

CALIFORNIA STATE UNIVERSITY LONG BEACH

Director, University Honors Program

California State University at Long Beach (CSULB) invites nominations and applications for the position of Director, University Honors Program. The successful candidate in this national search will set a strategic vision to expand the Honors Program to insure it will deliver upon its distinctive educational practices that will serve a broad segment of CSULB's undergraduate students.

ABOUT CSULB

CSULB is a diverse, student-centered, globally engaged public university, a Hispanic-Serving and Asian American and Native American Pacific Islander-Serving Institution committed to providing highly valued undergraduate and graduate educational opportunities through superior teaching, research, creative activity, and service for the people of California and the world. CSULB is committed to equity in student experiences, curriculum, and professional opportunities and is dedicated to changing institutional structures to meet this goal. CSULB aims to change lives by expanding educational opportunities, championing creativity, and preparing leaders for a changing world.

Building on six decades of success, California State University, Long Beach (CSULB) is repeatedly recognized as a high quality and best-value institution and "One of the Top Public Comprehensive Universities in the Western United States" by *U.S. News & World Report's* America's Best Colleges Guide. CSULB prides itself on its diverse and students-first campus culture. The commitment to providing a transformative education experience is demonstrated by Education Reform Now, a national think tank and advocacy organization for the American public education system, ranking CSULB number one in the nation for its impact in driving social mobility.

CSULB is well known for its quality and accessible undergraduate and graduate programs that prepare students to positively impact our world. CSULB professors' sterling reputation is based on their record of teaching, research, and creative activities. They ensure students are successful by integrating community engagement, internships, and interactive technologies into their teaching. CSULB is committed to being an outstanding teaching-intensive, research-driven university that emphasizes student engagement, scholarly and creative achievement, civic participation, and global perspectives. CSULB's academic programs are centered on the values of educational opportunity, excellence, diversity, integrity, and service.

CSULB comprises eight colleges:

- College of the Arts
- College of Business
- College of Education
- College of Engineering

- College of Health and Human Services
- College of Liberal Arts
- College of Natural Sciences and Mathematics
- College of Professional and International Education

In Fall 2019, there were a total of 32,784 undergraduate and 5,290 graduate students attending CSULB. In September 2020, the Wall Street Journal/Times Higher Education ranked CSULB fourth in the nation for Campus Diversity. Of CSULB's more than 32,000 students, 45% identify as Hispanic/Latino, 21% as Asian-American, 17% as White/Caucasian, 9% identifying as two or more races or race unknown, 7% as non-resident aliens, 4% as African American, and approximately 1% as American Indian/Alaska Native/Native Hawaiian/Pacific Islander. In addition, 58% of CSULB students are women, 55% of CSULB students are first-generation students, and 45% of students are Pell Grant-eligible.

CSULB's students share a commitment to academic success, appreciation of their access to faculty members who give them the personalized attention they desire, and a willingness to make a real difference in the world. Students work closely with faculty and peers as well as with members of local communities on projects, research, and fieldwork. CSULB students are making their mark across academic fields in local communities, throughout California, the nation, and the world.

ABOUT THE CALIFORNIA STATE UNIVERSITY SYSTEM

The [California State University \(CSU\)](#) System is the nation's largest four-year public university with 482,000 students on 23 campuses across the state. CSU promotes student success through opportunity and high-quality education that prepares students to become leaders in the changing workforce, making the CSU System a vital economic engine for California.

The CSU strives to create a welcoming environment for all members of its campus communities. CSULB's commitment to equity and diversity is manifested in students who make up the most ethnically, economically, and academically diverse student body in the nation, attaining higher levels of success than ever as graduation rates continue to increase. The CSU is an engine for social mobility as those students receive high-quality degrees that propel them into higher economic strata. The CSU provides more than half of all undergraduate degrees earned by California's Latinx, African American, and Native American students combined. Twenty-one of twenty-three CSUs are currently recognized by the Department of Education as Hispanic-Serving Institutions (HSIs), colleges and universities with a Latinx student enrollment of at least 25 percent.

CSU's Graduation Initiative 2025 aims to increase graduation rates for all CSU students while eliminating opportunity gaps. Through this initiative the CSU aims to ensure that all students have the opportunity to graduate in a timely manner according to their personal goals, positively impacting their future and producing the graduates needed to power California and the nation.

THE HONORS PROGRAM

The [University Honors Program](#) (UHP) at CSULB is committed to providing an academically enriching, community-minded, and culturally diverse environment for highly qualified students. This program is designed to offer students, particularly those students from historically underrepresented populations, the best of a thriving liberal arts college experience alongside the opportunities afforded by a comprehensive university setting. The Program strives to provide opportunities to mentor students in a range of leadership opportunities, foster student-led civic engagement experiences, and support students to engage in global studies. Students in the Honors Program have access to a curriculum designed to prepare students for the rigor of graduate school, scholarship opportunities, [personalized advising](#) and smaller class sizes, use of honors facilities, and leadership and professional development opportunities. The Honors Program currently includes [tracks](#) in Engineering, Business, and Global Emphasis. There are approximately 1,000 students in the Honors Program at CSULB.

UHP is committed to offering a curriculum that centers social justice and inclusive excellence, defined by the Honors Program as access, student success, and high-quality learning. It also aims to ensure that UHP student demographics reflect the student demographics of CSULB at large, particularly when it comes to recruiting students of color. It will be essential that the UHP Director embrace these core values and have a record of achievement in working with students of color and integrating diversity, equity, and inclusion into a program or curriculum. The UHP Director is also responsible for administering the [President's Scholarship](#) at CSULB. This scholarship is the largest at CSULB and has been awarded to high-achieving students who aspire to lead and serve in an increasingly complex, interconnected world. The Director of the Honors Program is a 12-month faculty position with university-wide administrative responsibilities.

DIVERSITY, EQUITY, AND INCLUSION

The CSU is committed to fostering a vibrant community of students, faculty, staff, and administrators who focus on the many dimensions of student success and academic excellence, value diversity, and foster understanding and mutual respect. In alignment with the values of the CSU, CSULB is home to a community of students and faculty who are diverse in many dimensions, including race, ethnicity, religion, sexual orientation, gender, and ability. Various resources are available to support historically marginalized students, including the [Dream Success Center](#), which provides services to undocumented students and their families; the [Bob Murphy Access Center](#), which provides services to students with disabilities; and the [Office of Multicultural Affairs](#), which promotes diversity on campus through advocacy, cultural programming, and education. CSULB further demonstrates its commitment to serving historically underrepresented students through its [Building Infrastructure Leading to Diversity \(BUILD\) Program](#), which offers intensive, hands-on research and training opportunities for undergraduate students designed to prepare them to excel in doctoral programs, as well as health-related research careers, The [Ronald E. McNair Postbaccalaureate Achievement Program](#), which is a TRiO program funded by the U.S. Department of Education and designed to prepare and support underrepresented undergraduate students in their pursuit of doctoral studies, and the [GenExcel Mentorship Program](#), which is a mentoring program for first-generation freshmen entering CSULB, designed to assist the student's transition from high school to college by cultivating relationships with faculty and students

with similar interests. The UHP Director will work closely and liaise with specialty programs targeting underrepresented student groups as a key part of their role at CSULB.

CSULB is committed to all members of the university community being afforded equitable opportunities to learn, discover, and serve, as well as having opportunities for personal development and engagement with others on campus and in the global community. In keeping with this commitment, CSULB's President Dr. Jane Close Conoley has set a strong mandate for diversity, equity, and inclusion on and beyond the campus. President Conoley has established a Commission on Equity and Change which is charged with making recommendations that enable every member of campus to succeed; the Commission is focusing particularly on racial justice. Additionally, the President's Commission on the Status of Women and the President's Commission on Sustainability focus, respectively, on gender and environmental justice. These Commissions serve the campus community by initiating, advocating, and implementing action that addresses the concerns of CSULB students, faculty, staff, and administrators in order to enable the University to offer every campus community member a fair opportunity to excel. Staff and faculty of color can also find support by joining various existing affinity groups and by taking advantage of a variety of programming that focuses on equity and justice.

LOCATION AND LOCAL CULTURE

Long Beach, California, is the state's seventh-largest city, with a population of over 460,000 residents, and has quickly become a high-demand destination along the Pacific Coast. Long Beach blends big city ambiance with a friendly and relaxed atmosphere of an oceanside community. The city's scenic downtown area is very walkable and includes first-class accommodations, shopping, and restaurants. Long Beach is also home to several museums and cultural attractions. Long Beach offers sunny skies and a moderate climate throughout the year.

THE ROLE OF THE DIRECTOR

The Director of the University Honors Program will provide leadership and vision for the Honors Program at CSULB. The main charge for the Director will be to grow and expand the Program and ensure that it delivers unique, high-impact educational practices that engage students. The goals of the Honors Director will be to: enhance recruiting of talented students, especially students of color, first-generation college attendees, undocumented students, LGBTQIA students, students from low-income backgrounds, and other historically underserved populations; create a unique curriculum that builds upon CSULB's multicultural setting in Long Beach; support CSULB's students' exceptional educational experiences; and, nurture students' talents leading to their futures as leaders and engaged citizens of the community and the globe. The Director of the Honors Program is a 12-month faculty position with university-wide administrative responsibilities.

The Honors Director will lead the charge on this vision, undertaking the following:

- Collaborate with the Office of the President and the Office of the Provost to nurture, sustain and implement the vision of an excellent honors program.
- Strategically plan for the growth of a thriving and evolving honors program.
- Convene and lead key stakeholders to draft a UHP planning document for further consultation with key campus stakeholders including: Honors Council representatives, University Housing and

Residential Life, Division of Administration and Finance, University Relations and Development, President's Office, Academic Senate, and Enrollment Services.

- Pursue and increase funding opportunities in partnership with University Relations and Development.

OPPORTUNITIES AND CHALLENGES

Vision and leadership – The essential charge for the UHP Director will be to provide a vision toward growing and expanding the Honors Program at CSULB. To accomplish this goal, the Director will need to be a collaborative leader with the ability to work across the University to grow the program. The Director should be an engaged leader who can capitalize on the strengths of the Honors Program while empowering their team to bring new ideas and high-impact practices to the table. The Director should be a strong relationship-builder who can bring people together from across the University to support UHP programs and initiatives focused on developing students into leaders.

Collaboration – The new Director will work with constituents internal and external to the University, including academic leadership, faculty, and staff, to develop an innovative curriculum focused on: access, student success, and high-quality learning; racial and ethnic diversity; service learning; and social justice. The Director will put diversity, equity, and inclusion initiatives into practice and interweave these values into the Honors Program. Externally, the Director will seek to build partnerships with industries and organizations in the region to support programming and initiatives and will work with University Advancement to advocate for the Honors Program.

Student recruitment and scholarships – Working closely with Admissions and other offices across the University, and with the Honors Transfer Council of California (HTCC), the new Director will actively recruit honors candidates and identify future sources of scholarship funding. In doing so, the Director will fully embrace the mission-driven and transformative nature of the Honors Program at CSULB, increasing the distinction of the Honors Program in the future.

Student-centered ethos – CSULB is distinguished for its focus on equitable access and student success. The Honors Program provides a wealth of support and service to ensure a rigorous and exciting learning experience. The Director will play a central role in enhancing and shaping the students participating in the program and the Honors curriculum, as well as facilitating opportunities for students to attend various cultural, professional, and research opportunities in Long Beach, Los Angeles, and beyond.

Build community and diversity – The new Director will be integral in maintaining an inclusive learning environment where Honors students from diverse backgrounds feel welcomed. The Director will be charged with ensuring that the Honors Program represents CSULB demographics and that of CSULB's service area/region, particularly when it comes to race, and ethnic representation, gender, and sexual orientation. Further, the Director will be responsible for identifying course offerings that center questions of racial and social justice to ensure honors students have access to a racially inclusive curriculum. The Director will further the Honors Program's strong commitment to community and the importance of a holistic education in alignment with the values of CSULB and the CSU System. The position will inspire a tight-knit community bound by a mutual respect and the desire to represent the best of CSULB both on campus and within the larger community.

REQUIRED QUALIFICATIONS

- An earned doctoral degree from an accredited institution.
- A record of university teaching, scholarly and creative activity that satisfies eligibility of appointment to the rank of tenured Associate or Full professor in an academic program in one of the disciplines offered at the University.
- Demonstrated success as a collaborative leader with the ability to work across the University.
- Experience coordinating multidimensional academic programs such as honors programs, undergraduate or graduate programs, undergraduate research, learning communities, study abroad, etc., that required working with constituents internal and external to the University including academic leadership, faculty, and staff.
- Ability to develop and build partnerships with industries and organizations in the region to support programming and initiatives.
- Ability to provide leadership and support for innovative Honors curriculum development, as well as facilitating opportunities for students to participate in co-curricular activities.
- Demonstrated experience interweaving CSULB's core values of social justice, social mobility, and inclusivity into a curriculum or program.
- A record of working successfully with a diverse student population and serving students of color and other historically underrepresented students.

PREFERRED QUALIFICATIONS

- Successful leadership experience with an honors program.
- Experience in assessment, development, and/or restructuring curricula/programming.
- Successful experience leading or administering scholarship programs.
- Demonstrated involvement in initiatives directed at new faculty, senior level faculty, and award-winning faculty.
- Understanding of effective strategies in recruiting and retaining historically underserved students.
- Experience in promotion of an honors program and education, including public recognition of honors faculty.
- Ability to design and promote a structured process for early identification and cultivation of students for prestigious external and/or national scholarships and awards.
- Ability to serve as the lead advocate of the Honors Program at CSULB when forming relationships with donors, community leaders, and industry partners.

DUTIES

- Maintain access, student success, and high-quality learning and increase racial and gender equity in Honors education at CSULB via recruitment and retention of highly qualified undergraduate students.
- Lead Program administration, including staff supervision and support, professional development, strategic planning, and advising (academic, pre-graduate, pre-professional).

- Expand the visibility and strengthen the reputation of Honors students and faculty across the campus and beyond.
- Provide leadership over the scholarship process in the Honors Program.
- Assess, develop, and/or restructure existing Honors curricula/programming to allow for growth and flexibility in Honors educational opportunities.
- Build networks and sustain relationships with faculty, department chairs, associate deans, and deans to expand opportunities for students to participate in Honors education.
- Incentivize Honors faculty through initiatives directed at new faculty, senior level faculty, and award-winning faculty.
- Partner with University Relations and Development and the Office of Research and Sponsored Programs to identify fundraising, scholarship, grant, and advancement opportunities for the Honors Program.
- Support and promote Honors faculty through identification and promotion of Honors education in the tenure and promotion process, public recognition of Honors faculty, and enhancement of Honors faculty presence on web and promotional materials.
- Manage the President's Scholarship program in addition to designing and promoting a structured process for early identification and cultivation of students for prestigious external and/or national scholarships and awards.
- Chair the Honors Advisory Council to broaden creative and cross-disciplinary collaboration; seek input into recruitment, curricular, and programmatic design.
- Expand and coordinate global learning opportunities, including promoting study abroad opportunities for all Honors students.
- Enhance and maintain a robust web and social media presence for the Program.
- Serve as Lead advocate for University administration of Honors.
- Represent University Honors at University events and raise the Program's external profile.

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Priority consideration will be given to materials received by **March 3, 2021**. It is anticipated that this position will begin in the summer of 2021.

To apply a candidate should submit: 1) a letter of intent addressing how the candidate's experiences match the position requirements; 2) a current CV/ resume; 3) An Equity and Diversity Statement that addresses the candidate's teaching or other experiences, successes, and challenges in working with a diverse student population (maximum two pages; click [here](#) for further information and guidelines); and 4) contact information for at least five professional references, including email addresses and a brief note of the candidate's working relationship with each. References will not be contacted without the prior knowledge and approval of the candidate and at a later stage in the search. If you have any questions or if you have a disability and need accommodation with pre-employment processes (applications, interviews, etc.), please email CSULBHonorsDirector@storbecksearch.com.

For full consideration, inquiries, nominations, and applications (PDF preferred) should be sent in confidence to: CSULBHonorsDirector@storbecksearch.com

Nominators and prospective candidates may arrange a confidential conversation about this opportunity with the partner or senior associate leading this search:



Steve Leo, Partner
Brian Bustin, Senior Associate
Storbeck Search
484-263-5534
CSULBHonorsDirector@storbecksearch.com

EMPLOYMENT REQUIREMENTS

Conflict of Interest

The duties of this position will include participation in decisions that may have a material financial benefit to the incumbent. Therefore, the selected candidate will be required to file Conflict of Interest Form 700: Statement of Economic Interests on an annual basis, complete ethics training within 6 months of appointment, and take this training every other year thereafter.

Background Check

A background check (including a criminal records check and telephone reference check with most recent employer) must be completed satisfactorily before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.

General Information

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. All management and executive employees shall be required to provide a written statement to the appropriate administrator of any and all outside employment at the time of hire or appointment and annually thereafter. Employees shall also provide a written statement of outside employment if a written request by an administrator is made.

California State University, Long Beach (CSULB) is committed to the principles of equal employment opportunity in education and employment, to affirmative action, and to the protection of civil rights. It is the policy of CSULB to provide programs, services, and benefits, including employment, without regard to race, religion, color, ancestry, ethnicity, gender/gender identity, marital status, pregnancy, national origin, age, mental or physical disability, sexual orientation, and protected veteran status. This policy shall apply to all employment actions, including, but not limited to, recruitment, hiring, education, upgrading, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.