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SEARCH COUNSEL TO HIGHER EDUCATION



CALIFORNIA STATE UNIVERSITY  
**Stanislaus**

# California State University Stanislaus

EXECUTIVE SEARCH PROFILE

**PROVOST AND VICE PRESIDENT  
FOR ACADEMIC AFFAIRS**



# Contents

PAGE

- 3** The Opportunity
- 4** The University
- 5** University Mission & Vision
- 6** University Values
- 7** Campus Statement on Diversity
- 8** The Position
- 9** Opportunities for the Provost
- 11** Qualifications for the Position
- 13** Data and Statistics
- 15** Application Procedures



Interactive



CALIFORNIA STATE UNIVERSITY  
**Stanislaus**



# The Opportunity

**California State University, Stanislaus** (Stanislaus State) seeks nominations of and applications from experienced, creative and student-centered leaders for the position of Provost and Vice President for Academic Affairs.



# The University



Stanislaus State opened as Stanislaus State College in 1960, with a faculty of 15 and fewer than 800 students, at the Stanislaus County Fairgrounds in Turlock. The institution moved to its current location in 1965, gained university status and its present name in 1986, and opened its Stockton campus in 1998. Today, the University has almost 700 faculty and 600 staff and administrators and serves a diverse student body of more than 11,000. Dr. Ellen Junn has begun her fifth year as President of the University, and she has brought a bold, new vision for its future. The University has two locations in the Central Valley – a beautiful, 228-acre main campus in Stanislaus County in the city of Turlock, and serving San Joaquin County, the branch campus in Stockton, in the city’s historic Magnolia District. The Stockton campus is home to 1,200 students and provides critical educational access, with baccalaureate and graduate degree programs available to an underserved population. There is a strong commitment to community partnership with all stakeholders in Stockton and the region to advance equity and social justice initiatives.

Widely recognized for its quality academic programs, the University has 10 nationally accredited programs. Over eighty percent of full-time faculty members hold doctorates or terminal degrees in their fields. The University offers a rich mix of 45 undergraduate majors, 43 undergraduate minor programs, 14 master’s programs, seven post-graduate credential programs, and one doctorate program in educational leadership. New instructional facilities have been built for the unique pedagogy of professional programs, laboratory sciences, and performing arts.

## Our Campus

Stanislaus State is a critical educational resource for 1.5 million people in a six-county region, one of the most agriculturally rich in the nation, but an underserved and under-resourced area. In 2019, 18% of the population in the region possessed a bachelor’s degree, compared to the state’s average of 34% and a national average of 32%. The Central Valley has a diverse cultural and political landscape. Close to 50% of the population in the region is Hispanic, and there is a large African-American population in San Joaquin County, as well as significant Sikh, Portuguese, and Assyrian populations. Stanislaus State is recognized as a Hispanic-Serving Institution (HSI) by the U.S. Department of Education. 57% of the student population is Latin-X.

## Strategic Plan

## Institutional Data

The University continues to receive national recognition with its ranking as one of the best 373 colleges in the nation by The Princeton Review. The University was one of 12 public universities in the nation to be recognized by the American Association of State Colleges and Universities for demonstrating exceptional performance in retention and graduation rates. In addition, U.S. News and World Report ranks Stanislaus State as one of the “Top Public Universities-Master” institutions in the West in its America’s Best Colleges ratings. In 2020, the University claimed the #1 ranking for value in the West in Washington Monthly for the third consecutive year.

## Quick Facts

## Love Letter

## Accolades

The University is part of California State University (CSU), a 23-campus system across California. With more than 480,000 students, it is the largest, the most diverse, and one of the most affordable university systems in the country. CSU campuses emphasize access to quality public higher education and workforce preparation that is responsive to regional needs.



CALIFORNIA STATE UNIVERSITY

Stanislaus



## University Mission

The faculty, staff, administrators, and students of **Stanislaus State** are committed to creating a learning environment which encourages all members of the campus community to expand their intellectual, creative, and social horizons. We challenge one another to realize our potential, to appreciate and contribute to the enrichment of our diverse community, and to develop a passion for lifelong learning. To facilitate this mission, we promote academic excellence in the teaching and scholarly activities of our faculty, encourage personalized student learning, foster interactions and partnerships with our surrounding communities, and provide opportunities for the intellectual, cultural, and artistic enrichment of the region.

## University Vision

**Stanislaus State** strives to become a major center of learning, intellectual pursuit, artistic excellence and cultural engagement for California's greater Central Valley and beyond. We will serve our diverse student body, communities and state by creating programs, partnerships and leaders that respond effectively to an evolving and interconnected world.





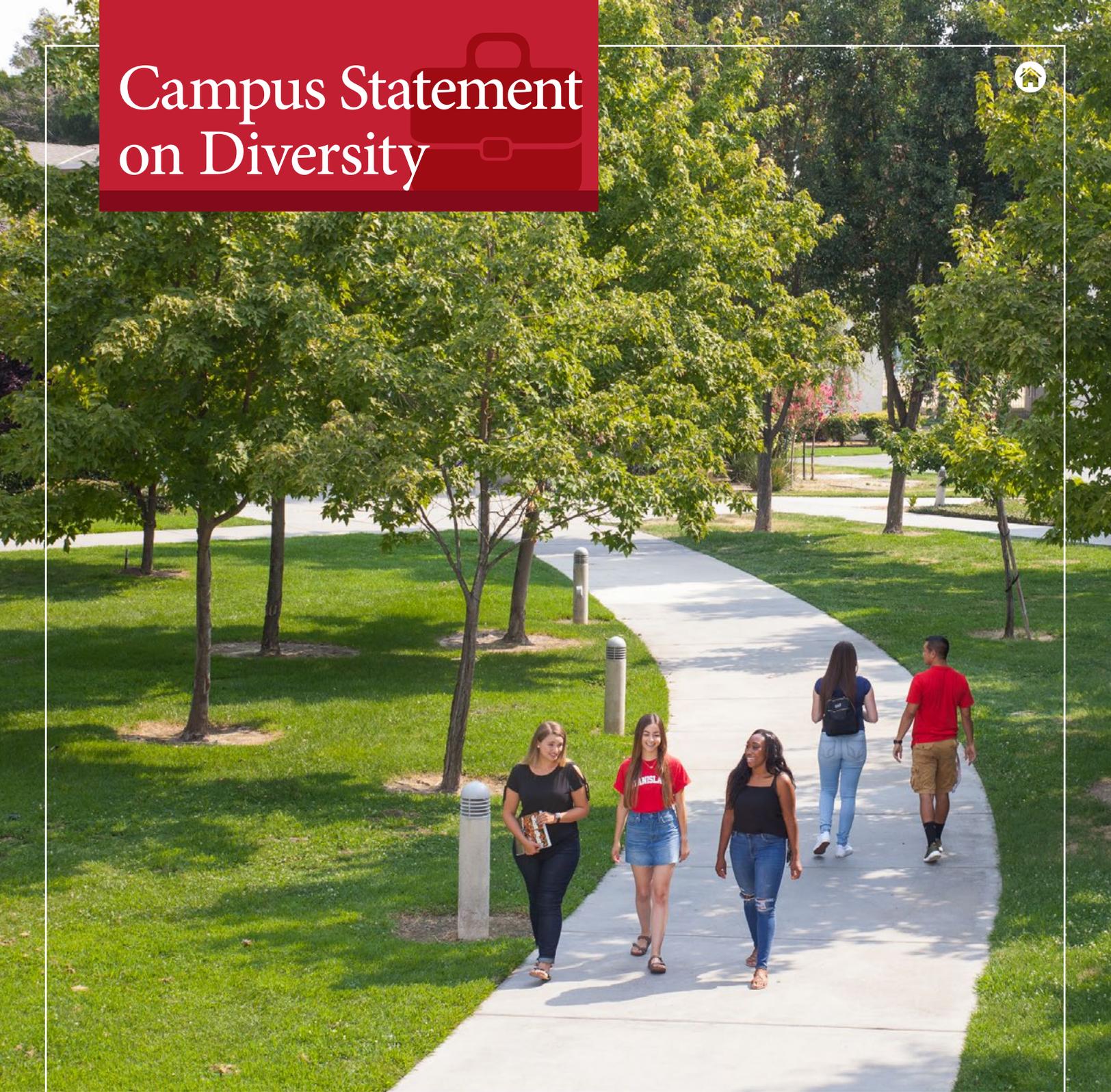
## University Values

- *We inspire all members of the campus community to demand more of self than we do of others to attain new knowledge and challenge assumptions.*
- *We challenge one another to be fully engaged, responsible citizens with the ethics, knowledge, skills, and desire to improve self and community.*
- *We value learning that encompasses lifelong exploration and discovery through intellectual integrity, personal responsibility, global and self-awareness, grounded in individual student-faculty interactions.*
- *We are a student-centered community committed to a diverse, caring, learning-focused environment that fosters collegial, reflective and open exchange of ideas.*
- *We, as students, create the collegiate experience through initiative, participation, motivation, and continual growth to meet the demands of self and others.*
- *We, as faculty, elicit, nurture, and enhance the different voices of ourselves, students and communities through deliberate engagement, continual discovery and ongoing transformation.*
- *We, as staff and administrators, contribute to the learning environment by demonstrating the knowledge, skills and values that serve and support the University's mission.*

### Shared Governance Statement



# Campus Statement on Diversity



California State University, Stanislaus is a collegiate community that serves a diverse population of students, faculty, staff, and administration. These facets of diversity encompass but are not limited to: race, ethnicity, nationality, sex, sexual orientation, gender, gender identity, creed, religion, age, social class, socio-economic status, physical and cognitive differences, political views, and veteran status. The University is intent on engaging with all of its community members in meaningful ways that support the values and strengths that

each individual brings to this campus. In building a community inclusive of everyone, more than recognition, tolerance, acceptance, and celebration are required; CSU Stanislaus also strives to teach, incorporate, mediate, and promote issues of diversity that go beyond the surface.

[Full Diversity Statement](#)



# The Position

Reporting directly to the President, Dr. Ellen Junn, the Provost and Vice President for Academic Affairs is the chief academic officer and senior administrator in the Division of Academic Affairs. The Provost serves as the University's executive officer in the President's absence. The Provost is responsible for providing academic and strategic leadership for all undergraduate, graduate, and research programs of the University, with oversight of the four Academic Colleges (the College of Business Administration; the College of the Arts, Humanities and Social Sciences; the College of Education, Kinesiology and Social Work; and the College of Science), as well as the University Library, University Extended and International Education, the Stockton Campus, the future division of Graduate Studies and Research, grants and contracts, academic resource management, Service Learning, and Faculty Affairs.

The Provost is responsible for data analysis, assessment and review of academic programs, and their evaluation and implementation, providing counsel on all matters pertaining to academic affairs. With effective, strategic and innovative leadership, the Provost participates in all aspects of institution-wide planning in support of the mission and goals of the

University, including meeting the needs of a diverse student population and creating a learning environment where all students have the opportunity to succeed.

The Provost will also collaborate closely with the President and other cabinet members, deans, faculty, the Academic Senate, Associated Students, Inc. (ASI) Student Government, Labor Council and Staff Council, and alumni and community groups to support a comprehensive fundraising campaign for the University, as well as implementing a University strategic plan. The Provost will serve on various councils and committees, and as a liaison to various internal and external groups including CSU system-wide organizations.

Reporting to the Provost are the college deans, the Associate Vice President for Academic Affairs, the Associate Vice President for Faculty Affairs, the Dean of Extended and International Education, the Dean of the Stockton Center, and the future Dean of Graduate Studies and Research. In addition, the Office of Research and Sponsored Programs and the Office of Service Learning report to the division of Academic Affairs and the Provost's office.





# Opportunities for the Provost



In partnership with the President, the Provost will provide creative and decisive leadership to move the Division of Academic Affairs forward, supporting students in their academic and personal development and enhancing their retention and graduation rates. The Provost will foster strong relationships with all campus and community constituents in developing and facilitating co-curricular programs and services that enhance student outreach, enrollment, retention and graduation, with a critical focus on the CSU and Board of Trustees' Graduation Initiative 2025 (GI 2025). Candidates must be conversant in the metrics and methodology of showing annual progress on GI 2025 Key Indicators of Success, which rely on collaboration with multiple divisions on campus.

In addition, the Provost will be expected to not only support but find ways to lead academic involvement in The President's Commission on Diversity and Inclusion (PCDI). PCDI has developed a comprehensive Diversity and Inclusion Action Plan, and collaboratively engages the campus community to assess and guide the priorities outlined, thereby fostering a diverse and inclusive learning community and increasing awareness, understanding, and action.

The Data

The Plan

President's Commission

Policing & Safety

Scholar's Initiative

The Provost must work with other divisions to support and implement existing and new initiatives related to DEISJ (Diversity, Equity, Inclusion, and Social Justice). This very critical feature of the campus demands creativity and dedication to all that DEISJ stands for. Because Stanislaus is a campus with a very large majority of first-generation college students (74%), who are often from economically disadvantaged backgrounds (62% Pell eligible), and because of a deep commitment to give each student a quality education, an Equity-Driven Systems Change (EDSC) Model for Advancing Equity, Inclusion and Social Justice (DEISJ) has been implemented.

Equity, Inclusion & Social Justice





# Opportunities for the Provost



Other key responsibilities for the Provost include the following:

- Working closely with academic deans, department chairs, the Academic Senate, Associated Students, Inc. Student Government, Labor Council and Staff Council, and the President's cabinet members to support and enhance student retention, graduation, and success;
- Advancing effective pedagogy, faculty and student research, and interdisciplinary program development that effectively integrates academic technologies;
- Being skilled and strategic with the communications plan, and skilled in messaging during times of crisis and emergencies;
- Overseeing the development, implementation, assessment, and continuous improvement of academic programs and student learning outcomes;
- Identifying and allocating resources to achieve strategic academic goals and priorities;
- Connecting the Stockton campus with the division of Academic Affairs and Provost's Advisory Council, department chairs, and faculty to continue to develop a strategic plan to enhance the Stockton campus. It will be important for the Provost to work with the Vice President for Student Affairs, the Vice President for Business and Finance, and the Vice President for University Advancement, respectively, to expand student services, and improve facilities and classrooms, and fundraise for the Stockton campus;
- Engaging and working with Stockton stakeholders, including K-12 and higher education leaders, elected officials, local and state government leaders, and community-based organizations, with the expectation of becoming more active with the President to work closely with these important constituents;
- Recruiting, supporting, and retaining an outstanding, diverse, innovative faculty and academic administrative and support staff committed to the mission of the University and the success of its students;
- Promoting and advancing a stimulating and collegial academic environment, shared governance, scholarly work, and service;
- Engaging with the community and external organizations, and integrating the Provost Advisory Council, comprised of deans and other leaders, with relevant community stakeholders;
- Being familiar with and experienced in fundraising and supporting a comprehensive fundraising campaign.



# Qualifications for the Position



The Stanislaus State community seeks a Provost and Vice President for Academic Affairs who models and promotes transparent decision-making, possesses unquestioned integrity, is a strong advocate for faculty, staff and students with a commitment to and strong record of building a diverse, equitable, and inclusive learning community and an understanding of the relationship between diversity, academic excellence, and our mission as a public 4-year University. In addition, he or she will have the following experience, knowledge and skills:

- A minimum of ten years of progressively responsible senior leadership in Academic Affairs administration and experience managing professional staff at the Director, Associate Vice President, or Dean level and above;
- An earned doctorate from a regionally accredited institution of higher education;
- Scholarly activity, including publications and/or leadership in appropriate professional organizations;
- An entrepreneurial focus with experience in developing, implementing, sustaining and reinvesting in programs as well as in discontinuing/sun setting programs. The Provost must have the ability to adapt to circumstances quickly in order to keep programs on the cutting edge;
- A strong commitment and record of achievement in DEISJ (Diversity, Equity, Inclusion, Social Justice), with experience working with diverse communities and students;
- Skilled at managing a multi-million-dollar budget within a complex campus, system and state budgetary environment;
- Experience with creating a vision and a strategic plan to accomplish the vision for Academic Affairs;
- Demonstrated expertise in program and regional accreditation, from preparation to successful reaccreditation;
- Successful experience and effective skills at working with unions and faculty and staff union representatives;
- Experience collaborating closely with the President in support of a comprehensive fundraising campaign for the University;
- Demonstrated ability to support a highly collaborative, solution-oriented climate while building trust and maintaining transparency;
- A commitment to maintain an environment that supports research and creative activities for both faculty and students;
- Demonstrated understanding of and expertise in linking education to career and workforce development for first-generation students;
- Demonstrated ability to work collaboratively to build consensus across faculty, staff and student governance structures to effectively meet current and future needs;
- Must possess extraordinary communication and listening skills, and the ability to manage crisis communications (pandemic issues, emergencies, etc.) that result in a climate of mutual respect across faculty, staff, administrators, and students;
- Evidence of the ability to meaningfully engage stakeholders and deal effectively with crisis. Demonstrated willingness to engage in ex-post discussion of actions, and to acknowledge both successes and failures in pursuit of developing even more effective responses to future challenges;
- Demonstrated experience working with and developing a collaborative partnership with Student Affairs;
- Demonstrated proficiency with and understanding of high-impact practices (HIPs) in supporting student success, and the ability to use data and analytics to identify leading indicators of student retention and success;

# Qualifications for the Position



- Competence in using data-driven strategies at the institutional, division and unit levels to evaluate and assess learning programs and services, with a focus on improvement;
- Commitment to building infrastructure and providing leadership that supports graduate studies, research, and grants and contracts;
- Clear understanding of current CSU and national higher education issues and policies;
- Knowledge of campus and CSU policies, procedures and practices in the area of Academic Affairs;
- Ability to develop institutional policies and practices that are consistent with trends in federal, state, and higher education law;
- Ability to mentor staff and advance a culture of service and collaboration with all campus and system constituencies;
- Ability to lead by example in promoting a healthy work/life balance for faculty, staff and administrators;
- Knowledge of, sensitivity to, and demonstrated experience working in a higher education setting with students, faculty, staff and administrators whose identities and backgrounds are ethnically, culturally, racially, sexually, gender, class, and physically diverse;
- Demonstrated experience working effectively in an academic shared governance environment; and,
- Successful experience working in a collective bargaining environment.

## Preferred Qualifications

- Experience with fostering partnerships between the University and K-16 leaders and educators;
- Familiarity with the application of instructional technology; and,
- Experience with workforce development and training.



# We are STAN STATE

At Stan State, we believe that academic and post-graduate success is a collective effort.

Stan State's experienced and committed staff and faculty work to provide multi-level academic, social, and emotional support for all members of our proudly diverse campus community. We work endlessly to ensure our students feel respected, valued and have an equal opportunity to obtain the knowledge and skills needed to thrive after graduation. Our community partnerships drive economic development in the Central Valley region and provide experiential learning for our students.

## OUR STUDENTS

### MAJORS AND PROGRAMS DESIGNED FOR STUDENT SUCCESS

6

Credential Programs

45

UNDERGRADUATE MAJORS

43

UNDERGRADUATE MINORS

14

MASTER'S PROGRAMS

1

DOCTORAL PROGRAM

### ALUMNI NETWORK

60,000+

76%



OF 2020 FRESHMAN CLASS ARE FIRST-GENERATION COLLEGE STUDENTS

10,000+ STUDENTS

## OUR FACULTY



662

### FACULTY MEMBERS

#### Student-to-faculty ratio

22:1

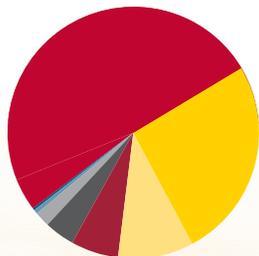
Full-Time Instructional Faculty with Terminal Degrees

94%

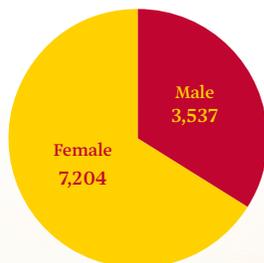
275

TENURE AND TENURE-TRACK FACULTY

ETHNICITY (Self-reported) Fall 2020



STUDENT GENDER (Self-reported) Fall 2020



ENROLLMENT (10,741 total enrollment) Fall 2020



- Hispanic - 6,143 | 57.19%
- White - 2,181 | 20.31%
- Asian - 943 | 8.78%
- Unknown - 482 | 4.49%
- Two or More Races - 310 | 2.289%
- Black - 208 | 1.94%
- Hawaiian/Pacific Islander - 61 | 0.57%
- American Indian Alaskan Native - 18 | 0.17%



## ATHLETICS

**14** ATHLETICS  
TEAMS

**307**

**S** WARRIORS

ALL-AMERICAN  
STUDENT ATHLETES

SINCE 1998

**11** CCAA

*Championships in Men's and Women's Soccer, Men's Basketball, Golf and Softball*

## POINTS OF PRIDE

- One University, two locations: The Stockton Campus opened in 1998
- Named 2017 Social Mobility Innovator by CollegeNet
- NPR study ranks Stanislaus State No. 5 in the nation for upward mobility
- 1 of 120 four-year universities designated as a Hispanic-Serving Institution
- AACSB Accredited Only 5% of business schools worldwide earn this distinction
- Named one of "America's Best Nursing Schools - West Region" by NurseJournal.org
- Doctor of Education in Educational Leadership (Ed.D.)
- Liberal studies program prepares 70% of all teachers in the Central Valley
- Three nationally accredited programs in the arts and an endowed program in agriculture



One University Circle  
Turlock, CA 95382  
csustan.edu

*A proud member of the 23-campus  
California State University system.*

## ACCOLADES



**U.S. NEWS & WORLD REPORT**  
*No. 7 in the West*  
for Social Mobility

*No. 26 in the West*  
Top Public Schools

*No. 18 in the West*  
Best Colleges for  
Veterans

*No. 29*  
Best in the West

**MONEY MAGAZINE**  
*No. 35*  
Best Public Schools

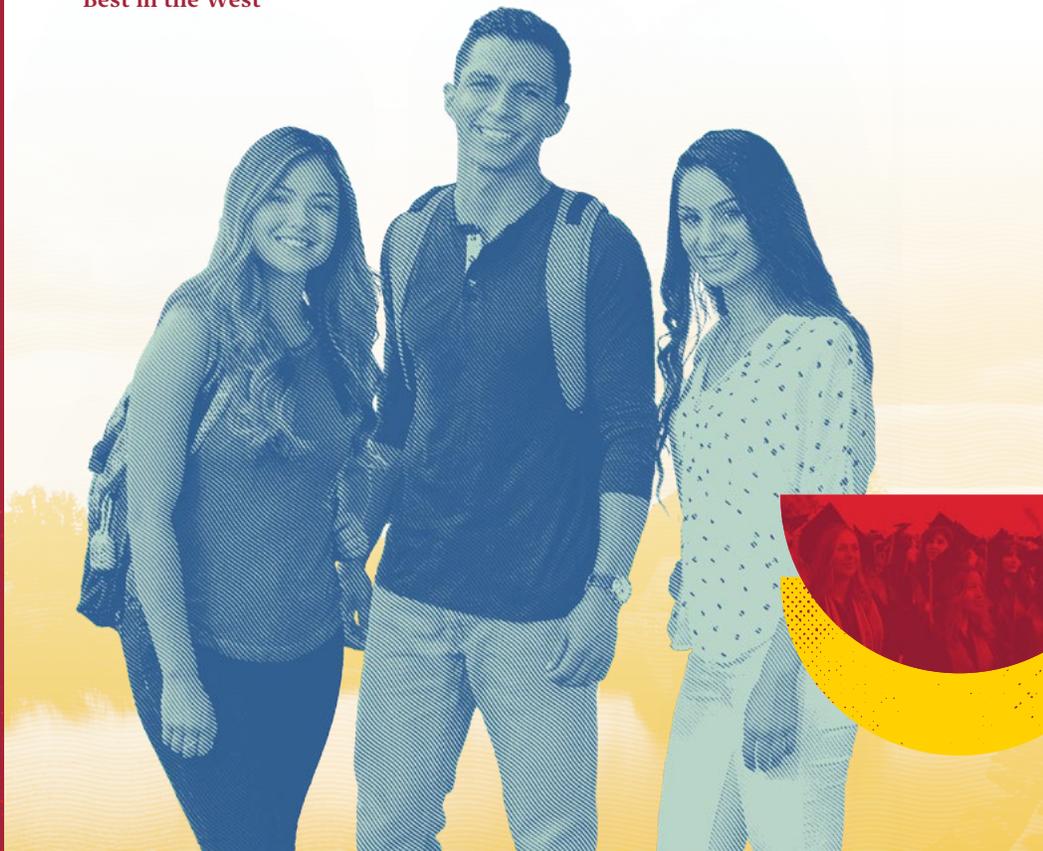
*No. 5*  
*Most Transformative*  
*Colleges*  
in the West

**PRINCETON REVIEW**  
*Top 127 Universities*  
in the West

**WASHINGTON MONTHLY**  
*No. 1 in the West*  
"Best Bang for the Buck"

*No. 9 Quality*  
of Master's program

**NURSING SCHOOLS ALMANAC**  
*No. 25 in California*  
Best Nursing Schools





# Application Procedures

Screening for the position will begin immediately and for full consideration, applications are due by **April 15, 2021**. The position will remain open until filled. Applicants should submit the following information in their materials: 1) a cover letter that addresses the position's responsibilities and qualifications; 2) a current résumé or CV; and 3) the contact information for three professional references. Applicants may submit their materials securely through our website, [www.rhperry.com/StanStateProvost](http://www.rhperry.com/StanStateProvost), or at [StanStateProvost@rhperry.com](mailto:StanStateProvost@rhperry.com).

Salary will be commensurate with education and experience. This is a 12-month, full-time, CSU Management Personnel Plan (MPP) position with an excellent benefits package. For detailed information on management benefits, please refer to our [benefits web page](#).

A background check (which may include fingerprinting, checks of employment records, education records, criminal records, civil records, motor vehicle records, professional licenses, and sex offender registries, as position requires) must be completed satisfactorily before any candidate can begin employment with the CSU.

## For further information, please contact:

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SENIOR CONSULTANT  
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[StanStateProvost@rhperry.com](mailto:StanStateProvost@rhperry.com)

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[csustan.edu](http://csustan.edu)