



California State University, Los Angeles Provost and Vice President for Academic Affairs

Position Profile

California State University, Los Angeles (Cal State LA) invites inquiries, nominations, and applications from visionary and inspiring leaders interested in serving as the University's next Provost and Vice President for Academic Affairs (Provost). The successful candidate for Provost will have the unique opportunity to join Cal State LA at an exciting time of transition as the recently appointed University President, Dr. Berenecea Johnson Eanes, creates a new leadership team that will be responsible for leading the University in fulfilling its commitment to access, academic excellence, student success, and social justice. The new Provost will also play a pivotal role in integrating Cal State LA with the vibrant City of Los Angeles and its surrounding communities.

The University

Located in the unceded lands of the *Tongva* People, Cal State LA is one of 23 campuses within the California State University system. The University serves nearly 25,000 students and offers 71 bachelor's, 55 master's, and four doctoral degree programs. Situated in the unincorporated areas of Los Angeles County called "East L.A.," the University serves an urban area comprised of mostly Mexican-American, Mexican, and Central American families. To the northwest of campus is the San Gabriel Valley, whose concentration of Asian/Asian Americans exceeds that of 42 states. Communities to the University's south contain many predominantly Black, Latinx/Chicanx, and multiracial neighborhoods.

Cal State LA is reflective of our diverse communities. In 2019, fully one-third of the students were low-income **and** first-generation **and** underrepresented minorities. A core belief that the University's students are amazingly resilient, hardworking, and possess strength is externally validated by the findings of the Third Way national study that ranked Cal State LA first in the nation for upward mobility. Ten years after graduating almost 60 percent of alumni are engaged with the community with careers as educators, public administrators, health care professionals, and social assistance advocates.

Cal State LA transforms lives and communities. The University actively engages with residents and organizations through various programs and initiatives to address pressing needs and foster positive change. Our University has been selected as an anchor institution by the [Coalition of Urban and Metropolitan Universities](#) as part of a new effort to uplift and transform communities' economies and social well-being nationwide.

One way Cal State LA serves the community is its robust service-learning programs. For instance, the Urban Ecology Center (UEC) harnesses the expertise of faculty and students to promote environmental equity and justice, ensuring a sustainable future for local communities. By bridging the gap between natural and social sciences, the UEC fosters collaboration with

non-profits, schools, colleges, city governments, and neighborhood councils, aiming to strengthen community ties. Through education, research, and active engagement, it empowers individuals and communities to reimagine their role in the world, promoting collective and individual responsibility toward a sustainable future.

Increasing Momentum through Partnerships and Community Transformation in Los Angeles (IMPACT LA) aims to harness students' inclination to give back to the community to help them develop as engineering and technology professionals. IMPACT LA has both extra-curricular and curricular components. The extra-curricular activities include the BOOST Program and the Golden Eagle Makers (GEM) club. Since its formation in spring 2023, GEM has grown into a diverse and dynamic group of approximately 20 dedicated interdisciplinary students working with local community organizations to improve people's lives.

Likewise, The Pat Brown Institute for Public Affairs is a nonpartisan, presidentially chartered institute dedicated to the quest for social justice and equity, enlightened civic engagement, and an enhanced quality of life for all Californians. Former California Governor Pat Brown brought the Institute to Cal State LA in 1987. Today, the Institute seeks to sustain the vision and legacy of Governor Brown by promoting civic and community engagement, helping to advance an inclusive public policy, connecting with and energizing the Next Generation, and serving as a thought leader on vital issues for the region and the state.

Cal State LA's commitment to community service is evident through its diverse programs, impactful partnerships, and ongoing initiatives. As the University continues to grow and evolve, it remains steadfast in its mission to serve and uplift the local community, demonstrating the profound connection between higher education and societal progress. This speaks to the deep commitment of Cal State LA to act with purpose while honoring place.

Together; We are LA.

For more information about Cal State LA, please visit <https://www.calstatela.edu/>.

New Leadership

The California State University Board of Trustees appointed Dr. Berenecea Johnson Eanes to serve as president of California State University, Los Angeles. Dr. Eanes is the university's first woman president and assumed the role on January 8, 2024.

President Eanes served as president of York College from 2020 to 2023, following a one-year interim appointment, where she provided strategic leadership and council to approximately 1,100 faculty, staff, and administrators while overseeing a \$91M budget, including endowments, fundraising, and centrally administered resources. Dr. Eanes also served as a professor in the Department of Social Work since 2019.

Her appointment as president of Cal State LA marks a return to the CSU for Dr. Eanes, who previously served as Vice President for Student Affairs at California State University, Fullerton (2012 to 2019), where she provided leadership and oversight for myriad student success programs, as well as new campus infrastructure and the university's strategic plan. In 2018, Dr. Eanes received the CSU's Wang Family Excellence Award for achieving transformative results in her role as a member of the CSUF president's cabinet and as vice president. She is described as "a champion of diversity, equity and inclusion," who will continue to drive its powerful engine of social mobility. Her leadership experience and stalwart commitment to student success will serve the university and its diverse community well.

President Eanes is an acclaimed scholar widely published in the field of social work and has served as a faculty member or administrator at various institutions, including Columbia University, John Jay College of Criminal Justice, Morehouse College, Georgia State University, Clark Atlanta University, and Hamilton College. President Eanes earned a bachelor's degree in public health from Dillard University, a master's in social work from Boston University, and her doctorate in social work from Clark Atlanta University.

The Position

The Provost serves as Cal State LA's chief academic leader and is responsible for developing and implementing, in collaboration with faculty, a compelling vision for how a comprehensive urban university can best serve its students and campus community during a period of rapid technological, societal, and political change. The evolving national educational landscape requires that the Provost be a strategic and forward-thinking leader with the agility to navigate short- and long-term challenges while maintaining a steady focus on the core mission and values of the University. To be effective, the Provost must demonstrate respect for and evidence of shared governance and teamwork and have an unwavering commitment to academic excellence. The Provost must be transparent in their actions, function with integrity, and communicate with clarity and authenticity. The Provost must be a proven champion of students, faculty, and staff and passionately communicate the University's priorities to campus stakeholders and beyond.

The Provost will provide overall leadership for the Division of Academic Affairs and serve as a leader of the University in the absence of the President. They must partner with their colleagues on the President's Cabinet and the Dean's Council to create a learning environment that places students at the center, inspires creativity and innovation, encourages thoughtful risk-taking, and reinforces a culture that embraces collaboration and collegiality. The Provost will assume a lead role in developing Cal State LA's new strategic plan. Working together with faculty, students, and staff, will chart the future of the University and identify the strategies necessary to ensure that Cal State LA remains #1 in the upward mobility of its students and a hallmark of academic excellence and scholarship.

The Provost will define the University's academic priorities, align annual goals with the values of the institution, actively participate in annual and long-term University budget planning, and skillfully and effectively leverage the University's revenue streams to derive the maximum benefit and impact. The Provost will be a fierce advocate for the university's academic, research, and teaching mission and will assist the President, academic deans, and others in garnering philanthropic and grant support for strategic initiatives.

The Provost provides oversight of the following units:

- **College of Arts and Letters** – The College develops humanists and artists and provides a broad liberal arts education to all Cal State LA students. Its nine departments and five centers offer a variety of learning opportunities, including major, minor, and certificate programs, general education and elective courses, and stimulating public programs. The College's co- and extra-curricular activities provide both the university and off-campus communities with opportunities for cultural enrichment, lifelong learning, and participation in an intellectual and artistic community that is nationally renowned and locally relevant.

- **College of Business and Economics** – The College is nationally accredited, at both graduate and undergraduate levels, by the Association to Advance Collegiate Schools of Business (AACSB). The Departments of Accounting; Economics & Statistics; Finance, Law, and Real Estate; Information Systems; Management; and Marketing offer 7 graduate and 3 undergraduate degree programs, 15 minors, 17 undergraduate and 9 postbaccalaureate certificate programs. The College offers specializations in forensic accounting, entrepreneurship, social media, information systems, health care management, and logistics as well as traditional business fields.
- **College of Education** - Because the campus is located in the heart of metropolitan Los Angeles, the College is committed to enabling educational leaders to meet high standards and ensure the maximum learning and achievement potential of culturally and linguistically diverse urban learners. All credential programs in the College are approved and accredited by the California Commission on Teacher Credentialing (CTC). Programs in the College are also nationally accredited by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP), the National Association of School Psychologists (NASP), and the Association for Behavior Analysis International (ABAI). The College offers professional programs at the undergraduate and graduate level through its divisions of Applied and Advanced Studies in Education, Curriculum and Instruction, and Special Education and Counseling.
- **College of Engineering, Computer Science, and Technology** – Through five departments, the College offers 6 graduate, 7 undergraduate, and 4 blended degree programs. Several programs are accredited by the Engineering and Computing Accreditation Commission of ABET. The College is committed to accelerating the success of its students through programs that build community, develop skills, and reinforce core STEM concepts, helping current and prospective students on their path toward a successful STEM career. Graduates will be prepared to address pressing problems of today and tomorrow in areas such as robotics, sustainability, energy, water, transportation, and emergency preparedness.
- **College of Ethnic Studies** – The College was established in 2019 and is the first such college to be established at a university in the U.S. since 1969. The College develops leaders who engage in rigorous, self-reflexive study that motivates critical engagement, self-determination and decolonial understandings of the world. The College provides an interdisciplinary intellectual space that inspires students to transform inequities based on race, ethnicity, nationality, gender, sexuality, ability, class, and the intersections among them, while advancing visions of social, political, and economic justice. In addition to active participation in a carefully designed curriculum through which students gain new perspectives and strengthen abilities to think critically, students have access to research and community engagement opportunities with the College faculty, many of whom are actively involved in community engaged and public scholarship. The Asian and Asian American Studies Department offers two undergraduate degrees while the Departments of Pan African Studies and Chicana(o) and Latina(o) Studies offer undergraduate and graduate degrees.
- **Rongxiang Xu College of Health and Human Services** – The College is committed to educating and preparing human services professionals to become innovative practitioners and leaders. The College promotes the integration of teaching, research, policy, and public service in an interdisciplinary context. Knowledge, skill, and caring provide the foundation for educating a diverse workforce of the future that effectively

serves multicultural urban communities from a local and global perspective. Academic programs available include audiology, child development, public health, urban community health, health policy, criminal justice, criminalistics, dietetics, exercise science, family studies, food science and technology, kinesiology, nursing, nutritional science, physical education, social work, and speech-language pathology.

- **College of Natural and Social Sciences** – The College has 12 diverse departments and programs, over 150 talented tenured and tenure-track faculty, scores of gifted adjunct lecturers, and an incredible staff. The College serves almost 7,000 undergraduate and graduate students pursuing their career goals and personal dreams while cultivating an appreciation for the biological, physical, and social aspects of the planet and fostering a lifelong commitment to improving the lives of its inhabitants. Faculty and staff are committed to creating culturally responsive and inclusive educational experiences for students that facilitate the development of the next generation of leaders in their fields.
- **College of Professional and Global Education** – The College provides affordable, practical, and lifelong educational pathways, preparing individuals and organizations of diverse backgrounds and interests to serve and succeed in their local and global communities. Faculty are committed to delivering an academic environment that is rigorous, supportive and transformative. The College accommodates the educational needs of diverse 21st Century adult learners, including working professionals, individuals in career transition and local residents. Whether at Cal State LA's main campus or at Cal State LA Downtown, the College blends applied learning and experiential knowledge to develop pathways for personal and professional enrichment and expands access to relevant degree, professional training and personal enrichment programs flexible enough to fit busy schedules.
- **The Honors College** – The College was founded in 2010 and offers outstanding students an opportunity to participate in a scholarly community dedicated to inquiry and discovery, creative and critical thinking, and the creation of knowledge that is linked to positive societal impact. Its interdisciplinary curriculum emphasizes community and civic engagement and takes advantage of the vast resources of Los Angeles, particularly in the first-year curriculum through which students engage with and critically analyze challenges and perceptions of the Los Angeles region through humanities, arts, and social sciences lenses. The College values a liberal arts education, while recognizing and making use of the resources available at a large urban public university. The College supports approximately 300 students and currently admits 80 to 100 new freshman, continuing, and transfer students into the program each year.
- **University Library** – The Library is central to the successful achievement of Cal State LA's mission of cultivating and amplifying students' unique talents, diverse life experiences, and intellect through engaged teaching, learning, scholarship, research and public service. Since 1958, the Library has served as the hub of knowledge for the Cal State LA campus and has housed the general collections while providing students a place to study. Today, it is a multi-faceted point of convergence that includes student study space, faculty offices, and much more. Recently, the University began a process to re-envision the Library as more than an information resource or study space and will recast it as a transformative catalyst for students that advances intellectual discovery, enhances learning, and fosters a strong, shared sense of community.

In addition to the units above, the Provost provides leadership to the offices of Faculty Affairs; Research, Scholarship, and Creative Activities; Undergraduate Studies; Graduate Studies; and Academic Facilities Planning.

Opportunities and Challenges

The next Provost will be expected to address the following challenges and opportunities:

- **Leading with Vision**
The Provost will develop and implement a cohesive vision for the Division of Academic Affairs to support the University's commitment to academic excellence, student success, access, and social mobility. The new Provost must demonstrate a high level of intellectual curiosity and a willingness to invest time in learning about the needs of each academic unit. In doing so, the Provost will invest in existing strengths; help address emerging needs; and develop new programs and initiatives to support student success and improve enrollment and graduation rates.
- **Recruiting, Retaining, and Developing Faculty and Staff**
Cal State LA's next Provost will lead an academic enterprise encompassing multiple complex academic and administrative units. The success of these units relies heavily on the University's deeply dedicated and talented faculty and staff. Therefore, the Provost must foster an institutional culture that supports the well-being and professional development of all and be committed to the active recruitment, retention, and development of Cal State LA's faculty and staff.
- **Supporting Cal State LA's Shared Governance Environment**
The next Provost will join an institution and university system that is home to an engaged faculty and effective system of shared governance. The Provost must be committed to the principles of shared governance and foster a transparent and inclusive environment in which the administration listens to and acknowledges the faculty's perspectives on the university's direction; issues that impact them, their students, and their community.
- **Advancing Diversity, Equity, and Inclusion** – Cal State LA's new Provost must be deeply committed to and have a proven track record of promoting and addressing diversity, equity, and inclusion issues in higher education. The Provost must embrace and be prepared to leverage Cal State LA's designation as a Hispanic-Serving Institution, a Minority-Serving Institution, and an Asian American and Native American Pacific Islander-Serving Institution in supporting members of underrepresented populations from all groups to achieve their personal and professional goals while creating the opportunity to further intellectual and emotional growth, community empowerment, and social justice.
- **Responding to Enrollment Trends** – Not dissimilar from many parts of the country, the number of high school graduates in Los Angeles County is expected to decrease in the coming years. The new Provost will partner with the Vice President for Student Affairs and Enrollment Management to examine market trends to develop new programs that meet the academic and career needs of current and future students. In addition, the Provost will play a critical role in enhancing existing and forging new partnerships with community colleges, businesses, and public sector partners to create seamless pathways for more students to pursue academic programs to achieve their full potential and contribute to Los Angeles County and beyond.

- **Implementing Innovation and Best Practices** – The Provost will ensure that the Division of Academic Affairs is poised to adopt best practices across all functional areas, including but not limited to teaching, mentoring, business operations, budget, assisted technology, research, etc. The Provost will have an opportunity to work with their team in assessing current practices and procedures to identify areas that could benefit from a new and improved perspective.
- **Adapting to a Shifting Higher Education Landscape** – Cal State LA’s next Provost must be committed to meeting the needs and expectations of an increasingly diverse student body while preparing students for success beyond graduation. Cal State LA must adapt to changes in student demographics, students’ expectations of a college education, and societal and professional expectations for college graduates. To do so, the Provost must collaborate with the campus community to develop a thoughtful and comprehensive plan for ensuring Cal State LA’s continued success as it propels into the future.

Qualities and Attributes

The successful candidate must have or be:

- The ability to envision, articulate, and implement strategic goals; establish assessment mechanisms; and re-align resources as necessary.
- The ability to provide leadership in the areas of fundraising and external relations including collaboration with other divisions in support of development efforts and other extramural funding activities.
- The ability to develop, strengthen, and leverage new and existing internal and external relationships and partnerships that result in a network of productive and high-impact collaborations.
- The ability to inspire and foster a shared vision among all internal and external stakeholders.
- Be passionate about serving underrepresented and minoritized students.
- Demonstrate a history of support for student success programs and initiatives that generate positive and measurable results.
- Be proactive in engaging the Greater Los Angeles area, including Downtown Los Angeles, East Los Angeles, and San Gabriel Valley communities and other external stakeholders.
- Be a champion for promoting access to higher education and student success.
- Have an awareness and understanding of the trends and issues currently impacting higher education nationally and globally.
- Have a commitment to promoting interdisciplinary programs and research as well as identifying and eliminating impediments to effective interdisciplinary initiatives.

Required Qualifications

The next Provost will be an accomplished academic administrator who is passionate about Cal State LA’s mission, vision, and the success of its students. Leading candidates must be willing to make a commitment of 5 to 7 years and possess:

- An earned Ph.D. or terminal degree in an academic discipline from an accredited institution;

- A record of success as an accomplished administrator with progressively responsible academic administration positions in higher education (experience as a dean, vice provost, or provost is preferred);
- A scholarly record that demonstrates eligibility for appointment as a tenured, full professor at a college within the university;
- A record of successful commitment to equity, inclusion, diversity, and social justice;
- 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;
- Excellent written and oral communication skills;
- Demonstrated ability to work collaboratively with senior administrators, deans, department chairs, faculty, staff, and external constituents to achieve institutional goals.

Preferred Qualifications

- A demonstrated record of commitment to supporting faculty research, grant proposals, professional development, and excellence in university teaching;
- A history of innovation in developing and supporting academic programs that support student success goals;
- Demonstrated ability to support the use of effective information technology for pedagogical, administrative, and student support needs;
- Experience in a public higher education institution and multi-campus system;
- Experience working successfully in a collective bargaining environment.

Application / Nomination Process

The Search Committee will begin reviewing applications in mid-October. 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 name and contact information of the nominee. 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

Refer to code "CalStateLA-Provost" in the subject line

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