



CSU The California State University

CHANCELLOR SEARCH LEADERSHIP PROFILE

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The Board of Trustees of the California State University (CSU) invites nominations and applications for the position of Chancellor. As Chancellor, the successful candidate for this extraordinary opportunity will lead the largest, most diverse, and most consequential university system in the United States, and guide the system and its universities during a significant period of change in higher education and society as a whole.

The California State University

One of three public higher education systems in California, the CSU is the largest and the most economically, ethnically, and academically diverse comprehensive public university system in the United States, offering affordable undergraduate and graduate degrees and certificates and awarding more than half of the bachelor's degrees and nearly 25% of the master's degrees granted in California. In 2020-21, the CSU conferred more than 132,000 degrees with the majority of its students graduating with zero debt. One out of every 10 California employees is a CSU graduate and almost one out of every 20 bachelor's degree holders in the United States earned their degree from the CSU.

Created in 1960 with the mission of providing high-quality, affordable education to meet the state of California's ever-changing workforce needs, the CSU is a powerful driver of social and economic mobility and is committed to student success and closing education equity gaps. In 2015, the CSU announced an ambitious initiative to increase graduation rates for all CSU students while improving equity by eliminating opportunity and achievement gaps. Through its flagship student success effort, [Graduation Initiative 2025](#), the CSU

serves as a national leader in removing barriers to success for its student body by working to ensure that all students graduate in a timely manner—positively impacting their future and producing the graduates needed to power California and the nation. As a further testament to the CSU's impact as a driver of socioeconomic ascent, CSU universities claim four of the top 10 positions on [CollegeNET's 2022 Social Mobility Index](#) and eight of the top 20. All 23 CSU universities are ranked in the top 100 of the index, which measures approximately 1,500 universities' impact in providing opportunities for economically disadvantaged students to graduate into well-paying jobs.

The CSU prepares the majority of California's business executives, community leaders, and policymakers to make an immediate impact in virtually every business and industry. The CSU offers more than 4,100 undergraduate and graduate degrees to students through both classroom and online instruction via its 23 universities and 7 off-campus centers serving nearly 460,000 students and employing more than 56,000 faculty and staff across the state. Moreover, the CSU offers the most affordable higher education programs in the nation and maintains one of the lowest tuition rates in the

country with undergraduate tuition fees totaling just \$5,742. Eighty-three percent of CSU students receive financial aid and more than 60% have the full cost of their tuition covered by non-loan aid, such as scholarships and grants. The CSU draws its students from the top third of the state's high school graduates and transfers from community colleges. It is an unparalleled resource for California's underserved communities; approximately one-half of the CSU's 460,000 students identify as historically underrepresented minority students, nearly one-half receive the Pell Grant, and nearly one-third are the first in their families to attend college. The CSU provides more than half of all undergraduate degrees granted to California's Latino, African American, and Native American students. Approximately two-thirds of CSU students are non-white, and the ranks of leadership, faculty, and staff continue to evolve to better reflect the rich diversity of California.

On a broader scale, and beyond the student learning environment, CSU universities engage in applied research, collaborate with one another and with businesses and governmental organizations in specialized institutes and affinity groups to develop solutions to some of the state's most pressing challenges, in areas including wildfire control, water resource management, sustainable agriculture, biotechnology, cybersecurity, STEM education, palliative care, marine and coastal resource management, and the social sciences. CSU universities also regularly host conferences, lectures, symposia, workshops, visual and performing arts programs, and athletic events, playing an even greater role in their respective communities. The

CSU universities frequently sustain partnerships with local businesses, industries, and cultural and educational institutions, many of which provide internships and other learning opportunities for students and faculty.

The CSU helps power the companies that power California's economy and plays a major role in the state's regional and collective economy, now poised to become the world's fourth largest, even surpassing that of Germany. Expenditures related to the CSU generate more than \$26.9 billion in economic impact and sustain more than 209,000 jobs. In addition, for every \$1 the state invests in the CSU, the CSU returns almost \$7 in economic activity.

The CSU's over 4 million alumni embody student success and are leaders in the high-impact fields that drive California's economy such as information technology, life sciences, agriculture, business, education, public administration, entertainment, multimedia, and other crucial areas. The impact of a CSU education can be found in its graduates that comprise more than 7,000 of Apple's global employees, 6,000 employed by Northrup Grumman, over 4,000 employed by both Disney and Google, and more than 2,500 that work respectively at Oracle, Intel, and Cisco. Equally important, the CSU annually prepares nearly half of the state's teachers, nearly 8 percent of the nation's teachers, a fourth of the state's engineers, and is also a major source for nurses and the majority of California's state officials and policymakers. Last but not least, CSU graduates include renowned artists, authors, and poets who speak to and reflect



the spirit and diversity of California. For more information about the CSU's alumni, visit <https://www.calstate.edu/impact-of-the-csu/alumni>.

Given its profound impact on the state of California and its communities, the CSU has also garnered significant support from Governor Newsom and the Legislature with an unallocated recurring state general fund increase for the CSU totaling \$227.3 million dollars in the Governor's 2023-24 budget proposal. An action that is in line with the multi-year budget compact between the Governor's administration and the CSU and underscores the Governor's firm commitment to higher education and his unwavering support of and belief in the CSU's mission.

Over the decades, the CSU has continually added and adapted its universities to promote the growth and diversity of communities across California. Today, the CSU comprises 23 universities, as well as affiliated branch campuses, research laboratories, and natural lands that span from Humboldt in the north to San Diego in the south. Each CSU university has its own identity, with distinct student populations and programs, yet all share the same mission: to provide high-quality, affordable higher education to meet the evolving workforce needs of the people of California. To learn more about the California State University, visit <https://www.calstate.edu/>.

Students

The CSU serves nearly 460,000 students, nearly 90% of whom are undergraduate students and 94% of whom come from California. Of first-time students, 88% come from California public high schools. Of undergraduate transfer students, 94% matriculate from the California Community Colleges. In all cases, nearly 10% of students pursue post-baccalaureate and graduate degrees (i.e., M.A., M.S., and applied doctorates). Reflective of the state in which it resides, the CSU's student body is extraordinarily diverse: about two-thirds of CSU students are students of color, one-third of undergraduate students are first-generation college students, and 48% receive the Pell Grant. The California State Student Association (CSSA) is the representative body of CSU students and is comprised of students from each of the CSU's 23 universities. Founded by student body presidents in 1959, the CSSA is recognized by the Board of Trustees as the official voice of CSU students and plays a critical role in the universities and systemwide shared governance. The CSSA facilitates a process for the Governor to appoint students to the Board of Trustees and has representatives to a number of systemwide advisory committees and task forces. In addition, the CSSA President reports regularly to the Board of Trustees through the presentation of CSSA's Annual Policy Agenda and mission statement. For more information on the CSSA, visit <https://calstatestudents.org/>.



Faculty

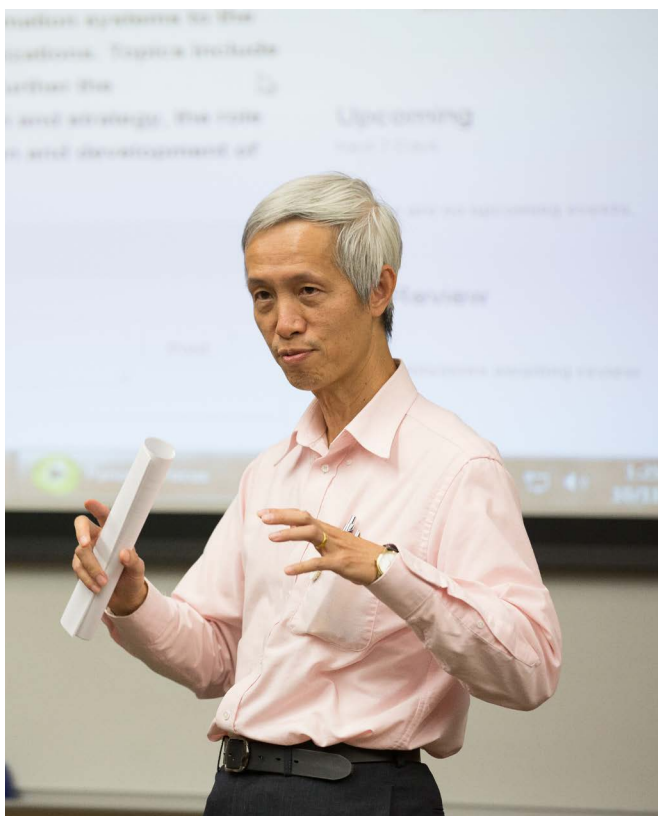
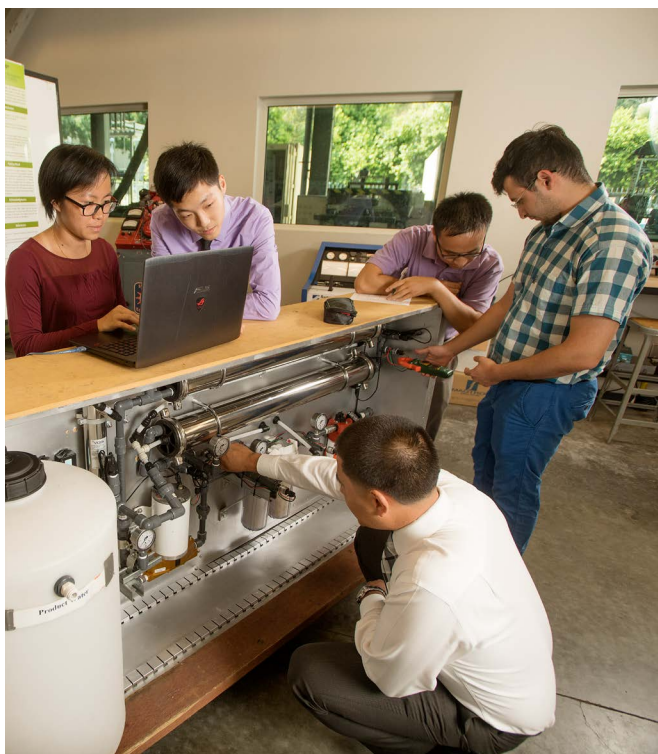
The CSU employs more than 56,000 employees, over half of whom – 29,000 – are faculty members. Crucial to the success of students, CSU faculty are award-winning educators, scholars, and public servants who enrich the CSU community through dedication to the CSU’s mission and to teaching excellence, applied research, and creative activities. The Academic Senate of the California State University (ASCSU) is the official voice for faculty in matters of curriculum and university-wide concern as part of a system of shared governance. The California Faculty Association (CFA) represents tenure-track faculty, lecturers, librarians, counselors, and coaches from across the system in collective bargaining. The CSU is committed to hiring a diverse, representative faculty as part of ongoing efforts to improve student achievement. As of 2022, nearly 40% of full-time faculty were from underrepresented minority groups and more than 50% were female. In addition, the faculty designate a representative to the CSU Board of Trustees. For more information on CSU faculty, visit:

<https://www.calstate.edu/csu-system/faculty-staff>.

Staff

CSU staff are on the front lines and indispensable in all the many ways the CSU provides academic and student support that facilitates student success. Staff members serve as the operational heartbeat of the CSU universities and system office. The CSU employs over 19,000 staff, the vast majority of whom are full-time employees, over 57% of whom are from underrepresented minority groups and nearly 60% were female. The California State University Employees Union (CSUEU) – one of seven unions that represent staff – represents more than 19,000 staff members – and has six bargaining units. The Chancellor is the lead negotiator for the system in negotiations with all faculty and staff unions. For more information about CSU staff, visit:

<https://www.calstate.edu/csu-system/faculty-staff/employee-profile/csu-workforce>.



Alumni

The CSU's alumni network includes over 4 million individuals—one of the largest such networks in the world. CSU alumni are exemplars of student success and leaders in every major industry in the state of California and are representative of CSU's mission to educate California's future workforce. The CSU Alumni Council serves as the representative voice of the system's alumni and is comprised of alumni representatives from each of the 23 universities. The Council supports each of the 23 university alumni associations through promoting and engaging the CSU and its alumni, advocating for the CSU, and facilitating the professional development of member associations. In addition, the Alumni Council designates a representative to the CSU Board of Trustees, the System Budget Advisory Committee, the California State Student Association, and the California State University Systemwide Academic Senate. To learn more about the CSU's Alumni, visit <https://www.calstate.edu/impact-of-the-csu/alumni>.

Research

Research, scholarship, and creative activity touch every part of the CSU—enhancing learning and preparing students for the jobs of the future. CSU students are encouraged to apply the knowledge gained in the classroom to find solutions to real-world problems through involvement in applied research and service learning. The breadth and depth of this work spans 23 universities through shared expertise, facilities, and resources and under the guidance of world-renowned faculty who are experts in their fields, students develop leadership skills while benefitting their communities.

CSU research enhances learning and prepares students for the workplace of the future in ways that promote student success, faculty scholarship, and California's progress. In alignment with the goals of Graduation Initiative 2025, students are engaged and empowered through mentored undergraduate and graduate research experiences and creative inquiry. Alongside students, CSU faculty advance knowledge in their fields, generate new knowledge across disciplines, and foster solutions to problems through research, scholarship, and creative activity. Cross-disciplinary research consortia, known as CSU affinity groups, positively impact California's economic, social, and environmental priorities.

Since June 2020, sponsored program dollars have increased by \$6 million to reach a total of \$663 million annually, reflecting the importance placed on research amid a global pandemic. In 2021, twelve universities received Hispanic-Serving Institution (HSI) STEM grants totaling nearly \$60 million from the U.S. Department of Education and six universities received HSI STEM grants totaling \$5.7 million from the National Science Foundation (NSF). The funds will empower these universities to continue enhancing the quality of STEM education and to increase the number of Latinx and low-income students pursuing and graduating with STEM degrees. To learn more about the impact of the CSU's efforts in research, scholarship, and creative activity, visit <https://www.calstate.edu/impact-of-the-csu/research>.



Community Engagement

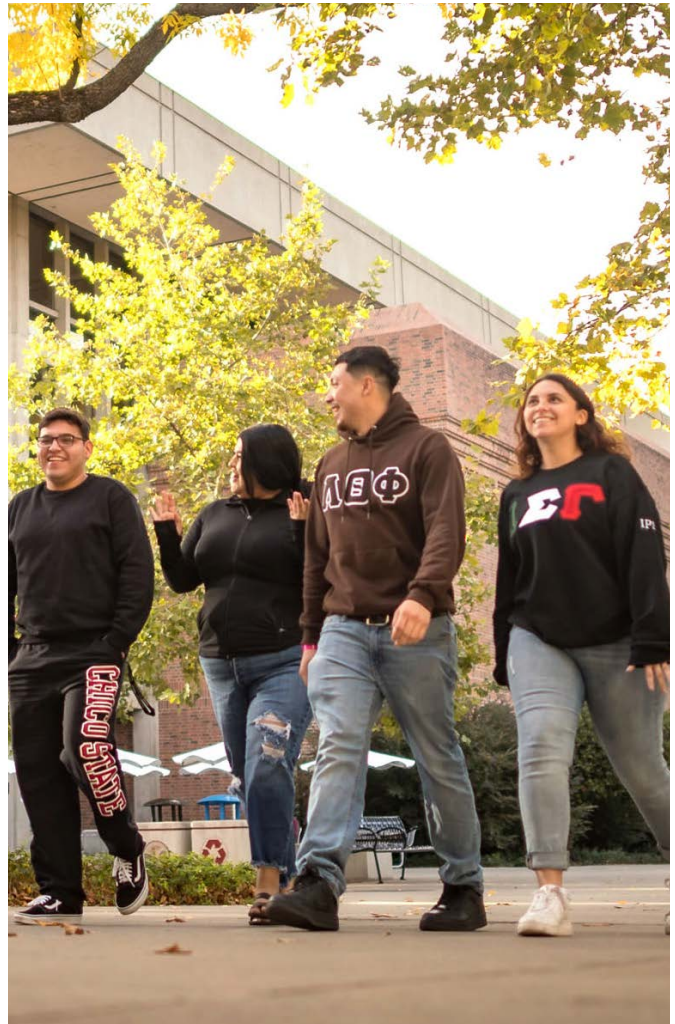
Community engagement experiences afford students opportunities to immerse themselves in the issues communities face while supporting the social and civic health of our state through teaching, learning, and service—promoting academic engagement, self-empowerment, and lifelong learning. For more than 20 years, the [CSU Center for Community Engagement](#) (CCE) has been providing opportunities for students to become change agents in their communities by taking part in service learning programs and in 2020-21, 38,058 CSU students contributed 728,000 hours of service to their communities through virtual and in-person service learning activities. The CCE actively advances the CSU’s commitment to inclusivity, equity, and student success through high-quality community programs and scholarship.

CSU Board of Trustees

The Board of Trustees is a systemwide governing board and performs both a regulatory and oversight role, through the adoption of policies affecting academic, fiscal and human resources, oversight of the collective bargaining process, risk management, and audit. In conjunction with the Chancellor, it also oversees the government relations program for the system.

The Board makes decisions on system-level academic policy via shared governance with the faculty. In its supervisory role, the Board is responsible for the hiring and evaluation of the system Chancellor and partners with the Chancellor to hire and evaluate the university presidents. It conducts system-level strategic planning and oversight through board initiatives in priority areas such as the graduation initiative, work on fiscal sustainability, and enrollment management and planning.

The composition of the Board is specified by state statute and consists of 25 voting members that include 16 members of the public appointed for 8-year terms by the Governor, 2 trustees who are CSU students, one CSU faculty trustee, one alumni trustee, 4 statewide elected officials who serve ex-officio (Governor, Lieutenant Governor, Speaker of



the Assembly, Superintendent of Public Instruction), and the system Chancellor who is also an ex-officio voting member of the Board.

The Board is organized into several standing committees and is led by a Board Chair who is selected by the board members for no more than two consecutive one-year terms. The Board meets six times a year. For more information on the Board of Trustees, visit <https://www.calstate.edu/csu-system/board-of-trustees>.

Strategic Objectives

The CSU Board of Trustees has identified strategic objectives it believes to be critical to advancing the CSU's mission and furthering its core values. The Chancellor leads the university system toward the development of initiatives, programming, policies, operational structures and processes, and other actions to achieve outcomes consistent with these objectives.

These objectives include:

- Expand Achieving the equity and completion goals of the CSU's flagship student-success effort, Graduation Initiative 2025, and leveraging the lessons learned during the global pandemic to re-imagine the teaching and learning experience.
- Developing and implementing more comprehensive and sustainable systemwide fiscal models, in the face of continuing economic uncertainty and shifting trends in college enrollment.
- Continuing the focus on affordability for CSU students, with special emphasis on the total cost of attendance, addressing food and housing insecurity among CSU students, the reevaluation of the CSU's financial aid programs in light of recent statutory reforms, and the need to maintain affordable tuition despite the possibility of declining state resources going forward.
- Addressing changing enrollment demand and anticipated demographic trends and their variable impact across the CSU's 23 universities.
- Continuing the CSU's efforts to ensure that all members of the community – students, faculty, staff and administrators – are equally welcomed and included, and to protect freedom of speech and diversity of viewpoint while ensuring respectful and civil discourse.



Role of the Chancellor

The role of Chancellor of the California State University is unique – and uniquely impactful – within American higher education. The Chancellor provides visionary and strategic leadership for the nation’s largest and most diverse four-year public university system, its greatest driver of socioeconomic ascent, and the pipeline for California’s highly educated workforce.

Fostering and sustaining a highly talented, collaborative, and mission-driven team including Chancellor’s Office staff and the CSU’s 23 university presidents, and with the Board of Trustees’ stewardship and support, the Chancellor will chart the system’s path forward during this consequential moment in higher education, one marked by great challenges, but also by unbounded opportunity to expand access and success for California students, to drive the state’s future economic prosperity, and to serve as a national model for educational equity and inclusive excellence.

The Chancellor serves as the CSU’s most passionate advocate, its chief spokesperson, and the principal representative for all constituencies of the system. The Chancellor has the critically important responsibility for powerfully and effectively communicating the system’s extraordinary value and impact to key stakeholders, as well as reinforcing its effectiveness in meeting its academic mission. The Chancellor is the CSU’s champion for securing funding and public support for its work, and expanding the educational, economic, and social opportunities it creates.

Reporting directly to the CSU’s Board of Trustees, the Chancellor, working with and through the 23 university presidents, is responsible for the overall management of the CSU, as well as for the operations of the Office of the Chancellor. Through a shared governance model, the Chancellor works in a collaborative manner to sustain the excellence of the instructional program, and to ensure that the educational opportunities provided appropriately evolve to meet the changing needs of California’s citizens and its business community.

The Chancellor provides direct leadership and oversight of the CSU Office of the Chancellor located in Long Beach, which is comprised of administrative divisions that enact policies, guidelines, and procedures relating to every aspect of the CSU’s enterprise. The divisions are: Academic and Student Affairs; Audit and Advisory Services; Business and Finance; the Executive Office; Systemwide Human Resources; Office of General Counsel; and University Relations and Advancement.

The Chancellor’s direct reports include the following:

- University Presidents
- Executive Vice Chancellor for Academic and Student Affairs
- Executive Vice Chancellor and Chief Financial Officer
- Executive Vice Chancellor and General Counsel*
- Vice Chancellor, University Relations and Advancement
- Vice Chancellor, Human Resources
- Vice Chancellor and Chief Audit Officer*
- Associate Vice Chancellor and Chief of Staff, Board of Trustees*
**Also have reporting lines to the Board of Trustees*

The Chancellor is appointed by the Board of Trustees and serves at the pleasure of the Board. The Chancellor is the CSU’s chief executive officer and is responsible to the Board of Trustees for the recommendation, implementation, and administration of the policies of the Board. The Chancellor also serves as an ex officio member of the Board. For more information regarding the CSU administration, visit <https://www.calstate.edu/csu-system/administration>.

Key Opportunities and Challenges Facing the Next Chancellor

In carrying out the broad duties of the role, the next Chancellor will address several key opportunities and challenges, as detailed below:

- **Charting an Ambitious 21st Century Course and Inspiring Excitement for the Future** – In partnership with the Board of Trustees, the CSU's presidents, faculty, staff, students, and university communities, the next Chancellor will initiate a dynamic new vision for the future of the system that includes re-imagining current practices, programs, and the organizational structure such that they become more nimble, relevant, innovative, and entrepreneurial. This emerging new paradigm will leverage the use of technology and best practices to better serve the needs of students and all other stakeholders. It will also require a high degree of collaboration among the CSU's academic, support services, and non-academic units. Recognizing that the CSU is a well-established and complex public system of higher education, the Chancellor must have a deep understanding of the future trajectory of higher education and experience transforming a large, multi-faceted organization.
- **Student Engagement and Success** – The CSU's next Chancellor will lead an institution that is well-known in the state of California and beyond for its unquestioned dedication to students and their success. The next Chancellor must use the success of CSU's Graduation Initiative 2025 as a springboard for developing new and innovative strategies that will effectively address current equity and opportunity gaps and continue to advance all student success metrics in a manner that is tailored for each of the 23 universities. The CSU takes great pride in creating learning environments that are student-centric and welcoming of student engagement in the decision making process. The next Chancellor must be an authentic listener and an exceptional communicator, especially when dealing with complex and potentially controversial issues, in order to continue this impactful partnership with students.



- **Supporting the CSU's Faculty and Staff** – The CSU and its universities possess a strong history and tradition of creating effective and welcoming teaching and learning environments for their students. To maintain the CSU's strength in this area, the next Chancellor must be dedicated to the principles of shared governance, equitable compensation, and open dialogue that will contribute to the success of all faculty and staff. The Chancellor will partner with the president of each university in developing strategies for recruiting, developing, and retaining talented and high-quality faculty and staff in a highly competitive and rapidly evolving higher education environment. Through their leadership, the next Chancellor will play a critical role in establishing the foundation from which the CSU can further elevate the stature of each university as an employer of choice.
- **Serve as a Passionate Advocate for Diversity, Equity, and Inclusion** – The state of California is an incredibly vibrant environment that welcomes and celebrates diversity in all its forms. The next Chancellor must appreciate the significance of the state's political, economic, social, and geographically diverse landscape and the context in which each of the 23 universities serve. Moreover, the Chancellor must embrace the diversity of the 400,000+ students served by the system. To do so effectively, the next Chancellor must possess inherent personal values that align with the mission of the CSU and a

passion for addressing issues of diversity, equity, and inclusion. The Chancellor must be a skilled and articulate communicator with the ability to translate the CSU's commitment to and efforts toward supporting underrepresented populations into a compelling narrative that inspires internal and external stakeholders including: local community leaders, state and federal legislators, not-for-profit organizations, governmental agencies, and private industry to action.

- **Fostering an Environment of Trust, Open Communication, and Transparency** – The CSU's next Chancellor will be responsible for fostering a trust-based culture across the system committed to effectively and proactively communicating with the Board, a wide range of constituencies across the 23 universities, and their respective communities. Therefore, the Chancellor will possess strong listening skills; the ability to engage stakeholders at all levels in meaningful discussions; an openness in providing information about the decision-making process and how decisions will impact CSU stakeholders as the system and its universities strive to fulfill their collective mission and achieve individual goals; and a strong ability to communicate effectively with the diverse audiences and populations served by the CSU.
- **Elevating the CSU's Stature** – As the CSU's most ardent champion, the Chancellor will bring to the position a resonance with and understanding of its mission of service to California and a deep commitment to advancing the system's endeavors in teaching, scholarship, and service. The Chancellor must serve as the primary advocate and chief spokesperson for the CSU and its 23 unique universities located across California's diverse landscape, each with its own distinct identity and community and a shared commitment and passion for their institutional mission and heritage. In further defining the CSU's role as an academic, social, and economic driver, the Chancellor must bring clarity to and promote the CSU's efforts and contributions toward improving the lives of all Californians. Elevating the system's stature within California and nationally will increase the CSU's influence on national public higher education trends, practices, and policies.

- **Fostering a Culture of Philanthropy and Strengthening Relationships with Alumni** – With over 4 million alumni, the CSU benefits from a vast and supportive community that is successful in their respective fields and proud of their overall CSU and individual university experience. The Chancellor must strengthen the relationship between the CSU and its alumni to promote the success of all universities and highlight the specific impact the CSU has on the state of California and the nation. By highlighting the CSU's achievements, the Chancellor will raise the visibility of the CSU, establish goodwill across all industries and sectors, and foster an environment that encourages support for the CSU. Although the president of each university has primary responsibility for leading fundraising efforts for their respective campus, the Chancellor will partner with the presidents when pursuing large scale multi-campus philanthropic collaborations. This will provide an opportunity for the presidents to enhance existing and create new relationships with alumni and others that will foster a dynamic culture of philanthropy.
- **Developing Long-Term Enrollment Strategies** – As student enrollment across the nation decreases, enrollment management will become a more significant issue for all universities including the CSU. The Chancellor, in collaboration with the Board of Trustees, will play an active role in supporting the CSU presidents as they redefine their enrollment organizations and strive to create more dynamic enrollment management plans that ensure the growth, retention, and successful graduation of students while leveraging the strengths of their respective universities. The Chancellor will guide the system toward creating a well-coordinated, cohesive, and long-term enrollment management plan that will further enrich the CSU's university community. In this capacity, the Chancellor must encourage changes in methodology, organizational structure, strategy, and skillset to address the shifting student landscape.

Qualifications

Well-qualified candidates will possess many of the following qualifications and characteristics:

- A transformational student-centered leader with a deep understanding of and commitment to the CSU mission and culture and who engages students, faculty, staff, and administrators in a transparent, action-oriented, and empathetic manner.
 - Experience as a president or chancellor of a university campus or multi-campus system or equivalent experience as a senior executive in a complex organization outside higher education.
 - The emotional intelligence and judgment to determine key factors of a complex situation and the ability to make sound, ethical, and timely decisions; the integrity, temperament, stamina, and energy to carry out the creative action needed to succeed in the Chancellor's position.
 - Recognition of the significant role the CSU's 23 university presidents play within the system and at their respective institutions; the ability to nurture the leadership skills of the presidents and encourage them to pursue interests relevant to their individual university while respecting the role of the system.
 - The ability to provide bold visionary leadership in planning, securing funding, and implementing actions required to accomplish goals and objectives of a comprehensive multi-university system.
 - A proven record of success at working effectively with faculty, students, staff, and unions in a collective bargaining and shared governance environment; demonstrated ability to understand and use collective bargaining to advance the well-being and interests of the CSU community.
 - The knowledge of and the ability to relate to multi-ethnic, culturally, and economically diverse university and state populations, and a demonstrated commitment to diversity, equity, and inclusion.
 - A leadership style that values the contributions of faculty and staff with a commitment to supporting their professional development.
- A collaborative interpersonal style that employs active listening and clear communication.
 - A courageous leader who can foster an innovative and entrepreneurial spirit across the universities and at the Office of the Chancellor.
 - Demonstrated ability to recruit, retain, develop, and lead a highly effective leadership team and draw the best in leadership characteristics from the presidents, the vice chancellors, and the vice chancellors' staffs.
 - Knowledge of Board and chief executive relations and communications; the ability to partner effectively with Trustees and leverage the collective impact of an engaged and dedicated Board.
 - The ability to establish rapport and communicate effectively with educators, constituency groups, government officials, the business community, and the general public; the ability to build and maintain successful relationships with government officials and their staffs at the state and national levels.

Although a doctoral degree and exceptional academic and administrative experience are highly preferred, the CSU Board of Trustees is open to candidates who have achieved noteworthy success in their respective fields outside higher education to apply. 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.



Compensation and Location

Compensation will be established by the Board of Trustees in a noticed public meeting, and will be commensurate with experience and in accordance with Trustee policy. It is not anticipated that the compensation will be less than the incumbent Interim Chancellor's base compensation of \$625,000. The Chancellor's principal residence will be in Long Beach, California where the Office of the Chancellor is located. However, it is expected that the Chancellor will maintain a level of visibility on the 23 CSU universities. To learn more about Long Beach, visit <http://www.visitlongbeach.com>.

Applications, Inquiries, and Nominations

Review of complete applications will begin immediately and continue until the conclusion of the search process. Applicants must submit a detailed letter of interest that addresses the priorities and responsibilities outlined in this profile and a current a curriculum vitae or resume. Nomination letters should include the contact information of the nominee. All applications and nominations will be handled with the strictest confidence.

Applications, inquiries, and letters of nomination should be submitted by email to: apsearch@spaexec.com
Refer to code "CSU-Chancellor" in the subject line



Alberto Pimentel, Managing Partner
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The California State University is committed to maintaining and implementing employment policies and procedures in compliance with applicable state and federal equal employment opportunity laws and regulations. Executive Order 883 prohibits discrimination, and Executive Order 927 prohibits harassment, on the basis of a protected status: race, color, religion, national origin, ancestry, age, sex (including gender identity, per HR 2004-12), sexual orientation, marital status, pregnancy, mental disability, physical disability, medical condition and covered veteran status. Retaliation against individuals for complaining about this proscribed conduct, opposing such conduct, or participating in an investigation or proceeding involving such conduct is prohibited by both executive orders.

