



CALIFORNIA STATE UNIVERSITY  
**BAKERSFIELD**

## **California State University, Bakersfield Dean of the College of Social Sciences & Education**

California State University, Bakersfield (CSUB) invites inquiries, nominations, and applications from bold and committed academic leaders interested in serving as the **Dean of the College of Social Sciences and Education** (SSE). The successful candidate for Dean of SSE will join CSUB at an exciting time of transition as the recently appointed University President, Dr. Vernon Harper, and Provost and Vice President for Academic Affairs, Dr. Deborah Thien, lead CSUB into a new era as Kern County's University and strengthen the impact of the University in promoting access to education and propel economic development as a Hispanic Serving Institution in the culturally and linguistically diverse region encompassing Kern County and the Antelope Valley.

### **The University**

Centrally located on a 375-acre site in the southern San Joaquin Valley, California State University, Bakersfield is home to the Roadrunners - moving forward at lightning speed and championing intellectual progress. CSUB continuously rises in national rankings for its economic value and commitment to student success. Its students are brilliant and increasingly diverse — with the majority of graduates remaining in the Valley to solve the region's complex challenges.

The university serves more than 10,000 students at either the main campus in Bakersfield or at CSUB Antelope Valley, and counts approximately 67,000 alumni from its four colleges:

- Arts and Humanities
- Business and Public Administration
- Natural Sciences, Mathematics and Engineering
- Social Sciences and Education

The university offers 57 undergraduate and graduate programs. In addition, CSUB Extended Education offers a number of professional development opportunities, certificates and degree programs to the community. As part of NCAA Division I, the university is home to 16 athletics teams competing in the Big West Conference. CSUB is the only public university within nearly 100 miles. It is fully accredited by the Western Association of Schools and Colleges, Senior College and University Commission (WSCUC). As a designated Hispanic Serving Institution, the university is committed to diversity, social justice and equity. Many of its students are the first generation in their families to attend college, and they are known as trailblazers achieving new heights of success.

### **The College of Social Sciences and Education (SSE)**

The College of Social Sciences & Education (SSE) at California State University, Bakersfield offers high-quality undergraduate, credential, and graduate programs across the social sciences

and education disciplines. SSE prepares students to become educators, counselors, social workers, law-enforcement professionals, health professionals, researchers, civic leaders, and community advocates — empowering them to positively impact the quality of life in their communities locally, regionally, and beyond. Through an integrated environment of academic instruction, professional preparation, and community engagement, SSE strives to cultivate compassionate, informed, and effective leaders who contribute to social betterment, equity, and lifelong learning.

The Dean of the College of Social Sciences & Education (SSE), under the administrative direction of the Provost and Vice President for Academic Affairs, serves as the chief academic and operational leader for the college. The Dean provides visionary, equity-minded, and outcomes-driven leadership that advances CSU Bakersfield's mission of academic excellence, student success, regional engagement, and social mobility.

The Dean oversees all instructional programs, research and creative activities, assessment and accreditation processes, student success initiatives, and faculty and staff development across the college's departments, centers, and academic units. The Dean ensures high-quality, career-connected, and community-engaged learning experiences; cultivates interdisciplinary collaboration; and fosters an inclusive culture that supports faculty scholarship, innovative teaching, and shared governance.

As the college's primary representative to internal and external stakeholders, the Dean builds strong partnerships with P-12 systems, community organizations, regional employers, and industry partners to advance workforce development and educational equity in the Southern San Joaquin Valley and Antelope Valley. The Dean stewards fiscal, human, and physical resources; secures external funding; leads donor engagement; and advocates for the college's priorities in alignment with the university's strategic goals.

The Dean will be responsible to provide:

#### **Administration & Operational Oversight**

- Provide operational leadership and oversight of all academic programs, ensuring compliance with university policies, accreditation standards, state and federal regulations, and professional guidelines.
- Oversee budget development, financial planning, allocation, and monitoring to ensure effective stewardship of college resources and long-term fiscal sustainability.
- Manage space, facilities, technology, and operational infrastructure to support academic programs and student services.
- Oversee course scheduling, enrollment management strategies, program reviews, and curricular processes to ensure efficient and student-centered academic operations.
- Review and process faculty and student petitions, grievances, and issues, exercising sound judgment and ensuring timely and equitable resolution.
- Provide leadership for the preparation of annual reports, college communications, accreditation submissions, and other required documentation.
- Develop, implement, and revise policies and procedures that enhance effectiveness, promote operational integrity, and advance the college's mission.
- Ensure the coordination and implementation of college-wide student support initiatives, advising strategies, and student success programs.
- Oversee staff supervision, including hiring, training, delegating work, evaluating performance, and promoting professional growth.

- Ensure integration of college goals with broader university priorities and maintain accountability for achieving strategic outcomes.

### **Strategic Vision & Academic Leadership**

- Develop and implement a long-term strategic vision for the college that aligns with CSUB's institutional mission, strategic plan, and priorities in student success, equity, research excellence, and regional impact.
- Lead academic planning and program development, including the creation, revitalization, or consolidation of programs to meet workforce needs and expand interdisciplinary learning opportunities.
- Strengthen assessment, accreditation, and continuous improvement processes to ensure high-quality, student-centered outcomes across undergraduate, credential, and graduate programs.
- Advance evidence-based strategies to enhance retention, persistence, and graduation rates, with attention to first-generation, transfer, and underserved student populations.
- Promote innovative teaching, applied learning, community-engaged scholarship, global and intercultural experiences, and integration of technology into pedagogical practices.
- Serve as a key participant in university-wide academic planning, representing SSE on strategic committees and councils, and ensuring alignment with campus-wide goals.
- Lead long-term planning efforts with the Social Sciences & Education Dean's Advisory Council and ensure meaningful faculty governance participation in academic decision-making.

### **Faculty & Staff Leadership & Development**

- Recruit, hire, and retain excellent and diverse faculty and staff committed to equity-minded teaching, advising, scholarship, and student success.
- Foster a culture grounded in transparency, shared governance, professionalism, and inclusive decision-making.
- Mentor and support faculty in research, creative activity, external funding efforts, and scholarly engagement, promoting the teacher-scholar model.
- Oversee faculty evaluation, tenure, and promotion processes and ensure clear standards, consistency, and adherence to policies.
- Promote professional development opportunities for faculty and staff at all career stages and support structures that enhance workplace culture, collaboration, and morale.
- Engage department chairs, program directors, and center directors in implementing strategic priorities and developing cohesive academic and operational goals.
- Support collaboration across departments and centers to advance interdisciplinary initiatives, research projects, and shared programming.

### **External Relations, Partnerships & Resource Development**

- Serve as a primary liaison between the college and university leadership, other academic units, community partners, and regional stakeholders.
- Build and strengthen partnerships with P-12 districts, government agencies, nonprofits, community organizations, and regional employers to support workforce development and applied learning opportunities.
- Engage with donors, alumni, corporations, and foundations to cultivate philanthropic support, expand grant opportunities, and secure external resources aligned with college priorities.
- Advocate for college needs and initiatives with university leadership and external agencies, articulating the value and impact of SSE programs.

- Support signature events, student engagement activities, and community outreach efforts that elevate the visibility and reputation of the college.
- Develop and implement a strategic fundraising plan and engage in activities that advance the college's long-term sustainability.

## **Key Opportunities and Challenges**

- **Develop and Implement a Strategic Vision for the College**  
With a strong understanding of current and emerging trends in higher education, the new Dean will have the opportunity to establish a vision and related strategies to enhance the impact of the College and work with other deans and administrators on campus to better meet student, faculty, and staff needs and address workforce opportunities while promoting student success and career readiness.
- **Promote a Culture of Excellence**  
The Dean will create and implement initiatives conducive to retaining and developing excellent faculty and staff in an inclusive shared governance environment. The Dean will lead efforts to recruit, hire, and retain distinguished faculty who strive to maintain academic excellence in teaching and scholarship. Furthermore, the Dean will foster a culture that recognizes and rewards staff performance, builds confidence, and encourages interaction and teamwork.
- **Student Success**  
The Dean will provide strategic leadership to advance student success, equity, and career readiness. In collaboration with faculty and campus partners, the Dean will support high-quality academic programs, effective advising and mentoring, and evidence-informed practices that promote student learning, persistence, timely graduation, and post-graduation success.
- **Community Outreach and Advancement**  
The Dean will strengthen partnerships with community, industry, alumni, and regional stakeholders to enhance the College's visibility, relevance, and impact. The Dean will support community-engaged learning, scholarship and creative activities, workforce alignment, and philanthropic development efforts that advance student opportunities and institutional priorities.

## **Personal Characteristics**

It is desired that the Dean possess the following experiences, abilities, and skills:

- Understanding of academic program development, assessment, accreditation standards, and compliance within higher education institutions.
- Knowledge of current trends, challenges, and innovations in social sciences and education, including pedagogical methodologies, technology integration, and research practices.
- Ability to work effectively with students, stakeholders, community networks, faculty, and staff.
- Knowledge of community needs, partnerships, and strategies for fostering collaborations between academia and external stakeholders.
- Awareness and commitment to promoting diversity, equity, and inclusion within academic environments.

- Commitment to shared governance, support for faculty scholarship and professional development, and the recruitment, retention, tenure, and promotion processes for faculty.
- Skill in developing and implementing strategic plans that align with institutional goals and promote academic excellence.
- Aptitude for identifying challenges, developing creative solutions, and making informed decisions in complex academic environments.
- Dedication to enhancing student learning experiences, retention, and success through innovative programs and support services.
- Ability to use tact and diplomacy to effectively handle a broad range of high level and sensitive interpersonal situations with diverse personalities, and to respond appropriately to conflicts and problems.
- Excellent communication skills; ability to effectively communicate information in a clear and understandable manner.
- Excellent organizational and time management skills with the ability to set own priorities to coordinate multiple assignments with fluctuating and time-sensitive deadlines.
- Sensitivity to and understanding of the racial, ethnic, cultural, and linguistic diversity of the campus and community.
- Knowledge of academic program development, assessment, accreditation, and compliance, with the ability to lead innovative programs that advance student learning.

### **Required Qualifications**

The next Dean will possess:

- An earned Ph.D. or terminal degree in an academic discipline from an accredited institution;
- Academic accomplishments appropriate for the rank of Full Professor in one of the College's disciplines or a cognate field;
- A record of success as an accomplished administrator with progressively responsible positions in higher education as an academic leader (academic dean, associate dean, department chair, program director, etc.), or equivalent.
- A record of successful leadership in shared governance values and processes;
- Successful leadership and management experiences, including strategic planning, financial management, and management of staff;
- Experience with resource development and financial management, including budgeting, fundraising, grant development, and securing external resources;
- Demonstrated ability to supervise, lead, and develop professional teams;
- Excellent written and oral communication skills, professionalism, responsiveness, and the ability to interpret and apply institutional policies and procedures.

### **Preferred Qualifications**

- Record of effectiveness in developing and implementing strategic plans;
- Teaching experience at the graduate level;
- Demonstrated success leading within institutional or educational environments through a servant-leader orientation that values collaboration, transparency, shared governance, and support of others;
- Experience in a public higher education institution and multi-campus system;
- A record of administrative leadership experience working in collective-bargaining environments.

- Knowledge of and demonstrated experience in state and national level educator preparation program accreditation;
- Leadership experience and demonstrated success within a Hispanic-Serving Institution.

### **Compensation and Benefits**

This position has an anticipated salary of \$213,000-\$223,008. This is a CSU Management Personnel Plan (MPP) and a full-time, 12-month position. The pay basis is monthly. The anticipated hiring range is \$17,750 - \$18,584. However, offer amount will be commensurate with candidate's experience, education, skills, and training. The CSU CLASSIFICATION SALARY RANGE: \$10,106- \$32,441.

CSUB offers a best-in-class benefit package for eligible employees that includes an array of medical plans, choice of dental plans, vision coverage, retirement participation in CalPERS, CSU tuition waiver, up to 24 vacation days per year, sick leave with unlimited accrual, 15 paid holidays per year and more! For additional information visit the [benefits website](#).

### **Application / Nomination Process**

The Search Committee will begin reviewing applications in late January. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience. Submission of materials via e-mail is strongly encouraged. Nomination letters should include the nominee's name and contact information. All nominations and applications will be handled in confidence.

Applications and letters of nomination should be submitted by email to:



**Alberto Pimentel, Managing Partner**

**Emy Cruz, Partner**

Email: [apsearch@spaexec.com](mailto:apsearch@spaexec.com)

Refer to code "CSUB-Dean SSE" in the subject line

SP&A Executive Search

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*California State University, Bakersfield is committed to Equal Employment Opportunity. Applicants will be considered without regard to gender, race, age, color, religion, national origin, sexual orientation, genetic information, marital status, disability or covered veteran status.*