

# SEARCH PROFILE:

DEAN OF THE COLLEGE OF EDUCATION



CALIFORNIA STATE UNIVERSITY  
**LONG BEACH**

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**California State University Long Beach (CSULB) seeks an inspirational leader who possesses the academic, financial, and strategic acumen to execute collaborative and transparent leadership for the present and future of the College of Education (CED). The Dean is expected to begin in the summer of 2023.**

**The ideal candidate for this position will be an innovative, strategic, and collegial academic leader who understands the mission of CSULB, is committed to student success, and will be a champion for the College of Education. The College of Education seeks a dean who respects the importance of faculty and staff and shared governance; is an advocate for the College within the university and broader community; has a demonstrated record of success advancing equity, inclusive excellence and student success in a college of education; and values ongoing engagement with faculty, staff, community, and students.**

# CALIFORNIA STATE UNIVERSITY, LONG BEACH

California State University, Long Beach (CSULB) is a diverse, learning-centered, globally engaged public university. CSULB seeks to provide excellent and affordable education to a diverse student population, striving to recruit faculty and staff that reflect the heterogeneity of our student population, and committing to the social mobility of its students and graduates.

CSULB is one of the largest and most comprehensive public universities in the nation, enrolling approximately 37,000 students. CSULB is in Long Beach, the seventh-largest city in California, on

a beautifully landscaped 320-acre campus near the ocean and in close proximity to the thriving downtown Long Beach area. The faculty and staff of CSULB are engaged in a broad array of high-quality undergraduate and graduate programs, significant research and creative activities, and a wide range of professional and community service.

CSULB seeks outstanding, publicly engaged leaders to join a dedicated leadership team that is committed to advancing the University's broad and forward-seeking mission. Read more at [www.csulb.edu](http://www.csulb.edu).

## UNIVERSITY LEADERSHIP AND MAJOR ACCOMPLISHMENTS

[President Jane Close Conoley, Ph.D.](#) took office on July 15, 2014 and is the first woman to be appointed president of CSULB and the seventh president in the history of the campus, which was founded in 1949. Under President Conoley's leadership, CSULB has witnessed significant growth in enrollment, major improvements in student success and graduation, strengthening of academic programs, and the implementation of university-wide initiatives in diversity, equity, and inclusion.

In December of 2020, three national rankings by *Money.com* placed ULB in the Top 1% of public universities in the nation. For these rankings, *Money* assessed factors such as educational quality, tuition, financial aid awards, graduation rates, debt load and early-career earnings to yield No. 17 ([Best Public University](#)), No. 27 ([four-year institutions ranked by value](#)), No. 11 ([Most Transformative](#)) spots. In addition, CSULB is ranked No. 1 in the nation for its impact in supporting social mobility, according to a new ranking published by *Education Reform Now*, a national think tank and advocacy organization for the American public education system. The *Wall Street Journal/ Times Higher Education* has ranked CSULB No. 4 in the nation for campus diversity.

In March of 2021, Long Beach's accreditation was reaffirmed for 10 years by *the Western Association of*

*Schools and Colleges Senior College and University Commission*. The Commission's findings highlighted the academic excellence and commitment to student learning that defines CSULB. These highlights include:

- The culture of mutual respect evident across its campus and programs, notably between its student affairs and academic affairs areas, as exemplified by their collaborative spirit and commitment to supporting students and helping them progress academically and graduate in timely fashion."
- "The depth and breadth of CSULB's academic and other student support services, "targeted to the varying needs of its very diverse student body, and for the resulting improvements in undergraduate graduation rates."
- "The broadening of academic program review processes to include inquiry into the effectiveness of student support programs and administrative centers."
- CSULB's approach "to supporting the success of graduate students, who receive academic advising, guidance in writing, mental health workshops, preparation for internships, and conference opportunities, and for the planned expansion of graduate student space."

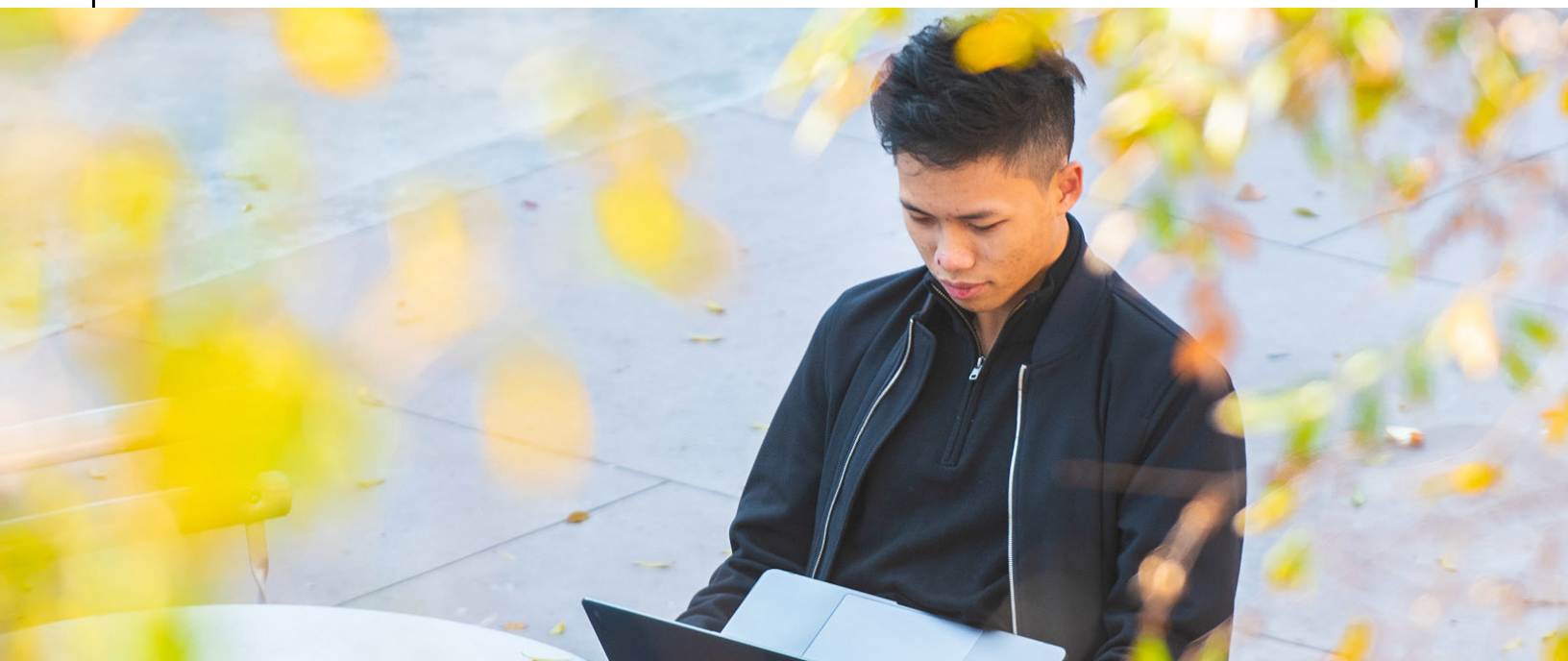


## UNIVERSITY LEADERSHIP AND MAJOR ACCOMPLISHMENTS (CONT.)

- The ongoing commitment to the local community, “exemplified by the Promise program, which has raised the percentage of local area students entering the university and fostered close partnership between CSULB and Long Beach City College that includes enhanced advising and support for transfer students.”

Over the past five years, CSULB has received numerous accolades for major accomplishments across the university, including:

- The Council on undergraduate research selected CSULB as host of the [National Conference on Undergraduate Research](#) (NCUR) in April 2021.
- Selected as one of the “10 Best Colleges in California in 2020” (*Money*, 2020).
- No. 1 in Nation for Awarding Physics Degrees to Women (American Physical Association, Feb. 2019).
- No. 3 in Nation for Awarding Bachelor’s Degrees to Underrepresented Minorities (Diverse Issues in Higher Education, Dec. 2019).
- No. 5 Top Public University in the Western United States (*U.S. News and World Report*, “2020 Best Colleges” Rankings).
- No. 3 in Nation for Promoting Social Mobility (*CollegeNET*, “Social Mobility Index,” Nov. 2021).
- No. 8 Most-Applied-To University in the Nation (Fall 2018) (*U.S. News and World Report*, Oct. 2019).
- No. 9 Destination in United States for Transfer Students (*U.S. News and World Report*, Sept. 2019).
- No. 10 “Best Public College in the Nation” & No. 13 “Best College for Your Money” (*Money*, August 2019).
- No. 14 in Nation for Hispanic Enrollment (4-Year Institutions) & No.16 in Nation for Degrees Earned by Hispanic Students (*Hispanic Outlook on Education*, Sept. 2019).
- No. 1 Men’s Volleyball Team in Nation & Back-to-Back NCAA National Championships (Beach Athletics, NCAA 2018-2019).





## MISSION, VISION, UNIVERSITY VALUES, AND UNIVERSITY STRATEGIC PRIORITIES FOR 2030

### CSULB MISSION

CSULB enriches the lives of its students and its surrounding community through globally informed, high impact educational experiences with superior teaching, research, creative activity, and action for the public good.

### VISION

California State University, Long Beach will be a force for good at the forefront of public education in California and the world.

### UNIVERSITY VALUES

- Teaching and learning are at the center of who we are and all we do.
- Compassion, creativity, and innovation characterize our culture.
- Diversity is our strength.
- The public good is our responsibility.

### UNIVERSITY STRATEGIC PRIORITIES FOR 2030

1. **Engage All Students:**  
Prepare students for their journeys to success in a fast-changing world with a rapidly shifting economy and labor market.
2. **Expand Access:**  
Commit to students' socioeconomic mobility by removing barriers to higher education.
3. **Promote Intellectual Achievement:**  
Rigor, relevance, and data-informed decision making are hallmarks of our campus community.
4. **Build Community:**  
Support a compassionate community that is characterized by a strong sense of belonging and shared governance with shared responsibility.
5. **Cultivate Resilience:**  
Implement innovative, entrepreneurial, and forward-looking actions to strengthen the institution and support the aspirations of community members.



## STRATEGIC PLAN

The Dean will be involved in the success of *Beach 2030*, an ambitious planning initiative launched in

the fall of 2018 (more details are available at [Beach 2030](#)).

## THE CAMPUS

Located three miles from the Pacific Ocean, CSULB's urban campus spreads across 322 acres and has 84 buildings, 63 academic departments and programs, 24 centers, four institutes and four clinics. The minimalist-designed buildings, created primarily by architect [Edward Killingsworth](#), places emphasis on landscaping, giving CSULB a naturalistic, park-like layout that has earned numerous design awards. The Beach recently opened a state-of-the-art net zero energy classroom for the [College of Professional and International Education](#), the first of its kind in the California State University system. Its Platinum LEED rating is the highest energy efficient building on campus. Five buildings have earned LEED ratings of Gold or Silver.

The student-operated [University Student Union](#) is located at the center of the campus, providing a focal point for the campus community. The three-story glass building occupies roughly 180,000 square feet and houses offices, a study lounge, ballroom, food court, bowling alley, arcade and movie theater. Brotman Hall, located near the University Student Union, is where [administrative offices](#) and many centralized campus services can be found.

## ACADEMIC AFFAIRS

Academic Affairs is the largest unit on the campus and is committed to providing leadership, oversight, and technical assistance to enhance all academic areas within the eight colleges, the University Library, academic support units and central academic administrative offices. Academic Affairs encompasses the breadth and depth of the academic enterprise including 900 tenure line faculty and approximately 500 lecturer faculty who provide instruction and support to over 33,000 undergraduate students enrolled in 90 majors and over 5,400 graduate students across all eight colleges.

The Provost, Karyn Scissum Gunn, Ph.D., joined CSULB as Provost and Senior Vice President for Academic Affairs in July 2021. Before coming to CSULB, Dr. Scissum Gunn served as an associate vice president in Academic Affairs at Cal State Fullerton since 2017. She provided leadership for initiatives to bolster inclusive excellence and equitable outcomes for all students, with an emphasis on retention, graduation, time-to-degree, and elimination of equity gaps. With a passion



for student success and a mission for serving the campus and community, Provost Scissum Gunn has developed an impressive track record as an academic leader and innovative administrator.

# THE COLLEGE OF EDUCATION

The College of Education at CSULB is amongst the premier educator preparation institutions in the state, preparing teachers, counselors, administrators and community leaders to promote equity and excellence in education. The College fosters an environment of rigorous learning, intellectual dialogue, and inclusivity that embraces its mission to prepare professional educators and practitioners who promote equity and excellence in diverse urban settings through effective pedagogy, evidence-based practices, collaboration, leadership, innovation, scholarship, and advocacy. We seek colleagues who are committed to our mission and are skilled at teaching and working in environments that reflect CSULB's designation as a Hispanic Serving Institution and an Asian American, Native American and Pacific Islander Serving Institution.

The College of Education provides undergraduate and graduate studies in education. It offers specific curricula focusing on the preparation of personnel for teaching and educational service in the pre-school, elementary, middle and high schools, community colleges, adult programs, and other educational agencies.

In addition to three certificate programs and a variety of teaching and other professional credentials (all accredited by the [California Commission on Teacher Credentialing](#)), the College offers a Bachelor of Arts in Liberal Studies, 14 master's programs in education and counseling, and the Educational Leadership Doctoral degree. The Urban Dual Credential Program (UDCP) was the first of its kind in California and drew the interest of the Governor's Office, the CA Dept of Education, and the CTC as model of deep clinical practice. <https://www.csulb.edu/college-of-education/article/urban-dual-credential-program-draws-california-education>.

The College serves approximately 3,000 students across 5 academic departments, many of whom are the first in their families to pursue college degrees. Our academic programs prepare candidates for careers in diverse, urban educational settings. With a low faculty to student ratio of 1:21, and strong, individualized advising from faculty and staff, students receive the support and attention needed to successfully complete their degree on time.

As expert researchers and scholars, College of Education faculty provide rigorous courses designed to challenge and engage students, connecting theory and research with practice, thereby fully preparing them for their chosen careers. Clinical practice is central to programs in the College of Education. With over 100 area clinical practice partnerships, students within the College gain invaluable hands-on experience with faculty mentors and skilled practitioners who help provide real world experience augmenting classroom instruction.

College faculty, staff and students are deeply involved in community outreach—including through the following centers:

- The [Community Clinic](#) services the community and plays a critical role in providing students with clinical learning opportunities by providing counseling, academic intervention, and psychoeducational assessment services while under direct faculty supervision.
- The [Long Beach Trauma Recovery Center](#) plays an important role in the community by providing *a better quality of life by bringing mental health care, advocacy, outreach, education, and evidence based services to diverse survivors of trauma and their families*. Services at the Long Beach Trauma Recovery Center are provided by clinicians and advanced graduate students who are under the direct supervision of faculty in the College of Education. These students have specialties in Social Work and Marriage/Family Counseling.
- The [Center to Close the Opportunity Gap](#) is a CSU center housed at CSULB and contributes to faculty research opportunities and improving our educational systems. The CSU Center is a state supported multi-campus initiative with regional networks that collaboratively learn, work, and leverage opportunities across sectors, to support systemic change and advance K-12 students' academic success. Established at California State University Long Beach, and in partnership with San Diego State University, California State University Fullerton and San Jose State University, the Center focuses on identifying and refining proven strategies to eliminate equity gaps at all levels of education and will share resources, tools and evidence-based best practices with colleges of education across the CSU and education partners across California.



## THE COLLEGE OF EDUCATION (CONT.)

- The [Center for Evaluation and Educational Effectiveness](#) plays a prominent role in program improvement on campus, has a state/national reputation, and provides research opportunities for faculty and learning opportunities for students.

The center works in collaboration with others to promote vibrant educational programs and services and advance social justice locally, regionally, and nationally.

## QUICK FACTS

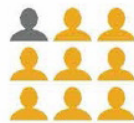
**3,000+**

Students served in  
College of Education



**1:21**

Faculty:Student  
Ratio



**240**

Scholarships  
Totaling Over  
\$1,000,000



**1st**

In the CSU ranking  
with 276 Single  
Subject Credentials  
Granted



**3rd**

In state ranking for  
number of initial  
credentials granted



**25**

Academic Degree &  
Credential Programs  
Offered



**\$5.8 million**

Awarded to faculty in  
research grants  
and contracts



**100**

Clinical partnerships in  
Southern California



**45,000**

College of Education  
alumni





## THE LEADERSHIP OPPORTUNITY

We seek an inspirational leader who possesses the academic, financial, and strategic acumen to execute collaborative and transparent leadership for the present and future of the College of Education.

The Dean is the chief academic officer of the College and reports to the Provost and Senior Vice President for Academic Affairs. The Dean is expected to exercise vision; ethical leadership; and advocacy for the academic affairs of the college, including curricular matters, research, and other scholarly activities. As such, our successful candidate for this exceptional opportunity will bring a proven record of scholarship; evidence of commitment to and achievement of transformational efforts in diversity and inclusive excellence; commitment to transparency in decision-making; a track record of promoting effective approaches to teaching and learning; and an unwavering commitment to fair, open, and collegial leadership.

### **The Dean's duties include:**

- Providing leadership in the College's scholarly areas of teaching, research, and public service.
- Leading action planning centered on inclusion and equity for faculty and staff (hiring, retention, promotion) and students (curriculum, retention, and persistence).
- Managing the fiscal affairs and human resources of the College.
- Planning the orderly development of the College and its programs.
- Contributing to achieving the campus strategic aims to reimagine faculty scholarship and creative activity.
- Promoting the use of effective and/or innovative curricula and pedagogy that support the success of students from a variety of backgrounds.
- Fostering a collegial, consultative, and inclusive work environment with students, staff, faculty, and administrators within the College and throughout the University.
- Building and maintaining positive relationships with alumni/ae, industry, and the community. This includes partnerships, fundraising and external grants
- Supervising and mentoring the College's department chairs.
- Supporting student organizations and fostering faculty mentoring beyond the classroom.
- Enhancing the visibility and reputation of the College within the University and the community.
- Fostering relations between the University and educational partners in the Long Beach Community, including K-12 and community colleges.



# THE LEADERSHIP OPPORTUNITY (CONT.)

## REQUIRED QUALIFICATIONS

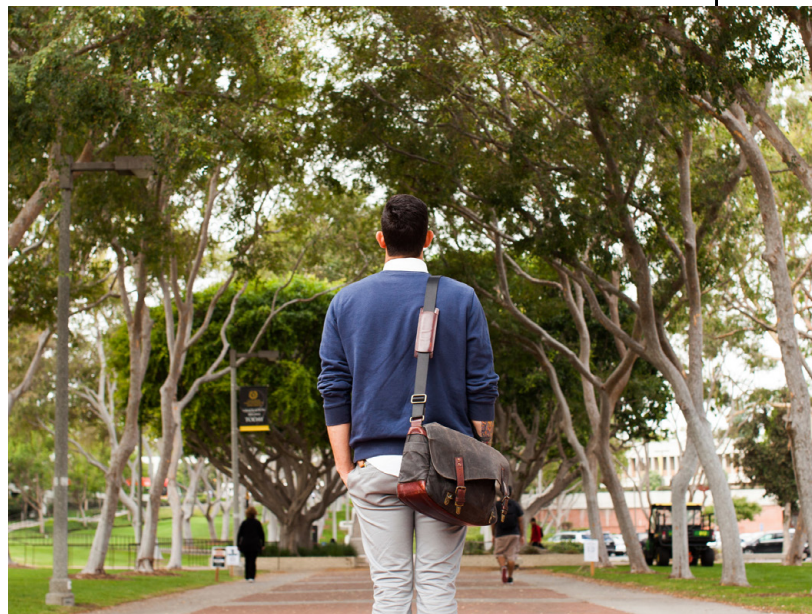
- An earned terminal degree from an accredited institution.
- An excellent record of university teaching, scholarship and service that would warrant appointment at the rank of full professor in one of the disciplines housed in the college.
- Demonstrated effectiveness in promoting diversity, equity and inclusion for faculty, staff, and students.
- Demonstrated ability to lead in the areas of teaching, research, and public service in urban education.

## PREFERRED QUALIFICATIONS

- Demonstrated commitment to working successfully with a culturally and ethnically diverse student, faculty, and staff population. Central to this task is the recruitment of a well-qualified faculty, as well as staff who work effectively with a diverse student population.
- Administrative/leadership experience at a minimum of department chair level.
- Success in identifying and cultivating philanthropic/fundraising opportunities to advance the mission and strategic direction of the College.
- Demonstrated support of such aims as those articulated in [Beach 2030](#) and the College strategic plan.
- A history of coordinating, supporting, and evaluating efforts on behalf of the instruction, research, and service missions of the University.
- Demonstrated effectiveness in supporting innovative programs and initiatives, including building expertise in research and practice in urban education.
- Demonstrated evidence of transparent leadership and commitment to shared governance. This includes support for faculty and staff and promotion of a culture of respect and well-being, and a record of promoting staff professional development and insuring equity for staff in working conditions as well as in college policies and procedures.
- Evidence of support for measures that ensure

student success generation in alignment with the goals of the [Graduation 2025](#) initiative.

- Evidence of a commitment to equity on issues of workload, working conditions, compensation, and promotion for all faculty and staff at all career stages and contract assignments. This encompasses policies supporting realistic workloads for the faculty-scholars model, and concrete plans for the success and stability of all college programs.
- A commitment to promoting scientifically based practices for public urban education within the region, state, and nation.
- Demonstrated ability to engage with school and university partners to strengthen student success for future educators.
- Experience with credential/licensure programs in education.
- Demonstrated effectiveness in creating pathways for students from public schools, community colleges, and other colleges to engage increased numbers of students to identify with the field of education earlier and develop clear understanding of the pathway and motivation to achieve the pathway toward becoming an educator.
- Evidence of being a skilled and a receptive listener, who is able to appreciate and articulate the initiatives and priorities of the College to both internal and external stakeholders.





## NOMINATIONS AND APPLICATIONS

Priority consideration will be given to materials received by **February 6, 2023**. 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 email [FAHR@csulb.edu](mailto:FAHR@csulb.edu).

Academic Search is assisting California State University Long Beach in this search. To ensure full consideration, inquiries, nominations, and applications (PDF preferred) should be submitted electronically, in confidence to [CSULBDEANCED@academicsearch.org](mailto:CSULBDEANCED@academicsearch.org).

Nominators and prospective candidates may arrange a confidential conversation about this opportunity with one of the senior consultants leading this search, Dr. Cynthia M. Patterson at [Cynthia.Patterson@academicsearch.org](mailto:Cynthia.Patterson@academicsearch.org) or Dr. Maria Thompson at [Maria.Thompson@academicsearch.org](mailto:Maria.Thompson@academicsearch.org); or you can write associate consultant Lisa Rosenberg at [Lisa.Rosenberg@academicsearch.org](mailto:Lisa.Rosenberg@academicsearch.org).

Additional information about the institution can be found at [www.csulb.edu](http://www.csulb.edu).

### EMPLOYMENT REQUIREMENTS

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.

A background check (including a criminal record 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 Revised July 21, 2017 as a condition of employment.

CSU requires faculty, staff, and students who are accessing campus facilities to be immunized against COVID-19 or declare a medical or religious exemption from doing so. The systemwide policy can be found at <https://calstate.policystat.com/policy/9779821/latest/>.

In accordance with the California State University (CSU) Out-of-State Employment Policy, the CSU is a state entity whose business operations reside within the State of California and prohibits hiring employees to perform CSU related work outside California.

*CSULB 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. CSULB is an Equal Opportunity Employer.*



# ABOUT ACADEMIC SEARCH

Academic Search is assisting California State University Long Beach 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. For more information, visit [www.academicsearch.org](http://www.academicsearch.org).



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AND DEVELOPING LEADERS  
by providing the highest  
level of EXECUTIVE  
SEARCH to our  
higher education  
partners.