

SEARCH PROFILE:

PRESIDENT



CALIFORNIA STATE UNIVERSITY
BAKERSFIELD

TABLE OF CONTENTS

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD	3
ACADEMIC AFFAIRS	6
STUDENT AFFAIRS	7
ATHLETICS	7
UNIVERSITY ADVANCEMENT	8
FINANCE AND BUDGET	8
COMMUNITY	9
THE CALIFORNIA STATE UNIVERSITY SYSTEM	9
THE POSITION: PRESIDENT	10
HOW TO APPLY	11



CALIFORNIA STATE UNIVERSITY, BAKERSFIELD

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 around 9,400 students at CSUB – taking classes at the main Bakersfield campus, at the Antelope Valley campus, or enrolled through CSUB’s Extended Education and Global Outreach programs – and counts approximately 64,000 alumni from its four academic schools.

The university offers 59 undergraduate, teacher credential, and master’s degree programs and a doctoral program in educational leadership. In addition, CSUB Extended Education offers a number of professional development opportunities, certificates, and degree programs to the community. CSUB places student success and academic excellence at the center of everything the university does. The university strives to be a model for supporting and

educating students to become knowledgeable, engaged, innovative, and ethical leaders in the regional and global community. Through this focus, CSUB has been ranked consistently in regional and national publications, such as *Washington Monthly*, *U.S. News and World Report*, and *Business Insider*.

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. As of Fall 2023, CSUB reports 68.2 percent of undergraduates are of Hispanic heritage. 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 university cultivates a campus community that champions diversity, equity, and inclusion.

Additional information about CSUB’s structure can be found in [the university’s organizational charts](#). The university’s [current strategic plan](#) covers 2019-2024.

To view a video about CSUB and its impact on the region, [click here](#).

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD (CONT.)

CSUB AT A GLANCE

- In fall 2023, CSUB served a total of 9,399 students; 86% of CSUB students are undergraduate and 14% are graduate/post-baccalaureate students.
- As of April 2024, CSUB was home to 665 faculty (249 tenured/tenure track and 416 lecturer) and 1,348 staff.
- School colors: Blue and gold
- Motto: 'Runners on the rise!
- Mascot: The Roadrunner (Rowdy)

RANKINGS

CSUB continues to distinguish itself in national rankings for its economic value, social mobility and commitment to student success. Some recent rankings include:

- No. 16 in Top Public Universities in the West, *U.S. News and World Report*, 2024
- No. 22 in Top Performers on Social Mobility, *U.S. News and World Report*, 2024
- No. 34 in Region Universities West, *U.S. News and World Report*, 2023
- No. 10 in Best Bang for the Buck College: West, *Washington Monthly*, 2023
- No. 11 in Master's Universities, *Washington Monthly*, 2023
- No. 20 in *Education Reform Now's* Social Mobility Elevator, 2023
- No. 7 statewide, No. 17 nationally out of all HSIs in *Degree Choices' Best College Rankings*, 2023
- No. 16 in Best Colleges in the West, *Degree Choices*, 2024
- No. 1 in Top 10 Best Nursing Schools in CA, *Nurse.org*, 2023

MISSION

California State University, Bakersfield is a comprehensive public university offering excellent undergraduate and graduate programs that advance the intellectual and personal development of its students. The university emphasizes student learning through its commitment to scholarship, ethical behavior, diversity, service, global awareness, and life-long learning. The university collaborates with partners in the community to increase the region's overall educational attainment, enhance its quality of life, and support its economic development.

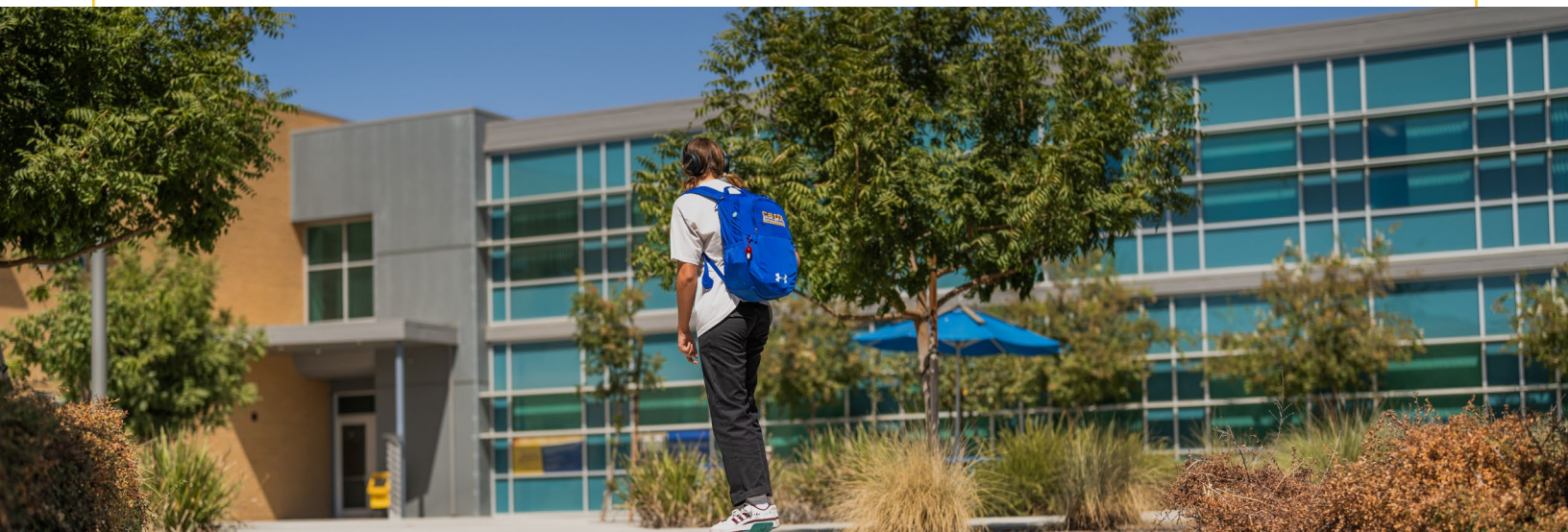
VISION

CSUB will be a model for supporting and educating students to become knowledgeable, engaged, innovative and ethical leaders in the regional and global community.

VALUES

CSUB places student success and academic excellence at the center of all the university does. CSUB is guided by a set of core values that shapes its work with students, with each other, and with the region the university serves. These core values include the following commitments:

- Developing the intellectual and personal potential of every student
- Supporting the intellectual and professional development of all faculty and staff
- Nurturing a collegial campus environment that values innovation, learning, and the pluralism of persons and ideas
- Collaborating with one another with respect, trustworthiness, ethical behavior, and self-reflection
- Promoting active and informed engagement in shared governance of students, faculty, and staff
- Engaging with alumni and the community to achieve the vision, mission, and goals of the university
- Contributing to the growth and well-being of the region



CALIFORNIA STATE UNIVERSITY, BAKERSFIELD (CONT.)

GOALS

- Strengthen and inspire student success and lifelong learning
- Advance faculty and staff success
- Develop and sustain high-quality and innovative academic programs and support services
- Recognize and address regional needs in collaboration with our community
- Diversify, enhance and responsibly steward our campus resources

HISTORY

[California State University, Bakersfield's history](#) began when Kern County Land Company donated the 375-acre parcel of land along Stockdale Highway – described as 375 acres of sugar beets with one dying cottonwood tree – to the state of California for the purpose of building a university campus and ground was broken in 1965. The Board of Trustees approved the physical plans in spring of 1969, leaving just a year and a half for the first phase to be built in time to open for instruction in fall 1970. Since that time, CSUB has filled more than 250 of the original 375 acres, adding facilities to accommodate academic programs, student life and the greater community such as:

- Student Housing East – a 151,000 square-foot, 113-suite, 500-bed facility built to LEED Gold equivalence (January 2015)
- Humanities Office Building – a 13,865 square-foot LEED Gold equivalent home for the School of Arts and Humanities (fall 2017)
- Media Arts Center – a \$7.5 million renovation of the Performing Arts building (December 2023)

The university looks forward to breaking ground on a new 60,000+ square-foot Energy Innovation Building in fall 2025 after receiving funding from California Governor Gavin Newsom in the state's 2022-2023 budget. The building will serve as the central hub for research, experimentation, and collaboration on the future of energy in the San Joaquin Valley. With the Energy Innovation Building and a focus on energy research, CSUB will be able to increase and promote new collaborations, attract funding, facilitate faculty and student research, and engage the community. The Energy Innovation Building together with the California Well Sample Repository and CERC solidify CSUB's pivotal role in the future of energy solutions in the Valley and beyond.

All the while, CSUB has shared its grounds with the local community for such activities as the Bakersfield Business Conference, AYSO soccer fields, Southwest Little League fields and many outdoor concerts and festivals at the Amphitheater. While the university serves around 9,400 students today, the master plan builds out the entire campus to accommodate 18,000 students. With more than 75 undeveloped acres, there continues to be a great deal of growth potential for the campus.

California State University, Bakersfield Antelope Valley is located on the campus of Antelope Valley College serving eastern Kern and northern Los Angeles counties. Offering more than 15 degree programs, CSUB AV plays a key role in workforce development for the region.

SUSTAINABILITY

CSU Bakersfield is dedicated to training the next generation of leaders who will address the challenges of climate change across a range of industries and applications. As well as being an educational leader, CSUB takes great pride in implementing practical steps to [advancing sustainability components](#) on the physical campus.

Among its accolades, CSUB is rated a STARS Silver institution by the Association for the Advancement of Sustainability in Higher Education. CSUB was awarded the distinguished honor of being the second university in the nation to become a Keep America Beautiful Collegiate Affiliate. CSUB is also a partner of the US EPA's Green Power Partnership.





ACADEMIC AFFAIRS

California State University, Bakersfield is proud to offer high-quality undergraduate and graduate programs that advance the intellectual and personal development of its students. The university is committed to scholarship and life-long learning, and currently offers 59 undergraduate, teacher credential, and master's degree programs and a doctoral program in educational leadership.

The academic departments and programs at CSUB are grouped into four schools:

- [Arts and Humanities](#) (AH) – The School of Arts and Humanities provides students with broad artistic and humanistic knowledge while increasing skills that are useful for a variety of professions. The school has nine departments and academic programs, and also regularly offers concerts, exhibitions and performances for the university and the community.
- [Business and Public Administration](#) (BPA) – The School of Business and Public Administration has an excellent ecosystem for developing student skills in innovation and entrepreneurship. It is accredited by the Association to Advance Collegiate Schools of Business (AACSB) and the Network of Schools of Public Policy, Affairs and Administration (NASPAA), and its degree programs foster leadership skills in fields like accounting, agribusiness, commercial law and economics.
- [Natural Sciences, Mathematics and Engineering](#) (NSME) – The School of Natural Sciences, Mathematics and Engineering provides students with hands-on research opportunities that help them succeed after graduation. With millions of dollars in federal grants and scholarships, state-of-the-art facilities and brand-new degree programs, the school is on the cutting edge of science and technology education to empower the regional economy.
- [Social Sciences and Education](#) (SSE) – The School of Social Sciences and Education offers undergraduate, graduate and professional degree programs that prepare students for careers as teachers, police officers, social workers, counselors and community leaders. The school has forged strong partnerships with local school districts, criminal justice agencies, non-profit groups and other organizations to enrich the quality of life in the region.

CSUB's [Extended Education and Global Outreach](#) (EEO) offers online and hybrid bachelor's completion degrees, master's degrees, and professional certificates designed for adult learners and busy professionals looking to improve their earning potential and have a more fulfilling life. Additionally, EEO is home to Study Abroad and Fullbright programs, which seek to enrich the university experience for main campus students.

STUDENT AFFAIRS

California State University, Bakersfield is a student-centered campus. The university strives to ensure that students have a comprehensive university life experience. Athletics, residential living, health services, student government, and other special campus programs all play important roles in CSUB's students' lives and help to support the academic mission of the institution.

The CSUB [Division of Student Affairs](#) is dedicated to developing the intellectual and personal potential of every student by providing programs, services, and co-curricular activities that are essential to student success. While serving students through meaningful experiences and enhancing the community united through diversity, the division inspires students to become informed, active, and engaged global citizens in a complex, rapidly changing world.

Student life at CSUB is vibrant and 'Runner pride is rampant. CSUB features a state-of-the-art Student Recreation Center, offers over 100 student organizations and clubs, and hosts NCAA Division I sporting matches, on-campus events, and

performances. In addition to plenty of dining and entertainment options in the city of Bakersfield, the university is within driving distance to the beach, national parks, and amusement parks. At CSUB, students make friendships that last a lifetime. It's a world-class experience in the heart of California.

CSUB is dedicated to the success of its diverse student population. As of fall 2023, the ethnic diversity of CSUB's student population is:

- Black/African American 4.2%
- American Indian/Alaska Native 0.3%
- Asian 6.8%
- Hispanic/Latino 68.2%
- Non-Resident Alien 1.5%
- Native Hawaiian/Other Pacific Islander 0.1%
- Two or More Races 2.1%
- Unknown 3.9%
- White 13.0%

ATHLETICS

As part of NCAA Division I, the university is home to [16 athletics teams](#) competing in the [Big West Conference](#). The university's athletics programs entered NCAA Division I competition starting in the 2010-11 school year after beginning the transition in 2005-06.

The vision for the Athletics Department at CSU Bakersfield is to develop Champions for Life. The department's focus is on the improvement in [four key pillars](#):

- Academic excellence
- Student-athlete experience
- Community engagement
- Competitive success



UNIVERSITY ADVANCEMENT

The [Division of University Advancement](#) engages CSUB alumni, donors, and friends. The division works to connect the university with the community through communications, events, programs, and philanthropic opportunities. The division advances the resources available to the university and strengthens higher education in the region. CSUB's first comprehensive fundraising campaign, '[Runners on the Rise](#)', is currently pursuing the goal of bringing \$55 million in philanthropic support to the university by July 2024 to help elevate CSUB to even higher levels of excellence. The campaign has three priorities: supporting future leaders, fostering academic excellence and building the community.

Philanthropic gifts for endowments are critical to ensure a permanent source of support for CSUB students. CSUB raised approximately \$4.6 million during the 2022-23 fiscal year in its effort to support student success. Donor support will increase student access to higher education, support student-athletes and strengthen programs and support services.

THE CSUB FOUNDATION

The [CSUB Foundation](#) was established in 1969 as a financially self-sufficient auxiliary non-profit organization. The mission of the California State University, Bakersfield Foundation is to support the university by:

- Advocating for CSUB to government and to the community
- Fundraising for CSUB programs and activities
- Managing the finances of the Foundation and the university endowment

As a private non-profit corporation, a Board of Directors governs the Foundation. The principal function of the Board of Directors is to establish policies and guide the Foundation in achieving its objectives. Board members work closely with the president and other campus leaders to increase private support to the campus. To that end, the Foundation coordinates its operations with the operations of the campus to help enhance the educational and cultural environment of the university and the community it serves. The CSU Bakersfield Foundation invested endowment balance as of June 30, 2023, was \$36.7 million.

FINANCE AND BUDGET

In 2022-2023, CSUB was supported by an annual operating budget of just over \$150 million, of which \$87 million (57%) came from State General Fund Appropriations, \$57 million (38%) from Student Tuition Fees, and \$7.5 million (5%) from Reserves.

External funding from research and sponsored programs totaled \$13.3 million in 2022-2023. Additional financial information can be found in CSUB's [University Budget Book](#).





COMMUNITY

California State University, Bakersfield collaborates with government, business, and community organizations and leaders to enhance the quality of life, enrich the educational environment, and enhance the economic future of the region. Strategic partnerships, lectures, special events, artistic exhibitions, performances, and public service efforts give the community unique resources only available through CSUB.

- [A Better Bakerfield and Boundless Kern](#) (B3K) – CSUB is partnering with government agencies, including [Kern County](#) and the [City of Bakersfield](#), the private sector and nonprofits to achieve inclusive economic growth and prosperity for the region.
- [The Kern Education Pledge](#) (KEP) – CSUB has joined with the 46 Kern County school districts and all Kern community college districts to form an unprecedented cradle-to-career education system that has been modeled throughout the nation.
- [Kegley Institute of Ethics](#) (KIE) – The Kegley Institute of Ethics serves the community through ethics education, public lectures and events, training, research, and teaching. KIE provides relevant, thought-provoking content that stimulates conversation and reflection throughout the region.

- [Alumni](#) – The majority of CSUB's 64,000 alumni remain in the region after graduation, supporting innovation and the local workforce. Many alumni stay connected with the CSUB community through the 'Runner Alumni Mentor Program (RAMP). Alumni who are RAMP mentors offer professional expertise, guidance, and encouragement to current Roadrunners, providing students with opportunities for internships and careers after college.

CSUB's region is dynamic and growing. [Bakersfield](#) will soon be listed as the 8th largest city in California, while [Kern County](#) leads the state and many parts of the nation in energy production, including traditional oil and gas production, as well as renewable options like wind and solar. Additionally, Kern County is a leader in agriculture production producing commodities such as grapes, citrus, dairy, almonds, carrots, and pistachios.

THE CALIFORNIA STATE UNIVERSITY SYSTEM

The [California State University System](#) is made up of 23 universities across the state of California. The CSU System educates more than 450,000 students each year and has one of the most diverse student bodies in the United States. The individual California State Colleges were brought together as a system in 1960, which became the California State University in 1982. Today, the CSU System's universities

include comprehensive and polytechnic universities, as well as a specialized maritime academy. The CSU's chancellor, [Dr. Mildred García](#), oversees the system's 23 universities, which contain 63,000 faculty and staff. The 25-member [Board of Trustees](#) adopts regulations and policies governing the entire system.



THE POSITION: PRESIDENT

The California State University Board of Trustees invites nominations and applications for the position of President of California State University, Bakersfield. Appointed by the board and reporting to the CSU Chancellor, the next President must be an energetic leader and passionate advocate for the university. CSUB seeks a bold, visionary, and inspirational leader who can build upon the university's rich history and unique strengths to propel it towards a future marked by academic excellence, innovation, and deep community engagement. The next President will embody the core values and mission of CSUB, fostering an inclusive environment that prioritizes student success and engagement, transparency and clear communication, and strong external partnerships with the diverse communities of Bakersfield, broader Kern County, the Antelope Valley, and beyond.

DESIRED CHARACTERISTICS OF THE NEXT PRESIDENT OF CALIFORNIA STATE UNIVERSITY, BAKERSFIELD

- **Bold, Courageous, Visionary Leadership and Institutional Advocacy:** CSUB seeks a President with both a vision and a voice rooted in the rich history of the region and fueled by the promise of its future. The President will develop and articulate a compelling vision for the future of CSUB, emphasizing excellence, innovation, and adaptability in a rapidly changing higher education landscape. The next leader will use their voice in addition to the pen to courageously advocate for their students, faculty, staff, and the campus in seeking resources from the state, from donors, and from community and industry partners to create opportunities for innovation and growth across the university. The next President will foster a culture of collaboration and inclusion to position CSUB as an exemplar in addressing societal needs as well as driving regional economic development.
- **Community Building and Student-Centered Leadership:** The next President of CSUB will actively engage in and create genuine relationships with the university's diverse student population. Additionally, the next President will foster a sense of community and belonging on campus for all students, faculty, and staff in an environment committed to exemplary academic programs and instruction. Ensuring student success and well-being will be a top priority for the President, who will work to successfully address students' academic success, basic needs, and needed comprehensive support services. By investing in initiatives that promote student research, career readiness, co-curricular involvement, and postgraduate success, the

President will facilitate a holistic approach to student development and the student experience at CSUB. CSUB aims to develop successful graduates and future leaders.

- **Diversity, Equity, and Inclusion:** CSUB's commitment to diversity, equity, and inclusion will be central to the next President's agenda. The next President's leadership will promote a campus culture that celebrates the richness and full spectrum of human diversity. The President will champion initiatives that support underrepresented groups and foster inclusivity and belonging across all aspects of university life, as well as create co-curricular opportunities for students that allow CSUB's diverse students to see and experience themselves in the fabric of the university.
- **Community Engagement:** The next President will work collaboratively within Bakersfield and the region to strengthen partnerships and ensure that CSUB remains an integral part of the region's social and economic fabric. The next President will recognize the relationship between the community and the institution and be a visible leader who will reach out to the broader elements of Kern County and the Antelope Valley, including those diverse populations who have been historically marginalized. By recognizing that CSUB needs to extend beyond the campus's boundaries, the President will elevate CSUB's profile and impact within the broader community and region.
- **Accessibility and Collaboration:** Visibility and approachability will define the next President's leadership style. The next President will prioritize listening, understanding, clear communication, and engagement with faculty, staff, students, and community stakeholders. Through collaborative decision-making and a commitment to shared governance, the President will empower the CSUB community to contribute to the university's success.

QUALIFICATIONS

The next President of California State University, Bakersfield, must possess a substantial record of progressive leadership experience appropriate to this role, with higher education experience preferred. Given the university's commitment to diversity, equity, and inclusion, a track record of supporting and advancing these efforts is crucial. Integrity and effective communication skills are essential qualities for the next president, as is the ability to build trust with the campus community and the capacity for effective fundraising skills. The next President must demonstrate the ability to collaboratively develop and implement institutional goals. A terminal degree is preferred.



HOW TO APPLY

Applications should consist of a substantive cover letter, a CV, and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to: CSUBPresident@academicsearch.org.

The position is open until filled but only applications received by Friday, July 26, 2024, can be assured full consideration. The university is being assisted by Academic Search.

Confidential discussions about this opportunity may be arranged by contacting consultants Ann Die Hasselmo at Ann.Hasselmo@academicsearch.org, Jay Lemons at Jay.Lemons@academicsearch.org, and Chris Butler at Chris.Butler@academicsearch.org.

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.

ABOUT ACADEMIC SEARCH

Academic Search is assisting California State University, Bakersfield 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.

