



Dean, School of Business and Public Administration Position Profile

California State University, Bakersfield (CSUB) invites inquiries, nominations, and applications from inspiring, collaborative, and inclusive leaders to serve as the University's next Dean of the School of Business and Public Administration.

The University

Founded in 1965 with classes officially starting in 1970, [CSUB](#) is a continuously growing comprehensive regional university located on a 375-acre site in the southern San Joaquin Valley. Committed to transforming the lives of its students and community through established excellence in academia, diversity, service and community engagement, the University offers 45 undergraduate degree programs, 21 master's degree programs and a doctoral program in educational leadership. CSUB has been consistently recognized nationally as providing great affordability and "bang for its buck" to its students and has been ranked near the top of all U.S. universities in terms of "added value" and upward mobility.

CSUB supports ongoing social, cultural and economic development in the region and is nationally recognized for inclusivity and social mobility. Deeply committed to diversity, inclusivity, and equity, the University aims to uplift, validate and support students of all backgrounds. As a testament to its commitment to diversity, CSUB has received federal designation as a Hispanic-Serving Institution (HSI) and proudly embraces a student body in which nearly 80% come from diverse backgrounds including: 63% Hispanic or Latinx, 7% Asian, 6% Black or African American, and 18% White or Caucasian.

Serving more than 11,000 students, CSUB strives to be a model for supporting and educating students to become knowledgeable, engaged, innovative and ethical leaders in the regional and global community. CSUB confers 2,000 degrees annually and is home to over 1,400 faculty and staff located across two campuses and within its four schools: [Arts and Humanities](#); [Business and Public Administration](#); [Natural Sciences, Mathematics, and Engineering](#); and [Social Sciences and Education](#). In addition to its main campus, CSUB's [Antelope Valley](#) campus, approximately 90 miles south, offers critical higher education opportunities in the region, allowing students to pursue bachelor's degrees, master's degrees or teaching credentials where they live and work. The University also offers [Extended Education](#) to members of the community and offers courses for personal and professional development, as well as degree and credential programs designed with busy professionals in mind.

CSUB collaborates with partners throughout Bakersfield and Kern County to increase the region's overall educational attainment, enhance residents' quality of life, and support economic development. With more than 60% of CSUB's 53,000+ alumni remaining in the region to work in and contribute to the community, graduates have made an indelible impact through their success in every sector — from education to healthcare to agriculture — fueling Kern County's regional economy and supporting the local community.

Strategic Plan

CSUB places student success and academic excellence at the center of its mission and recently launched a five-year Strategic Plan (2019-2024) with the following key 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.

To learn more about CSUB's core values and the Strategic Plan, please visit <https://www.csub.edu/strategicplan>.

For more information about CSUB, please visit <https://www.csub.edu/>.

The School of Business and Public Administration

The School of Business and Public Administration (BPA) offers a variety of degrees which prepares tomorrow's business and community leaders in a number of focused concentrations. These include: Bachelors in Business Administration (BSBA), Master of Business Administration (MBA), Bachelors in Public Administration (BAPA), Master of Public Administration (MPA), MS in Health Care Administration (MS-HCA), Master of Science in Administration, Bachelors in Economics, Bachelors in Environmental Resource Management, and Bachelors in Agricultural Business. The BSBA, MBA, and BS in Economics programs are accredited by the Association to Advance Collegiate Schools of Business (AACSB), and the MPA program is accredited by the Network of Schools of Public Policy, Affairs, and Administration (NASPAA). In addition to its academic offerings, BPA partners closely with the Greater Kern County and Antelope Valley businesses, government, nonprofit organizations, and other groups through several advisory committees to develop programs and initiatives that meet the needs of local communities and maintain open avenues of communication and collaboration.

While research is strongly supported by the School through workload adjustments and professional development funding, many of BPA's programs and concentrations are supported through the activities of associated student organizations and advisory groups with a prominent focus on student success. Through its efforts, BPA has successfully maintained its focus on academic and scholarly excellence while also actualizing impressive progress in its student retention and graduation rates. The School has 29 full-time faculty and is supported by a budget of \$12 million. For more information about BPA, please visit <https://bpa.csub.edu/>.

Position Summary

The Dean of the School of Business and Public Administration serves as the School's chief academic officer, is a member of the Provost's Leadership Team, and reports to the Provost and Vice President for Academic Affairs. In leading the School, the Dean provides leadership and vision to the School's administration, academic programs, curriculum development, and faculty and staff development. By so doing, the Dean contributes to the University's overall planning and development. Working with the faculty and staff, the Dean provides leadership and advocacy for strategic and budgetary planning; faculty and staff recruitment, development, and evaluation; excellence in teaching, creative activity, research, and scholarship; university and community relations; curricular and fiscal management; enrollment and marketing planning;

student recruitment and retention; program review; and ensuring the School follows relevant accreditation standards.

In serving as the spokesperson for business and public service education on campus and in the region, the Dean will also play a key role in leading the implementation of high quality academic programs; inspiring collaboration across the campus on instructional and research projects; maintaining and developing productive partnerships with business, industry, community leaders, governmental entities, non-profit organizations, and healthcare organizations; collaborating with advancement and other university leadership to pursue significant philanthropic activities and other private support for the School; expanding external funding from grants and contracts; demonstrating a commitment to the education and training of business professional and leaders; collaborating with other deans to advance joint initiatives; and providing leadership in improving student success through innovations that enhance teaching and learning.

CSUB is an institution that embraces multicultural traditions and is highly focused on student success and meeting the educational needs of many first-generation, students of color, transfer, DACA, veteran, and international students. As such, as a senior leader on campus and a significant figure within the southern San Joaquin Valley, the Dean will play a key role in leading the School in advancing academic excellence and student success with a focus on diversity and inclusion while creating new and enhancing existing relationships with regional stakeholders and community leaders toward that end.

Opportunities and Challenges

CSUB seeks an innovative, collaborative, and transparent leader to guide its well-established School of Business and Public Administration to the next level of academic excellence and community engagement. The ideal candidate will have an extraordinary work ethic and a passion for addressing the following opportunities and challenges:

- **Vision / Plans for the Future** – BPA’s next Dean will play a central role in working with faculty and staff to develop an ambitious vision for the future that will embrace interdisciplinarity, student success, entrepreneurship, and a commitment to academic excellence and growth. The Dean must also play a lead role in securing the financial resources necessary to support the School in achieving its full potential.
- **Faculty and Staff Hiring and Development** – BPA’s dedicated faculty and staff is one of its central strengths as they bring energy, innovation, and positive perspectives to the School and CSUB community. The new Dean will play a lead role in the School’s recruitment and retention of excellent faculty and staff who are committed to student success and enhancing the student experience. Additionally, the Dean will play a key role in providing guidance and securing resources for the further development of faculty and staff, both individually and as members of the CSUB community.
- **Increasing Research Productivity** – The Dean will lead BPA faculty in building research and enhancing research productivity through funding awards and scholarly publications. Through these efforts, the Dean and the School will have the opportunity to further strengthen the School’s research portfolio and its commitment to working across disciplinary boundaries.
- **Fostering an Interdisciplinary Environment** – BPA’s next Dean will inherit an organization that is ready to build upon existing strengths and identify new areas for enhancing academic partnerships. The Dean must be committed to communicating across

university units and academic disciplines and will actively seek new interdisciplinary opportunities for programmatic and research collaboration. In doing so, the Dean will contribute to the design, implementation, and evaluation of new and existing programs as a means to effectively prepare students for the workplace.

- **Enhancing Brand Identity and Market Presence** – BPA’s next Dean will play a lead role in the enhancement of the School’s existing brand identity and market presence in order to highlight its unique programs and strengths. Increasing the School’s visibility and reputation locally and within the southern San Joaquin Valley region will allow the Dean to capitalize on opportunities to showcase the College’s unique value proposition, engage business and governmental leaders, and recruit and retain high-caliber faculty in an increasingly competitive academic environment.
- **Fundraising and Relationship Building** – As its strongest advocate, BPA’s Dean is expected to engage in fundraising and external relations efforts to secure additional resources to support students, faculty, and programs in addition to elevating the visibility of the School as a whole. Given CSUB’s reputation and stature within the southern San Joaquin Valley, the Dean will be able to capitalize on its existing impact within the local community and provide outstanding leadership in this arena by building relationships, partnerships, and collaborations with partners within the region and across the state.

Qualities and Characteristics

The new Dean must have the ability to set clear priorities, determine a plan to achieve them, and communicate in a transparent and thoughtful manner with stakeholders at all levels. Specifically, the Dean will demonstrate the following professional and personal qualities and characteristics:

- The ability to persuasively articulate the vision, mission, goals, and programs of the School to the University community, external stakeholders, and the general public.
- The ability to serve as an inspiring leader with the energy and vigor to translate ideas into action.
- The ability to serve as a passionate advocate on behalf of the School when interacting with peers, the University’s senior leadership team, and community leaders.
- Experience as an innovative, decisive leader, and diplomat with strong organizational and consensus-building skills.
- The ability to inspire and lead faculty with diverse interests and scholarly approaches.
- The ability to lead faculty and staff in their efforts to work as a collegial and cohesive team to advance the School as a whole and its individual academic units.
- Strong emotional intelligence with the ability to be an effective listener and communicator who is approachable and transparent.
- Customer service experience requiring a very high level of diplomacy and professionalism.
- The 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, both verbally and in writing.
- The ability to interpret, communicate, and apply policies and procedures.
- Excellent organizational and time management skills with the ability to set own priorities to coordinate multiple assignments with fluctuating and time-sensitive confidentiality.

- Building and promoting the School's identity by strengthening existing relationships with key stakeholders and developing new partnership opportunities that will leverage the School's intellectual capacity.
- Recruiting and retaining a diverse and excellent faculty and staff committed to student success and enhancing the student experience.
- Providing mentorship opportunities and investing in the professional growth and development of faculty and staff.
- The ability to advance academic excellence by encouraging interdisciplinary collaborations, increased research/scholarly activity, and a commitment to the University's teaching mission.
- Enhancing the quality and reputation of all undergraduate and graduate programs offered by the School such that they will be more competitive with their aspirational peers regionally and across the country.

Required Qualifications

The Dean will be expected to be the primary academic leader for the School and will possess a record of significant scholarly and professional achievement enough to merit a tenured faculty appointment at the rank of professor in one of the School's departments. In addition, the Dean will have:

- An earned terminal degree in an appropriate field from an accredited institution of higher learning.
- A demonstrated commitment to providing students with a high-quality educational experience and effectively addressing issues related to student success.
- Demonstrated skills in an institutional/educational environment utilizing a customer-oriented and service-centered attitude.
- Evidence of successful teaching experience at the university level in one of the disciplines represented in the School.
- Experience with AACSB and/or NASPAA accreditation.
- Demonstrated commitment to diversity, equity, and inclusion and to fostering and sustaining a culturally diverse academic environment.
- Experience with fiscal and human resources management.

Preferred Qualifications

- A record of effectiveness in developing and implementing strategic plans.
- Track record of supporting faculty in research/scholarly activity and teaching.
- Demonstrated commitment to collegiality both within their current institution and across campus.
- Evidence of teaching experience at the graduate level.
- An ability to work effectively with university executive teams.
- Demonstrated success of leadership and administration in academia, industry, and/or public sector.
- Demonstrated success in fundraising and external partnership development building relationships with business, government, existing and potential donors, and alumni.
- Ability to initiate, establish, and foster communication and teamwork by maintaining a positive, cooperative, productive work atmosphere in the University with the ability to establish and maintain effective working relationships within a diverse population and with those from various cultural backgrounds.

Bakersfield, CA

CSUB is located in the heart of one of the top energy producing and agriculture regions in the nation, rich in opportunity for personal and professional advancement. Bakersfield is a charter city in Kern County and is the heart of the west coast's farming and oil-producing regions, at a logistics crossroads of east-west and north-south transportation routes. Bakersfield is the county seat and largest city of Kern County. The city covers about 151 square miles near the southern end of the San Joaquin Valley and the Central Valley region. Bakersfield's population is approximately 380,000, making it the 9th most populous city in California.

Bakersfield is a significant hub for both agriculture and energy production. Kern County is the most productive oil-producing county and the fourth-most productive agricultural county (by value) in the United States. Industries in and around Bakersfield include natural gas and other energy extraction, mining, petroleum refining, distribution, food processing, and corporate regional offices.

Bakersfield has been identified as one of the top ten places in the country drawing millennial homebuyers due to affordability and start-ups opportunities. In addition to housing and economic development opportunities, Bakersfield offers a variety of thrilling entertainment options ranging from well-established NASCAR races held at the Kern County Raceway Park to recreational skiing and boat races at two nearby lakes. Bakersfield is also known for its country music, being home to famous Country stars Buck Owens and Merle Haggard. Having a significant Basque presence, Bakersfield is home to numerous Basque restaurants and a well-established Basque festival held over Memorial Day weekend. For those looking for alternative ways of transportation or to engage in physical activity, Bakersfield has a beautiful 21.5-mile bike trail that runs mainly along the Kern River. The trail provides convenient access to the CSU Bakersfield campus.

Application / Nomination Process

The Search Committee will begin reviewing applications on January 31, 2023 and will continue to accept applications and nominations until the position is filled. Complete applications must include a current curriculum vitae, a letter of interest describing relevant experience and interest in the position, and a diversity statement.

Nomination letters should include the contact information of the nominee. Applications and letters of nomination should be submitted by email to:



Alberto Pimentel, Managing Partner
Matt Herrera, Associate
SP&A Executive Search
6512 Painter Avenue, Whittier, CA 90601
Email: apsearch@spaexec.com
Refer to code "CSUB-BPA" in subject line

California State University, Bakersfield is an equal opportunity employer

BACKGROUND CHECK: Satisfactory completion of a background check (including a criminal records check) is required for employment. CSU will make a conditional offer of employment, which may be rescinded if the background check reveals disqualifying information, and/or it is discovered that the candidate knowingly withheld or falsified information. Failure to satisfactorily complete the background check may affect the continued employment of a current CSU employee who was conditionally offered

the position.

SENSITIVE POSITION: *Sensitive positions are designated by the CSU as requiring heightened scrutiny of individuals holding the position, based on potential for harm to children, concerns for the safety and security of the people, animals, or property, or heightened risk of financial loss to the CSU or individuals in the university community.*

DESIGNATED POSITION: *This position is currently on the List of Conflict of Interest Designated Positions for CSU Bakersfield. This requires the filing of a statement of Economic Interest on an annual basis and the completion of training within 6 months of assuming office and every two years thereafter.*

MANDATED REPORTER: *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.*