

Search for the President of
California State University Channel Islands



Presidential Search Profile

Search for the President of California State University Channel Islands Camarillo, California

The California State University (CSU) Board of Trustees invites nominations and applications for the position of President of California State University Channel Islands (CSUCI). Founded in 2002, CSUCI is the newest campus in the 23-campus California State University System. The next president will be expected to lead the institution through its third decade, helping it mature into the next phase of its development in a number of areas, such as supporting faculty in prioritizing student-centered learning, continuing to advance racial and social justice, and publishing valuable research to serve the people of Southern California and beyond.

The successful candidate for the President position will be an effective and emotionally intelligent team-builder and a visionary leader with the proven ability to implement leading-edge programs and systems within a growing public university. A complete list of the desired characteristics and qualifications can be found at the conclusion of this document, which was produced to provide candidates with background information and to detail the challenges and opportunities facing the President. Details about how to apply for this position can also be found at the conclusion of this document.

Brief Overview

With an operating budget of roughly \$140 million, CSUCI enrolls approximately 6,943 students, including 239 graduate and post-baccalaureate students (Fall 2020). The campus employs 164 FTEF tenured/tenure-track faculty, including department chairs and librarians, and an additional 23 lines budgeted for FY21-22 with plans for those lines to be filled in FY22-23, 295 lecturers, 536 non-faculty staff members. In July 2015, the University earned re-accreditation for an additional nine years from the Western Association of Schools and Colleges (WASC); in Fall 2021, the campus is initiating Strategic Enrollment Management Planning, Academic Master Planning, and long-term budget development processes to ensure continued growth in the coming years. At full capacity, CSUCI is expected to serve 15,000 full-time equivalent students.

CSUCI has expanded its academic programs since its founding, and today offers 26 undergraduate majors, seven graduate degrees, and a number of credential and certificate programs. The campus operates six centers and institutes, as well. Students have access to highly engaging curricular and co-curricular learning experiences, with outstanding faculty and staff, small class sizes, innovative applications of instructional technologies in their in-person, online, and hybrid classes, and other high-impact learning practices including service learning, undergraduate research, and study abroad opportunities in 20 countries. CSUCI has earned national distinctions because of its faculty, work environment, community service, student/faculty research, and efforts to advance diversity, equity, and inclusion. The University has been recognized four times by *The Chronicle of Higher Education* as a “Great College to Work For” and in 2021 was ranked among the top 30 “Most Promising Places to Work in Student Affairs” for the seventh year in a row. U.S. News & World Report recently ranked CSUCI 41st for Regional Universities West, ranked 20th for Top Public Schools – Regional Universities West, and ranked 17th for Social Mobility – Regional Universities West. Since achieving the designation of Hispanic Serving Institution in 2009, CSUCI has been eligible for and extremely competitive in winning federal HSI funding and other supports, with almost \$37 million in grant awards received since 2010. The most recent award, announced by the U.S. Department of Education on September 15, 2021, is for Project AYUDAS (Articulating Your Undergraduate Degree & Academic Success in STEM), an HSI STEM grant funded for \$4,999,990 over five years, designed to strengthen the STEM student success pipeline and transform collegiate STEM pathways for retention



and success. The [economic and fiscal impacts](#) of these grants benefit the economies of local communities in Ventura and Santa Barbara counties, the region, and throughout the entire state, generating significant benefits in the form of increased employment, labor income and economic output.

In 2019, CSUCI was the first CSU campus and one of only nine institutions in the nation to receive the inaugural Seal of *Excelencia*, a prestigious, voluntary, and comprehensive certification granted by the Washington, D.C.-based organization, *Excelencia* in Education. The Seal recognizes an institution's very high level of commitment and effort to serve Latinx students successfully -- to close equity gaps, accelerate the number of Latinx students who earn college degrees by 2030, and safeguard America's future by promoting more high-quality educational opportunities for all of the nation's students.

Location

CSUCI is located 4.5 miles south of the city of Camarillo in Ventura County, roughly 50 miles north of Los Angeles. As a regional campus in the CSU system, CSUCI serves all of Ventura County and the southern part of Santa Barbara County — a region that enjoys a rich mix of ethnic diversity. The local economy relies on six key industry sectors, including agriculture, manufacturing, construction, health services, professional/scientific/technical services, and leisure/hospitality.

The campus exists on ancestral Chumash lands and was developed on the site of the former Camarillo State Hospital. It features a unique collection of 1930s Mission Revival and Spanish Colonial Revival buildings organized around a central mall, formal quads, courtyards, and open spaces. A [virtual tour](#) of the campus is available.

Affiliate locations include the [Channel Islands Boating Center](#) and the [Santa Rosa Island Research Station](#), located within the [Channel Islands National Park and Marine Protected Area](#).

Since its founding 19 years ago, CSUCI has seen remarkable physical growth, doubling in size to more than 1,200 acres and undergoing extensive building and renovation. The Site Authority – an entity unique to CSUCI within the entire CSU system – has contributed greatly to this expansion. The California State University Channel Islands Site Development Act of 1998 was accepted by the Governor and ultimately approved by the Senate, creating the California State University Channel Islands Site Authority to provide for the financing and support of the transition of the site for use as a campus of the California State University.

Camarillo enjoys an ideal combination of a warm Mediterranean climate and ocean breezes throughout the year. Residents enjoy access to an array of urban amenities, such as restaurants, wine tasting, premium outlet shopping, and

farmers markets, as well as boundless outdoor recreation, including numerous state beaches and nearby Santa Monica Mountains National Recreation Area. Camarillo also lies about an hour from the vast cultural offerings of greater Los Angeles, including Santa Monica and Hollywood, and is located less than an hour from Santa Barbara. The area's largest employers are in government, science and technology, agriculture, and two nearby military bases. To learn more about the area, visit <https://visitcamarillo.com/>.

About California State University

The California State University system is the nation's largest, most diverse, and most consequential university in the nation, with one in twenty college degree holders in the United States having graduated from the CSU. The CSU system spans the state of California and has an annual budget of more than \$7.5 billion. It is not only the largest four-year university system; it is also one of the most diverse and affordable university systems in the nation. With 23 campuses, 485,550 students, and 55,909 faculty and staff, the CSU is a leader in high-quality, accessible, student-focused higher education, and trains the majority of California's leaders and policymakers. Approximately 64% of Californians with master's degrees in public administration studied at the CSU, and nearly half of California's bachelor's degrees are awarded by the CSU. In addition, 49% of Californians with bachelor's degrees in city, urban, community, and regional planning studied at the CSU. The CSU System has 3.9 million living alumni who have had an immeasurable impact in fields such as education, health care, agriculture, government, arts and entertainment, medicine, and non-profit leadership. To learn more about the California State University system, see www.calstate.edu.

About California State University Channel Islands

CSUCI traces its roots to 1965, when Governor Pat Brown signed a bill to study the need for a four-year, public college in Ventura County. Over the next three decades, the plan drew closer to reality with the establishment of the UC/CSU Ventura Learning Center and CSUN Ventura Campus. In 1996, the CSU Chancellor appointed Planning President J. Handel Evans to lead the acquisition of the site for the 23rd campus of the CSU, to be located in Ventura County. Later that year, a community panel adopted the name "CSU Channel Islands," after the chain of islands located off the nearby coast. In 1997, the CSU Board of Trustees accepted the site of the former Camarillo State Hospital as the new University's location.

The following year, the California State University Channel Islands Site Development Act (SA) was accepted by the Governor and ultimately approved by the Senate, creating the California State University Channel Islands Site Authority to provide for the financing and support of the transition of the site for use as a campus of the California State University. The initial missions of the SA were to facilitate the transition from the former state hospital to the full build-out of the campus and create revenue sources to augment capital improvement funding; the latter mission remains central to its purpose. The SA was provided with special authorities that allow it to receive all property tax increment paid by users on SA properties (and sales tax from any CSUCI properties) up to a total of \$250 million and to invest those tax revenues in campus-related purposes. A separate but related entity, the Financing Authority, was created to issue bonds for capital improvements. The SA and the Financing Authority are also authorized to issue revenue bonds, develop infrastructure and other campus facilities, borrow funds, and enter into public-private partnership agreements.

CSUCI opened its doors to its first transfer and post-baccalaureate credential students in Fall 2002, and then welcomed its inaugural freshman class in Fall 2003. The University swiftly earned accreditation from the Western Association of Schools and Colleges (WASC), which commended the campus for "learning-centered practices that place it far ahead of many much older and better-established universities within the CSU, state, and nation." CSUCI maintains strong connections with other nearby academic institutions, including Moorpark College, Oxnard College, Ventura College, and Santa Barbara City College.

The University has over 20,000 alumni who are organized through the Alumni & Friends Association, an organization that facilitates career mentorship programs and offers activities for alumni and current students alike. CSU Channel Islands alumni who are still in California supported an additional 3,088 jobs, \$191.5 million in labor income, \$574.1 million in industry activity, and \$38.4 million in state and local tax revenue. CSUCI cultivates a strong sense of connection and pride in our alumni and appreciates their ongoing participation in the University's fundraising efforts.



During its first 19 years, CSUCI more than doubled in size and underwent more than \$233 million in building and renovation projects. Among the many striking features on the campus are the world-class John Spoor Broome Library, the iconic Bell Tower, modern student residence halls, and a number of buildings – both renovated and newly constructed – which provide classrooms, laboratories, studios, and offices for faculty and staff. [Capital project](#) planning is currently underway for Gateway Hall, a new “front door” for the campus housing student services, selected academic programs, and classrooms; a solar array estimated to ultimately provide 68% of the campus’s annual energy needs; renovation of Manzanita Hall as the future home of the Martin V. Smith School of Business & Economics; the next phase of the University Glen Housing Development, which will add 598 residential units to the first phase of University Glen (i.e. the residential community immediately adjacent to the campus proper, managed by the SA and currently home to many CSUCI faculty and staff members, as well as employees of educational partners, the military, graduates of any CSU, and members of the general public); a mixed-use facility for student health services and other needs; and an Early Childhood Education Center, for which a feasibility study has been completed on a first-phase plan to serve 100 children.

The work of faculty, staff, and administrators at CSUCI is driven by the University’s mission: “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.” With a 22:1 faculty-to-student ratio and average class size of 25, students benefit from the University’s student-centered approach, as they are challenged to tackle pressing problems in their community and the real world; conduct meaningful discussion, research, and exploration; and work closely with expert faculty on research initiatives.

CSUCI has distinguished itself academically. Faculty members have garnered prestigious awards and grants from the National Science Foundation, the Mathematical Association of America, the California Institute for Regenerative Medicine, and the U.S. Department of Education, among others. According to *The Chronicle of Higher Education*, CSUCI is the second fastest-growing public university offering master’s degrees in the nation. Academic programs offered at CSUCI have been shaped in part by regional workforce needs, with the goal of preparing students for promising jobs of the future. Since its founding, CSUCI has awarded more than 10,000 degrees.

CSUCI also offers academic programming through the Extended University program, both on the campus proper and through instructional facilities operated in the city of Goleta, California. The mission of CSUCI’s Extended University is to develop programs that reflect regional partnerships and offer support in response to local educational needs. To learn more about the Extended University program, visit <http://ext.csuci.edu>.

CSUCI operates four mission-based centers: the Center for Community Engagement, the Center for Integrative Studies, the Center for International Affairs, and the Center for Multicultural Engagement. The University also manages resources such as the CSUCI Santa Rosa Island Research Station (SRIRS),¹ which is located on one of the Channel Islands on the Pacific Ocean. The SRIRS can accommodate up to 25 people overnight and hundreds of day-use users, supporting an array of research, education, and outreach activities.

As mentioned above, CSUCI is accredited by the Western Association of Schools and Colleges' Senior College and University Commission (WSCUC, formerly WASC). CSUCI was granted initial accreditation in 2007 and in July 2015, was successfully reaccredited for nine years. In Fall 2021 the campus is launching its next accreditation cycle, having qualified for the Thematic Pathway for Review option. This accreditation cycle will conclude with a site visit in Spring 2024. For more information about CSUCI see www.csuci.edu.

Current Initiatives

Inclusive Excellence

At CSUCI, student and institutional success is understood as being directly correlated with the level of success achieved in advancing the values of diversity, equity, and inclusion (DEI) across every division. In 2017, the President's Advisory Council on Inclusive Excellence (PACIE) was established, and in 2021, the campus's Inclusive Excellence Action Plan was launched. Cabinet-led Inclusive Excellence Action Teams (IEAT) worked through Spring and Summer 2021 to identify DEI efforts to date and conduct gap analyses in six areas: professional and leadership development; attracting, hiring, and retaining a diverse workforce; university advancement and community and government relations; campus climate and communication; collecting, analyzing, accessing, and utilizing data; and student access and success. In Fall 2021 IEATs are developing their plans, sharing them with the campus community, and moving their Inclusive Excellence Action Plans through the University's strategic initiative proposal and budget development processes.

Nurturing a Culture of Philanthropy at CSUCI

CSUCI's efforts to nurture a culture of philanthropy are maturing, providing donors with opportunities to support student and campus success in myriad ways. In the 2020-2021 fiscal year, the Division of University Advancement raised \$20.3 million, not only reaching but exceeding the goal set for that year. Funds raised last fiscal year include a \$15 million gift in early Summer 2021 as part of philanthropists Mackenzie Scott's and Dan Jewett's efforts to recognize and support universities across the U.S. that are effectively operationalizing the values of diversity, equity, and inclusion, using those values to guide divisional operations in concrete ways. The University is on track to meet its philanthropic giving goal for the current fiscal year, with a \$3.5 million gift from the Martin V. and Martha K. Smith Foundation dedicated to additional renovations of Manzanita Hall, future home of the Martin V. Smith School of Business & Economics, and with a \$1.5 million donation from Kennedy Wilson to support the building of an Early Childhood Education facility.

New Program Development

Mechatronics is one of the academic programs developed since CSUCI was re-accredited in 2015, making the campus one of only three CSUs to offer a bachelor's degree in this rapidly growing field of engineering. The program combines computer hardware, electronics, and mechanical engineering, and it engages students with faculty who do research in mobile robotics, embedded systems, and unmanned aerial vehicles. Students in Mechatronics, one of two enrollment-impacted programs at CSUCI (the other being Nursing), learn how engineering is influenced and impacted by business, politics, and other social forces.

The Global Studies program, under the umbrella of the Political Science program, consists of an interdisciplinary and wide-ranging faculty with diverse course offerings. It began as a minor and launched the major in the Spring of 2016.

¹ On November 1, 2012 Channel Islands National Park granted CSUCI a special use permit to create and develop the CSUCI Santa Rosa Island Research Station (SRIRS). Santa Rosa Island is one of the five islands comprising Channel Islands National Park. The island lies 27 miles (44 km) south of the mainland and is located approximately 46 miles (74 km) from the park headquarters in Ventura. It contains significant natural and cultural resources, and important geological and paleontological specimens.



The program includes a capstone course, which integrates a study abroad requirement focused on culture and study of global issues.

A minor in Africana Studies (AFS) is the newest program development effort at CSUCI, with courses toward this minor being offered in Fall 2021. Africana Studies (AFS) is an interdisciplinary and multidisciplinary approach to studying and understanding the experiences of African and African-descended people.

Student Life

In keeping with the mission of the CSU system, the CSUCI campus simultaneously provides a student-centered, world-class education while offering access to many groups traditionally excluded from higher education. CSUCI students are from California (99%), reflecting the richness of its diversity. In the aggregate, the majority matriculate to CSUCI from Ventura (52.5%) and Los Angeles (23%) counties. While transfer students tend to be local to Ventura (58%), the largest percentage of freshmen (37%) are from Los Angeles. As of Spring 2021, campus enrollment included the following distinctions: Female (65%); First Generation (62%); Low Income (53%); Hispanic/Latino(a) (53%); White (27%); Asian American (6%); African American (2%); Native American/Alaskan (0.2%); Native Hawaiian/Pacific Islander (0.8%); two or more ethnicities (4%); with 7% of students not reporting ethnicity. Veterans and their dependents comprise 4% of CSUCI's student body.

CSUCI is proud of its highly diverse and competitive student body. The average high school GPA of first-year students is 3.32, and the average transfer GPA is 3.03. Similarly, while CSUCI enrolls a significantly higher percentage of students in need of remediation than the CSU average, retention and graduation rates match or exceed those of the CSU. CSUCI has made tremendous progress improving student success and equity, and is on track to meet its ambitious goals for the [CSU Graduation Initiative 2025](#).

Undergraduate tuition ranges between \$3,401-3,860 per semester; graduate tuition is \$8,236 per semester. Approximately 83% of students receive financial aid. The University offers more than \$706,000 in scholarships each year to outstanding undergraduate, graduate, and credential students based on financial need, academic merit, or both. For example, President's Scholars are awarded a four-year, full-tuition scholarship for outstanding high school seniors and the CSUCI Foundation provides general scholarships for qualified students.

Currently, more than 1,500 students can be supported by the University's student housing program in three on-campus and one off-campus facility. On the main campus, there are three residence halls: Anacapa Village is CSUCI's apartment community for upper-division and transfer students; Santa Cruz Village has two-bedroom suites for four to six students; and Santa Rosa Village is CSUCI's newest residential facility for first-year students. It includes primarily double occupancy in a traditional style residence hall. (Note: On repopulating the campus and housing facilities in Fall



2021, with most faculty, staff, and students having worked virtually since March 2020 due to the global COVID-19 pandemic, the campus reduced its housing population to 1,100 students as a mitigation measure and limited roommate arrangements to dual occupancies.) Housing facilities are equipped with amenities such as pool and spa, community kitchens, game room, computer labs, TV and gaming lounges, quiet study rooms, surfboard storage, and more. Due to the high demand for student housing and growing enrollment, additional accommodations were needed. Since 2013, the University has leased apartments in the University Glen Town Center to accommodate 105-125 students. In Fall 2014, the University leased a small number of off-campus apartments that now accommodate 80 students. Housing & Residential Education delivers a residential education program and trained staff to support student success, relationship development, and full engagement in the CSUCI experience. Students in residences are able to participate in living-learning communities and enjoy over 200 social and educational events such as block parties, movie nights, study groups, tutoring and advising, recreation and intramural sports, and workshops focused on diversity, communication, career preparation, and other life skills.

CSUCI offers more than 100 events per year, including Block Parties, Dodger Day (an outing to an L.A. Dodgers game, organized by Alumni & Friends of CSUCI), Dolphin Days (a celebration named after the mascot, “Ekho the Dolphin”²), Dolphinpalooza, and other fun activities. Students participate in more than 86 student clubs and organizations. Associated Students Inc. (ASI) operates many programs, including Student Government, the Student Programming Board, and *The CI View* (a student news organization). Students also support a variety of intercultural clubs, whose activities range from Latina/o Heritage Celebration to National Day of Silence, which brings attention to issues facing the LGBTQ+ community. Students participate in intramural sports, outdoor adventures and watersports, honor societies, leadership retreats and workshops, multicultural programs, sports clubs, and more.

Community service and environmental responsibility are hallmarks of the campus; the University has been recognized on the President’s Higher Education Community Service Honor Roll four years in a row, and the “Guide to Green Colleges” by the *Princeton Review* named CSUCI as one of the nation’s most environmentally responsible “green” universities in 2014. An organization that recognizes excellence in sustainable practices, has given CSUCI one of its highest ratings. The Association for the Advancement of Sustainability in Higher Education (AASHE) commended CSUCI for earning a gold rating in AASHE’s Sustainability Tracking, Assessment & Rating System (STARS). CSUCI is one of only three CSUs with a gold rating. In 2015, CSUCI became a signatory of the American College and Universities President’s Climate Commitment. The campus has also been recognized nine times as a Tree Campus by the Arbor Day Foundation, as well as a Bee Campus USA for two years. CSUCI is also preparing to take bold action to reduce climate change. The new solar array at the entrance to campus is one example of the initiatives underway to reduce CI’s greenhouse gas emissions and work toward carbon neutrality.

² A petition was presented in 1998 to the University by local Chumash leaders that the dolphin be the University’s official mascot. Simultaneously, the founding student leadership of CSUN-CSUCI petitioned to have the dolphin as CSUCI’s mascot. The request was warmly received by the students, faculty, and staff. The sacred story of why the Chumash cherish the dolphin can be found on the University’s website. To learn more, see <http://www.csuci.edu/about/mascot-and-school-co.htm>.

Role of the President

The President reports to Joseph I. Castro, Chancellor of the CSU System, and serves as the chief executive, academic, and administrative leader for the CSU Channel Islands campus, overseeing strategic planning, budget management and fundraising, human resources, academic programming, facilities maintenance, and all other areas of operation. CSU Channel Islands has a legacy of respect for academic freedom and strong shared governance, which is also visible in the expectations of the faculty for open and transparent participation in governing the University successfully. Positions reporting to the President include the Provost, Vice President for Student Affairs, Vice President for University Advancement, Vice President for Business & Financial Affairs and Chief Financial Officer, Chief of Staff, and Senior Director of Community & Government Relations.

Opportunities and Expectations for Leadership

The California State University Channel Islands is the newest campus in the 23-campus California State University System, having achieved tremendous growth since its founding in 2002. During its first 19 years, CSUCI more than doubled in size and underwent more than \$233 million in building and renovation projects, growing to its present size of roughly 7,000 students, nearly 500 faculty, and over 500 non-faculty staff members. The next president will be expected to lead the institution through its third decade, helping it mature into the next phase of its development in a number of areas, such as supporting faculty in prioritizing student-centered learning, continuing to advance racial and social justice, and publishing valuable research to serve the people of Southern California and beyond.

Bolster the Foundation of Success

The campus is in the process of initiating strategic enrollment management planning, academic master planning, and long-term budget development processes to ensure continued growth in the coming years. At full capacity, CSUCI is expected to serve 15,000 full-time equivalent students. The next president will be energized by this tremendous, once-in-a-lifetime opportunity to cement the foundation of a rapidly growing public university for long-term success and achievement, demonstrated through successful learning outcomes and academic achievement of all of the student populations that CSUCI is proud to serve. The successful president will honor the DNA of the past two decades at CSUCI while charting a bold course of action to bridge the past with a bright future.

Inspire Trust and Strengthen Community Bonds

Located approximately one hour from Los Angeles and less than one hour from Santa Barbara, CSUCI and the greater Camarillo community provide access to leading cultural hubs, featuring a rich, vibrant and diverse population, stretching from Hollywood to the great agricultural region of the central coast. The Camarillo community has proven to be an eager partner invested in the success and growth of CSU Channel Islands, with a genuine interest in engaging with the next president, who will partner with local P-12 schools, community colleges, and other education and community leaders. The next president will ensure that as CSUCI grows, it continues to play a major role in the social mobility of the surrounding area, in partnership with P-12 school districts, community colleges, and other CSU, UC, and private universities in the region.

Advance Justice, Diversity, Equity, and Inclusion

At CSUCI, student and institutional success is understood as being directly correlated with the level of success achieved in advancing the values of diversity, equity, and inclusion across every division. These fundamental values are upheld by a diverse and inclusive community that strives to welcome all people. The next president will proudly lead this Hispanic Serving Institution and will foster diversity and inclusion by promoting an environment that celebrates a diverse and inclusive community of students, faculty, and staff.

Strengthen a Commitment to Continued Academic Excellence

California State University Channel Islands seeks to provide 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. CSUCI is the second fastest-growing public

university offering master's degrees in the nation, and academic programs offered at CSUCI have been shaped in part by regional workforce needs, with the goal of preparing students for promising jobs in the future. The institution has worked diligently during its rapid expansion to create additional academic program offerings and today offers 26 undergraduate majors, seven graduate degrees, and a number of credential and certificate programs. The next president will facilitate growth and development within these existing programs and will have the opportunity to envision new, sustainable academic programs through strong partnerships with faculty and university leaders. While CSUCI has already distinguished itself academically through the success of its many accomplished faculty, the president can leverage strengths in six existing centers and institutes and through the Extended University program to grow regional partnerships and offer support in response to local educational needs.

Qualifications and Personal Characteristics

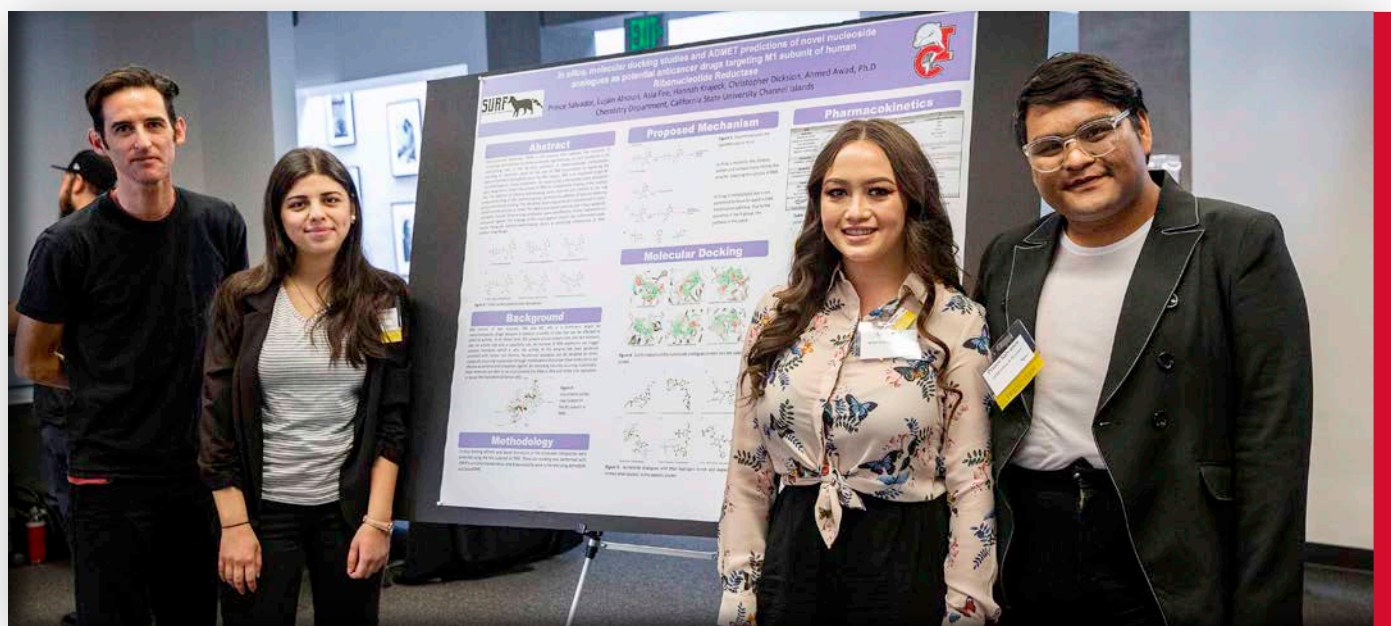
The next president of CSU Channel Islands will embody a collaborative leadership style, demonstrated through the ability to function as a team- and culture-builder. They will bring a management style and the knowledge, experience, and insight needed to effectively lead the University by supporting faculty and staff, hiring well, developing and retaining talent, building and empowering successful teams, and incorporating best practices into administrative work.

In addition to a strong internal presence, the next president will be motivated by the public role of the presidency and will seek to become actively involved as a leader within the community and surrounding region; they will demonstrate a deep appreciation for the rich diversity of people, thought, and experiences that can be leveraged for the continued growth and development of campus stakeholders.

The next president will present a record of success as a leader in a higher education setting and will bring a desire to lead the institution through its next phase of growth and development. The successful candidate will enable the success of faculty, staff, students, alumni, and community members through strong communication and listening skills and will display a comfort interacting with all stakeholders in a variety of settings, respectfully and appropriately engaging in the processes of teaching and learning. A terminal degree is strongly preferred.

In addition, the following qualities and characteristics are desired:

- An aspirational leader who will execute the strategic plan and promote CSUCI's history of success as an institution that provides opportunity and social mobility for its students;
- An eager supporter of CSUCI's institutional vision for prioritizing student-centered learning and creating leading-edge programs and systems within a growing public university;



- A progressive and culturally competent leader with a track record of welcoming and working effectively with diverse groups of people by successfully building widespread trust, understanding, belonging, diversity, equity, and inclusivity among all community members;
- An effective and emotionally intelligent team-builder with the ability to lead and manage a deeply committed community and someone who is effective at delegation and working at a high strategic level with accountability and purpose;
- An experienced financial steward who has overseen complex budgets and has worked with campus leaders and a governing board to develop and implement strategies to sustain and, over time, strengthen an institution's financial position;
- A committed and compelling fundraiser with experience in developing trust and cultivating long-term relationships with potential donors, community partners, and a growing and dynamic alumni base to ensure strong financial support for the future trajectory of the University;
- An effective and emotionally intelligent team-builder, consensus-builder, and inspiring communicator who will facilitate collaboration across the institution and who has the skill to listen, understand, and unify multiple perspectives;
- A learner who understands current trends and priorities in higher education, including enrollment, retention, providing proactive support for at-risk student groups, and alternative pathways to and through higher education;
- A visionary willing to boldly propose strategies for higher education institutions to thrive in a rapidly evolving, post-pandemic, more socially responsible, and increasingly diverse world.

Application/Nomination Process

Interested candidates must submit a letter of interest that addresses the leadership opportunities, key priorities, and attributes outlined in this leadership profile, a current CV or résumé, and the names and contact information of five professional references. References will not be contacted without prior authorization from the applicant.

For full consideration, applications should be received by November 19, 2021. The search committee will continue its work until an appointment is made.

Application materials and nominations should be sent electronically to: CSUCIPresident@agbsearch.com.

AGB SEARCH

Advancing Higher Education Leadership

AGB Search is assisting California State University Channel Islands with this important search. Please direct nominations and inquiries to the AGB Search Consultants:

- **Dr. Rod McDavis**, Managing Principal, rod.mcdavis@agbsearch.com / (804) 514-1982
- **Dr. Melissa Trotta**, Associate Managing Principal, melissa.trotta@agbsearch.com / (202) 380-8927
- **Mr. Andrew Bowen**, Executive Search Associate, andrew.bowen@agbsearch.com / (802) 345-1279

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