



**California State University, Stanislaus  
President Search  
Leadership Profile**

The California State University (CSU) Board of Trustees invites nominations and applications for the position of President of [California State University, Stanislaus \(Stan State\)](#). To lead Stan State, the President must be a dynamic leader with the ability to guide the development of a powerful and compelling vision for the future that will leverage the University community's strengths in student success, exemplary teaching, servingness, advocacy, shared governance, and community engagement.

**Stanislaus State**

Stan State, one of 23 universities in the CSU system, was established as Stanislaus State College in 1957 as the 15th campus of the CSU system. Stan State serves a diverse student body of more than 10,000 with two campuses in the Central Valley — a beautiful 228-acre campus in Turlock and the Stockton campus located in Stockton's historic Magnolia District.

Widely recognized for its dedicated faculty and high-quality academic programs, Stan State serves a region that includes six counties (Calaveras, Tuolumne, Mariposa, San Joaquin, Stanislaus, and Merced), spanning over 9,500 square miles, capturing an expansive agrarian region, as well as the urban city of Stockton. The Stanislaus Campus is comprised of four colleges ([College of the Arts, Humanities and Social Sciences](#); [College of Business Administration](#); [College of Education, Kinesiology and Social Work](#); [College of Science](#)) which together offer 48 undergraduate programs, 16 master's programs, 1 doctoral program, and 6 credential programs. Stan State is home to 1,321 employees as of Fall 2022. Among them are 701 faculty (309 tenured/tenure-track and 392 lecturers), providing a student-to-faculty ratio of 17:1, and 620 staff. The University's general operating base budget for fiscal year 2023-24 including tuition fee revenue is approximately \$155.4 million. Stan State was awarded over \$10 million in sponsored program funding in 2020-21 to support external partnerships and scholarly research. The University has also been successful in its fundraising endeavors and in 2021-22, announced the conclusion of President Emerita Ellen Junn's five-year, \$15 million fundraising target, raising \$16.1M.

Stan State transforms lives; the University is proud to serve a student body that is 58.2% Pell-eligible and 71.5% first-generation. Moreover, Stan State is a vibrant place of diversity where 64% of its students are minoritized and, as a Hispanic-Serving Institution (HSI) since 2003, 61.4% of its student body identifies as Hispanic/Latinx. In addition, 67.6% of students identify as female.

Stan State is committed to providing students with a well-rounded experience that builds upon their cultural resources, challenges them academically, cultivates their professional and personal relationships, nurtures their sense of belonging, and guides them as they develop tools to support their communities. Through its commitments to high quality education and diversity, equity, and inclusion, the faculty and staff of Stan State empower students to create a better world and to make their own unique contributions to it. Creating spaces in which the campus community can engage and share with its diverse members allows the University to support students by expanding opportunities

and enriching experiences that broaden their awareness of others' perspectives as well as their own place in the broader global history. Graduates are prepared to continue applying the principles of the University's [mission, vision, values, and diversity, equity, inclusion, and social justice statements](#) which place emphasis on contributing positively to society and developing awareness of the evolving and interconnected world in which we live. Even more impressive is that for the last six years, Stan State has been a national leader among both public and private institutions of higher education in the rankings for upward mobility and the transformative power of its academic programs by groups including *Washington Monthly*, *Money Magazine*, *Princeton Review*, *US News and World Reports*, among others.

### **Stockton Campus**

Presently, Stan State's Stockton campus leases and occupies two buildings in University Park, the Acacia Court building facility where all academic degree programs and student services are located and the historic Magnolia Mansion. As of Fall 2022, the Stockton Campus enrolls 1,153 students and offers [majors and programs](#) from the four academic colleges, leading to six stateside and four self-support/University Extended Education (UEE) baccalaureate degrees, three master's degrees, two credentials, and a doctorate degree program. Three undergraduate and two graduate degree online programs are also available to students at the Stockton campus. The successful candidate will harness the collaborative efforts to further the expansion of educational opportunities at the Stockton Campus.

As a testament to Governor Newsom's and the California legislature's understanding of and commitment to supporting Stockton and the California Central Valley, both allocated a one-time infusion of \$54 million dollars for the new construction and continued renovation of the Acacia building for the FY 21-22 budget.

For more information about Stan State, please visit <https://www.csustan.edu/>.

### **Points of Pride**

Stan State's next President will lead an institution that has established a strong reputation for its welcoming and rigorous educational environment and earning significant accolades for a transformational education experience that propels its graduates to become changemakers in their families, their communities, the region, and beyond. Recent examples of the University's success in being recognized for its academic excellence and accessibility include:

- Ranked #2 "Best Bang for the Buck in the West" by *Washington Monthly* (2023).
- Ranked #9 on *Washington Monthly's* "Master's University Rankings" list (2023).
- Ranked #3 amongst Top Performers on Social Mobility by *U.S. News & World Report* (2024).
- Ranked #4 amongst Top Public Schools in the West by *U.S. News & World Report* (2024).
- Ranked #6 amongst Best Colleges for Veterans by *U.S. News & World Report* (2024).
- Ranked #10 amongst Best Regional Universities in the West by *U.S. News and World Report* (2024)
- Ranked #8 amongst Best Colleges in California by Degreechoices.com (2023)
- Ranked amongst the *Princeton Review's* Best College in the West list (2024).
- Ranked 4.5 of 5 stars as one of the Best Colleges in America by Money.com (2023).
- Featured in the "Guide to Green Colleges" by *Princeton Review* (2024).

### **Position Summary**

Appointed by the CSU Board of Trustees and reporting to the CSU Chancellor, the President serves as the University's chief executive officer responsible for setting the vision, strategy, and related

institutional goals and objectives. The President oversees the University's administration and operations and implements the policies and procedures adopted by the CSU system. The President, with their strong leadership team, will focus on achieving the University's core mission to nurture and amplify students' unique talents, diverse life experiences, and intellect through engaged teaching, learning, scholarship, research, and public service that support their overall success, well-being, and the greater good.

Stan State's next president will be a community-oriented leader who will foster collaborative and effective relationships with students, faculty, staff, alumni, donors, business and community partners, legislative leaders, and other campus stakeholders. In doing so, the President will actively and authentically engage with campus colleagues and the community to support the educational mission of the University and spearhead its efforts in setting an ambitious trajectory for the future.

### **Opportunities and Challenges**

Stan State's next President will take the helm of a university filled with a vibrant and diverse community of creative, dedicated employees who skillfully harness the potential for growth and opportunities to significantly increase the University's impact on its students and the communities it serves in the Central Valley. The President will be in a position to provide dynamic leadership as part in a number of critical areas including, but not limited to:

- **Creating a New, Shared Vision for the Future** — With Stan State's current Strategic Plan, [A Sense of Place, Inclusion, Transformation, and Future](#), coming to a close the next President will work collaboratively with the University's myriad stakeholders to develop a new vision for the future that excites and inspires its constituencies and the surrounding communities for years to come. The University community is well-prepared and positioned to leverage its existing strengths to take full advantage of the opportunities present.
- **Advancing Diversity, Equity, Inclusion, and Social Justice** – Stan State's next President must be a passionate advocate for the University's efforts in addressing issues of diversity, equity, inclusion, and social justice in the Central Valley and beyond. The President must be a skilled and articulate communicator with the ability and steadfast willingness to publicly express the University's commitment to and efforts toward supporting working/poverty class, women, first-generation, LGBTQ+, and minoritized populations, as well as authentically support the continued efforts of university faculty and staff to advance this cause. Leading the way with a firmness and commitment of purpose will inspire internal and external stakeholders including local community leaders, state and federal legislators, not-for-profit organizations, governmental agencies, and private industry to action.
- **Supporting Student Success and First-Generation College Students** – Stan State's new President will inherit a university whose employees' commitment to student success has led to a university environment that is well-known for both its rigor and its efforts to support and nurture a student body that includes many first-generation college students from diverse populations within the Central Valley and beyond. As an advocate for all of Stan State's students, the President must possess a deep, personal dedication to ensuring the success of students and commit to fostering an environment that is positive, welcoming, supportive, and provides the transformative educational experience expected from an authentically student serving HSI.
- **Building Upon Stan State's Position in the Community** – In serving as Stan State's most passionate champion, the President will play a significant role within the University and the

larger Central Valley community as both an educational and regional leader. The President must be an effective advocate and spokesperson for high quality education and for the University in further strengthening its role as an academic, social, and economic driver in the Central Valley while also fostering a shared sense of mission, culture, and spirit among all internal and external constituents.

- **Enhancing Community Engagement** – Stan State’s next President will join an institution that has taken the foundational steps necessary to partner with the cities of Turlock, Stockton, and surrounding communities to identify new areas for increasing community engagement and developing partnerships that will leverage the University’s collective impact and resources for the benefit of all. The President will create new avenues of communication and engagement between the University and key stakeholders and will foster mutually beneficial relationships that will ultimately better serve students, alumni, and the regional community.
- **Spearheading Stan State’s Philanthropic Efforts** – Stan State’s next President will be a talented and persuasive fundraiser who can stimulate an infectious enthusiasm amongst a broad spectrum of university partners and stakeholders. They will work to secure additional resources to accelerate the University’s upward trajectory and ensure its success in supporting its students, faculty, and community. The President will play a critical role in developing a new, university-wide capital campaign that will inspire investments in the future of Stan State from local and regional sources; private donors, alumni, and other external entities.
- **Recruiting, Retaining, and Developing Faculty and Staff** – Stan State’s next President will lead an academic enterprise that consists of numerous academic and administrative units whose success relies heavily on the University’s dedicated and talented faculty and staff. For Stan State to maintain its commitment to academic excellence and creating an exceptional student learning environment, the next President will need to have demonstrable experience working collaboratively with faculty and staff through shared governance processes and be able to demonstrate an ability to proactively address issues that impact the recruitment and retention of diverse faculty, staff, and students that is aligned with the racial and ethnic diversity that exists within California’s Central Valley.
- **Developing Long-Term Enrollment Strategies** – The President, in collaboration with campus and system leaders, will play an important role in supporting a Stan State’s educational environment by bolstering successful strategies and initiatives while helping to develop new strategies and initiatives to ensure the growth, sense of belonging, retention, and successful graduation of its students. The President will help guide the University in creating a long-term and sustainable enrollment management plan that will focus not only on attracting students from within the region and the state, but also further enrich the Stan State student experience and campus community. In this capacity, the President must serve as an innovative strategist and advocate for the University’s efforts to achieve its enrollment goals while authentically working with faculty and staff to develop those efforts.
- **Leveraging the Unique Attributes of Stan State’s Campuses** – Stan State’s next President will lead a University comprised of two campuses located in Turlock and Stockton, each with its own distinct identity and a shared commitment and passion for achieving the University’s mission. The President will work with the campus communities to explore strategies for developing and implementing a cohesive and well-integrated multi-campus environment that showcases the unique attributes and strengths of each campus while maximizing Stan State’s collective intellectual capital and resources in a manner that will best serve the Central Valley.

### **Qualities and Characteristics**

Stan State seeks a President who is an experienced educational leader with excellent communication and engagement skills and a demonstrable history serving as a collaborative leader as they will serve as the chief representative and champion of the University to a wide variety of internal and external constituencies. Proven management experience, expertise in working collaboratively with diverse groups in a complex environment, and strong interpersonal skills are essential. Furthermore, Stan State's President must be excited by the challenge of helping to move the University forward as it continues its journey toward increased impact in student success, academic excellence, and community engagement.

It is also desired that the President possess many of the following experiences, abilities, and skills:

- experience working with a broad range of constituents in developing a compelling vision for a complex organization in an environment of shared governance, coupled with the ability to inspire all constituencies in implementing a strategic plan to achieve that vision;
- the ability to promote and strengthen Stan State's identity by fostering a shared sense of mission and culture among all university constituents;
- the ability to earn the respect and trust of all campus constituents and deeply value the contribution of all faculty, staff, and students and their feedback;
- a deep and genuine passion for and depth of experience in serving working-class, female-identified, first-generation college students and a diverse, minoritized, undergraduate and graduate student body;
- a deep understanding of the culture, opportunities, and challenges that come with being a Hispanic-Serving Institution (HSI; 61.4%) and demonstrable history of servingness in that context;
- experience valuing unionized employees and the relationships delineated in collective bargaining agreements;
- a dedication to and strong record of creating a welcoming and inclusive environment that embraces and promotes belonging and enhances Stan State's relationship with the diverse population of the Central Valley and the region;
- an authentic and genuine leadership style that is visible, open, and accessible to faculty, staff, students, alumni, and members of the Stan State and local communities;
- an active management style coupled with the desire and administrative fortitude to engage key stakeholders in honest and potentially difficult discussions to develop positive solutions to critical issues;
- knowledge and experience optimizing budget resources, leading an organization in an environment of limited financial resources, and making fiscal decisions consistent with campus values and strategic planning;
- superior diplomatic and interpersonal skills, including an ability to listen, solve problems, handle conflict and ambiguity, and make and explain difficult, and sometimes, unpopular decisions;
- an understanding and appreciation of the variety of backgrounds and experiences represented by Stan State's student body and a history of showing how they value that diversity;
- knowledge of and experience in working effectively with marketing and branding campaigns designed to elevate the visibility of an institution within its communities;
- the ability to inspire and empower the campus community to pursue a shared and ambitious vision for the future of the University;
- the ability to envision, articulate, and implement strategic goals; establish assessment mechanisms, and re-align resources as necessary;

- demonstrable experience in supporting/leading the university community's role in creating and fostering a campus environment that advances academic excellence, student success, and community partnership;
- demonstrated experience mentoring strong leadership teams;
- successful experience establishing clear strategic and tactical goals and meaningful metrics of progress;
- a demonstrated commitment to making a difference in providing quality education for all students and aggressively addressing issues related to student success and student access;
- the ability to provide guidance and support for existing areas of achieved excellence as well as emerging academic opportunities and initiatives;
- possess a high level of energy and enthusiasm for representing the University throughout the Central Valley and serving as an active leader in the region;
- experience cultivating donor relationships and developing a culture of philanthropy within and outside of the traditional alumni base.

Although a doctoral degree and exceptional academic and administrative experience are highly preferred, the CSU Board of Trustees will consider candidates who have achieved noteworthy success in their respective fields outside higher education. These candidates must have demonstrated experience and a track-record of success working in a complex organization where success is achieved in partnership and collaboration rather than solely through direct authority.

### **Application / Nomination Process**

The Search Committee will begin reviewing applications immediately. 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**  
**Sal Venegas Jr., Partner**

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

Refer to code "StanState-President" in the subject line

SP&A Executive Search  
 6512 Painter Avenue  
 Whittier, CA 90601

*California State University, Stanislaus considers qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, or protected veteran status.*