to investigate and address issues affecting retention and academic success.** This has led to garnering resources, primarily through grant-writing, to develop interventions. For instance, First Year Experience (FYE) integrates multiple high-impact practices: thematic critical thinking First Year Seminars taught in Learning Communities with writing-intensive English composition classes, supported by embedded peer mentors who facilitate small co-curricular Dolphin Interest Groups (DIGs) aimed at facilitating the transition to university life. Launched in 2011 with 78 students, FYE had 240 students in 2016, with 25% in Living-Learning Communities. FYE has clear evidence of positive impact on retention, GPAs, and accumulation of units, particularly for Pell-eligible, first-generation and underrepresented students. FYE growth includes the addition of options for larger Learning Community blocks around themes such as the natural history of the Channel Islands – blending gateway courses for majors in STEM and the Social Sciences/Humanities, and First-Year Academies linking English courses to Chemistry and Algebra to increase readiness in STEM majors.

- **Student research:** Faculty engaged undergraduate students in research activities from the first years of the university, marked by success of CI teams in the CSU Student Research Competition. In 2008 the first Student Research Symposium was celebrated; this grew into our annual **Sage Student Research Conference**; the 9th annual conference in 2017 featured research presentations by 230 students who’d been guided by 47 faculty mentors. In the early years, faculty created curriculum supporting student research and formed an ad hoc Student Research Steering Council to promote, support, organize, and raise funds for student research. CSUCI is now known for fostering research opportunities for undergraduate as well as graduate students. For instance, a unique partnership between the National Park Service and the University is seen in the **CSUCI Santa Rosa Island Research Station**, providing students, faculty, researchers, and the local community with resources and opportunities to engage in natural and cultural resource-based research and education. Meanwhile, freshmen may participate in a **Student Research Learning Community**, thus making research a part of their educational journey from their first weeks at the University.
CSUCI’s pattern of identifying need, securing resources, and building programs is exemplified by our embrace of our Hispanic-Serving Institution designation, first achieved in 2010. Within months, a team wrote – and was awarded – our first HSI grant: $3.24 million to foster a university-going culture through outreach and mentoring for high school and community college students in the region and promote a culture of student success for first-year students at CSUCI. By 2011, CSUCI was also engaged in the work of our $2.8 million HSI grant to increase the number of underrepresented students pursuing graduate and post-baccalaureate study, our $6 million HSI-STEM collaborative grant, and was a key partner on Oxnard College’s HSI-STEM grant. By Sept. 27, 2016, when CSUCI celebrated notice that we were awarded a second $6 million, five-year HSI-STEM grant, over $25 million in HSI funds had been awarded to CSUCI. More significant than the dollar amounts, however, is the work carried out through these grants to significantly enhance the capacity of the institution to serve all its students as well as the region.

CSU Channel Islands’ service region includes Santa Barbara and Ventura counties. CSUCI is part of the California State University system, the most affordable public university system in the U.S., meeting Californians where they are – financially, socially and geographically. The CSU educates the majority of California’s teachers and nearly 8% of the nation’s teachers. We work to end California’s “degree drought,” supplying the state with more career-ready candidates than any other single source. We are among the most diverse university systems in the country, striving to be inclusive of students of all social, economic and educational backgrounds. CSUCI is deeply committed to the CSU’s twin touchstones of access and excellence, and to providing current and potential future students educational opportunities that enable them to transform their lives and those of their families and communities. The CSU’s 2025 Graduation Initiative aims to significantly raise graduation rates and eliminate achievement gaps while maintaining or even increasing overall academic quality.
CSUCI is a student-centered University, committed to academic excellence, civic engagement, environmental responsibility, and leadership. The student: faculty ratio is 21:1. With a singular commitment to student success, CSUCI strives for innovative practices and excellence within the disciplines and welcomes students as active partners in a distinctive education experience. CSUCI seeks students who enjoy a campus environment where their voices and beliefs are embraced, valued, and respected. Students are educated to think critically, work in teams, and tackle problems in their community and the real world using interdisciplinary approaches. Students are embedded in the classroom as peer mentors in a variety of contexts. They conduct meaningful discussion, research, and exploration, and work closely with expert lecturer and tenure-track faculty to make a difference. CSUCI aims to graduate students possessing an education of sufficient breadth and depth to appreciate and interpret the natural, social, and aesthetic worlds, and to address the highly complex issues facing societies.

CSUCI students are active in student clubs and organizations. CSUCI offers more than 70 student clubs and organizations, from more than 14 sports clubs to a variety of cultural and faith-based organizations, honor societies, and service and philanthropy groups. The Recreation Center provides a full gym and weekly fitness classes; the Pacific Ocean is 10 minutes from the campus, and the Channel Islands Boating Center is located 30 minutes away at the Channel Islands Harbor, where students can participate in kayaking, paddle-boarding, sailing, and windsurfing. In addition, there are multiple outdoor adventures planned each semester, including backpacking, camping, hiking, and rock climbing. Three modern residence villages house 1,600 students who live on campus; residents and commuters may take advantage of over 200 events annually. For instance, intercultural activities on campus include a Latina/o Heritage Celebration and a National Day of Silence to bring attention to issues facing the LGBTQ community. Faculty and staff work together to bring speakers and events to campus. International Programs offers the opportunity to study abroad for in-state tuition for an entire year in more than 18 countries, as well as shorter-term, faculty-led opportunities abroad.

To learn more about why students choose to enroll at CSUCI, visit www.csuci.edu/about/get-to-know-ci/whyci.htm.
The University employs over 1,000 people; this includes a total of approximately 90 staff in the Division of Student Affairs. The Academic Senate represents the collective voice of the faculty in shared governance while the newly formed Staff Council represents the CSUCI staff. The third representative body is CSUCI’s Student Government. CSUCI enjoys a culture of collegiality and historically positive relations between administration, staff, faculty, and students.
As the youngest campus in the CSU system, CSUCI has the unique responsibility of creatively fostering the growth in campus facilities needed to accommodate growth to reach a target student population of 8,500 students by 2025. Campus leadership has embraced a model of public-private partnerships: the latest example is the recent sale of the University Glen apartments and Town Center to a global real estate investment company. Another reflection of the long-standing community desire for and support of a public university is witnessed by the engagement of the civic and business community. University Advancement and others cultivate relationships with those interested in supporting the University in a variety of ways, as demonstrated by the membership of individuals on the CSUCI Foundation Board.

Some distinctions not mentioned earlier in this profile include the following.

The University:
- **Nursing program has 100% pass rate for state nursing boards – again;**
- **CSUCI named one of the top 10 safest campuses in the nation;**
- **CSUCI wins international award for online learning innovation;**
- **Santa Rosa Village (student housing) earns national award for sustainability;**
- **Division of Student Affairs wins national award for third consecutive year as “18 Most Promising Places to Work in Student Affairs”;**
- **Placed on the President’s Higher Education Community Service Honor Roll for six consecutive years;**
- **Arbor Day Foundation gives CSUCI Tree Campus recognition for fifth consecutive year;**
- **CSUCI Nursing program ranked 11th in the state;**
- **Mortar Board Society chapter wins national award for third year in a row;**
- **Sierra Hall wins “Best Project” award from Engineering News-Record;**
- **One of only three CSU campuses named a STARS Gold Institution for its commitment to sustainability;**
- **Earned Carnegie Community Engagement Classification, a recognition of exemplary practices in community engagement and service learning;**
- **Re-accredited in 2015 by the Western Association of Schools and Colleges through 2024.**

Faculty and students:
- **Collaborative faculty-student research projects consistently win awards at both the state and national levels.**
- **Students repeatedly dominate the top awards at the CSU Media Arts Festival.**
- **Faculty have been recognized with national awards for college-level teaching, authorship, and service to their disciplines.**
- **Faculty are active in grant-writing: representative grants awarded include several HSI grants and multiple NSF Noyce, CAREER, Climate Change, and REU grants as well as grants awarded by foundations and regional entities.**
- **Students have won Goldwater Awards, REU placements, admission to prestigious graduate programs and employment with desirable companies.**
- **Students contributed 34,000 hours to the community through research and other service in 2015-16, representing an economic benefit of more than $880,000 to the community.**
CSU Channel Islands is located in Ventura County, midway between Los Angeles and Santa Barbara on the Southern California coast. The campus sits on the eastern edge of the Oxnard Plain, nestled in the western hills of the Santa Monica Mountains – a unique area at the interface of urban, agricultural, and coastal California.

The main campus is a unique historical site. Our original Spanish mission-style buildings date from 1934 and President Franklin D. Roosevelt’s New Deal. When classes began in 2002, the campus was a 634-acre facility, with one- to two-story buildings organized around two primary quads. CSUCI saw remarkable physical growth during its first decade, doubling in size to over 1,200 acres and completing more than $233 million in building and renovation projects. The physical campus is anchored by the John Spoor Broome Library, an architecturally stunning blend of old and new designed by British architect Lord Norman Foster and named after the first major donor to the University. Opened in April 2008, the library merges the campus mission architecture with a modern glass structure, combining both styles into a student-centered digital teaching library. The University expanded in 2016 the dining commons, dedicated its third phase of student housing for a 600-bed residence village, and opened Sierra Hall, which features classroom and lab spaces for several disciplines.

University Glen, an adjacent housing community on the east end of campus, offers apartments, town homes, and single-family residences available for rental or purchase. Many University administrators, faculty, and staff make the University Glen their home. The University Glen Town Center, also located in the Glen, houses over 100 juniors, seniors, and graduate students in studio, one-bedroom, and two-bedroom apartments, and is home to the University bookstore and various eateries. Other student housing includes Santa Rosa Village, the newest freshman community located near the South Quad, Anacapa Village, an apartment community for upper-division and transfer students, and Santa Cruz Village, made up of two-bedroom suites.

For a virtual tour of campus, visit www.youvisit.com/csuci.

CSU Channel Islands’ location provides a plethora of educational and recreational opportunities. From the main campus in Camarillo, an hour’s travel by car or train brings one to the vibrant global city of Los Angeles, with its world-class museums, restaurants, performing arts offerings, and diverse communities. Santa Barbara lies an hour in the opposite direction. CSUCI itself is just 10 minutes from the beach and from downtown Camarillo. The University is set on rich agricultural land surrounded by lemon groves and strawberry and raspberry fields. Nearby features include biotech and other technology-oriented companies, a thriving arts scene, a military base, a working harbor, extensive agriculture, and world-class coastal and mountain recreation. The University has developed long-term relationships comprising everything from joint research projects to community-based service learning opportunities with several sectors of our region.
This position offers a unique opportunity to help a vibrant young institution move into its next phase. CSU Channel Islands has accomplished a significant amount in its first 15 years, often through operating creatively in a resource-challenged environment. The University continues to offer the visionary leader great potential as well as challenges that may also be viewed as opportunities. The Vice President for Student Affairs’ appointment will begin in spring 2018. CSUCI seeks a Vice President for Student Affairs who exemplifies excellent leadership and management; fosters collaborative and data-informed planning, execution, and accountability; advances our HSI and region-serving purpose; embraces diversity; and enhances our campus culture. Specifically, CSUCI expects the next Vice President for Student Affairs will:

- Possess a demonstrated record of partnering with Academic Affairs in creating a dynamic student experience that results in substantive increases in retention, educational achievement, and graduation rates.
- Possess a demonstrated record in decreasing the achievement gap between various student demographics.
- Develop, implement, and coordinate inter-divisional programs, services, and initiatives specific to a culturally diverse, first generation, and underserved student population.
- Possess experience with embedding inclusive excellence into the fabric of the university experience.
THE VICE PRESIDENT FOR STUDENT AFFAIRS POSITION (CONT.)

- Possess a demonstrated record of utilizing data and research to develop effective engagement, support, and retention strategies.
- Facilitate a culture of assessment through the ongoing evaluation of programs, services, and initiatives.
- Assure appropriate annual and long-range budget preparation for the Division and forecast budget needs, establish priorities, allocate funds, and monitor expenses.
- Maintain an organizational structure and staffing to effectively accomplish CSUCI’s mission, strategic goals, and strategic initiatives.
- Oversee recruitment, training, supervision, professional development, and evaluation of Divisional staff.
- Represent the Division of Student Affairs and CSUCI at events on and off campus.
- Collaborate with University Advancement to ensure effective and coordinated campus communication and develop an engaged alumni base that supports the University through philanthropy.
- Assist the President in the performance of ad hoc assignments and projects and perform other secondary duties as assigned.

Qualifications

The successful candidate will have:

- An earned doctoral degree from an accredited university.
- Demonstrated experience working with faculty and academic departments to advance educational achievement.
- A demonstrated record of increasing responsibility and significant leadership in student affairs at a four-year accredited university.
- Demonstrated working knowledge of current trends and the implementation of effective practices that result in increased rates of student engagement, retention, and graduation with a specific focus on first generation students.
- Demonstrated experience in leading a multi-faceted area, which is collaborative, data informed, and focused on student success.
- Demonstrated experience in working in various areas of the Division including multicultural engagement, disability services, veterans affairs, student support services, student health, student counseling, campus recreation, student housing, student conduct, threat assessment protocols, EOP, career services, orientation, student government, and student union facilities.
- A general understanding of campus communication and alumni engagement programs.
- Demonstrated experience with budget oversight from multiple revenue streams.
- Excellent interpersonal, communication, analytical, and leadership skills.
- The ability to effectively communicate with all levels within the University amongst diverse populations including, students, staff, faculty, administrators, and other internal and external constituents.
- Demonstrated experience in supervising, setting direction, and making appropriate personnel actions.
- The ability to apply strong problem solving and conflict resolution skills and train and evaluate performance, taking corrective action as needed and dealing with stressful situations while maintaining professionalism, respect, and composure.
APPLICATION AND NOMINATION PROCESS

The University is being assisted by Academic Search, Inc. Applications should consist of a substantive cover letter, curriculum vitae, and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to: CSUCI-VPSA@academic-search.com.

The position is open until filled but only applications received by Feb. 16, 2018, can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting Ann Die Hasselmo at Ann.Hasselmo@academic-search.com.

CSUCI is committed to recruiting individuals who are dedicated to furthering inclusive excellence in our campus community. We seek to enhance our diverse University population, welcoming people from all backgrounds, to sustain an environment in which all can thrive, create, work and learn. A background check (including a criminal records 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 as a condition of employment.
Academic Search, Inc. is assisting California State University Channel Islands in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academic-search.com/.

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