



Search for the Provost and Vice President for Academic Affairs Cal Poly Pomona Pomona, CA

THE SEARCH

California State Polytechnic University, Pomona (Cal Poly Pomona or CPP) seeks a strategic, collaborative, and experienced leader to serve as the next Provost and Vice President for Academic Affairs (Provost).

The Provost is the chief academic officer of the university, overseeing all academic programs, including instruction and research. Reporting directly to the President and serving as a key member of the President's Cabinet, the Provost will join Cal Poly Pomona at a moment of significant opportunity and transformation.

Under the leadership of newly appointed [President Vanya Quiñones](#), the university is pursuing an ambitious vision for 2030: preparing every graduate for career success, workforce leadership, and economic mobility; modernizing university operations; strengthening the institution's visibility and market position; and investing in the people, culture and innovation that make this mission possible. Guided by [CSU Forward](#), the California State University's 2025 strategic plan, Cal Poly Pomona offers the opportunity to help shape the future of an influential polytechnic university and advance access, excellence, innovation, and student success.

As the university enters its next phase of growth, the Provost, alongside campus leaders, will help advance efforts to better connect academics, career readiness, and industry engagement. The Provost will also help develop a nationally distinctive, integrated approach to student success, connecting academics and career support in ways that meet the needs of all CPP students, including first-generation, transfer, commuter, and working students. A particular area of opportunity is strengthening experiential learning through expanded employer partnerships, paid internships, and cooperative education that takes advantage of Southern California's rich industry ecosystem. The Provost will work alongside an accomplished group of permanent deans and a strong leadership team to advance its [polytechnic approach to learning](#) and help position the university to meet the evolving needs of students, employers, and the State of California.

Cal Poly Pomona is one of three polytechnic universities in the 22-campus California State University system and among 11 such institutions nationwide. It has offered a unique education rooted in experiential learning since its founding in 1938. Today, the university serves over 27,000 students who are taught and mentored by more than 2,250 faculty and staff across eight academic colleges. The university

also provides community access to degree completion, professional development, and lifelong learning opportunities through the College of Professional and Global Education. The university's colleges and programs span the arts, humanities, sciences, engineering, agriculture, business, education, and professional disciplines.

Cal Poly Pomona has consistently ranked as the [No. 1 polytechnic university in the nation](#) for promoting social mobility. As a Hispanic-Serving Institution and a university deeply connected to the communities it serves, CPP plays a critical role in developing California's future workforce and preparing graduates to contribute to the economic vitality of the region and state. The University takes pride in its [No. 2 position among top public regional universities in the West and its recognition as the No. 3 best value school in the West](#) by U.S. News & World Report. While each ranking is a snapshot of achievement, taken collectively, they provide a picture of an institution whose students graduate with the skills needed to succeed in a dynamic and evolving work environment. These successes are similarly marked by CPP's accrediting body, WSCUC, which awarded a maximum 10-year reaffirmation of accreditation in 2019 and a successful mid-cycle review in 2023-2024.

Given this context, the incoming Provost must demonstrate a strong track record as both a successful [teacher-scholar](#) and an experienced institutional leader, possessing the academic, financial, operational, and strategic acumen necessary to lead the academic mission of a complex enterprise. The ideal candidate will hold an earned doctorate or terminal degree from an accredited institution and exhibit a distinguished record of teaching and scholarship, warranting appointment at Cal Poly Pomona as a full professor with tenure. Moreover, the candidate should have substantial, progressive academic management experience and a proven track record of success advancing institutional priorities and effectively leading and managing change, along with the vision and ability to help move CPP forward. The Provost will be tasked with addressing the following opportunities and challenges:

- Shape the future of polytechnic education through Cal Poly Pomona's next chapter of transformation;
- Unite the academic enterprise around excellence, innovation, and institutional purpose;
- Expand CPP's research enterprise and strengthen its supporting infrastructure;
- Continue to build a talented, engaged, and forward-looking community of teachers, scholars, learners, and alumni;
- Develop an integrated approach to student success and advance cooperative education;
- Align resources, strategy, and investment to accelerate institutional impact; and
- Elevate Cal Poly Pomona's influence as America's leading public polytechnic university.

A complete list of the desired qualifications and characteristics may be found at the conclusion of this document, which was produced with the support of Isaacson, Miller, a national executive search firm. All confidential applications, inquiries, and nominations should be directed to the parties listed at the end of this document.

ABOUT CALIFORNIA STATE UNIVERSITY

The California State University (CSU) system spans the entire state of California and has an annual operating budget of more than \$8.1 billion. It is not only the largest four-year university system but also one of the nation's most diverse and affordable university systems. With 22 campuses serving more than 471,000 students and more than 61,000 faculty and staff, the CSU is a leader in high-quality, accessible, student-focused higher education. The CSU awards nearly half of California's bachelor's degrees and prepares the majority of California's business executives, community leaders, and policymakers. Ten percent of California's workforce graduated from a CSU campus, and with over 4.5 million alumni, nearly one in 20 Americans with a college degree earned it from a CSU campus. The CSU system has produced tens of thousands of graduates who have had an immeasurable impact in fields such as education, health care, agriculture, government, arts and entertainment, medicine, science and engineering, and non-profit leadership.

The CSU's current [Student Success Framework](#) builds on the system's progress related to degree completion while expanding its focus to students' longer-term success. Guided by the [CSU Promise](#), the framework seeks to ensure that every student graduates with an opportunity for a first career job or a clear path to further study. It also considers how the CSU measures success, including career placement, earnings, economic mobility, student satisfaction, and alumni engagement.

ABOUT CAL POLY POMONA

Cal Poly Pomona has a rich history unlike that of any other institution in Southern California. The University first opened in September 1938 in San Dimas, California as a satellite campus of California Polytechnic State University, San Luis Obispo. In 1949, W. K. Kellogg, the entrepreneur who founded the Kellogg Company, deeded 813 acres of land to the state of California, which is today's Cal Poly Pomona Campus. In 1961, 329 women joined the student body of Cal Poly SLO for the first time, and five years later, the Pomona campus separated from the SLO campus. In 1972, the university was granted university status and renamed California State Polytechnic University, Pomona. Today, Cal Poly Pomona is part of the 22-campus CSU system and stands as an influential and impactful regional comprehensive state university, recently designated as an R2 institution by the Carnegie Classification of Institutions of Higher Education, home to approximately 27,000 students, 2,250 faculty and staff, and that benefits from a network of more than 170,000 alumni.

Cal Poly Pomona offers a transformative, world-class education rooted in experiential learning, discovery, and innovation. As one of three polytechnic universities in the CSU, Cal Poly Pomona prides itself on cultivating student practitioners, integrative thinkers, and model leaders through a "[Become by Doing](#)" approach that prepares students for civic engagement and fulfilling professional and personal lives. The university's caring and inclusive campus community is committed to honoring and supporting varied paths to success for its student body. This multidisciplinary approach develops graduates who are ready to succeed in the professional world on day one and are resilient, agile, and adaptable for the workforce of

tomorrow. Nowhere else can students ride an [Arabian horse](#), practice on a Steinway piano, bring a new product to market, and build a liquid-fueled rocket.

The University includes eight academic colleges ([Don B. Huntley College of Agriculture](#), [College of Business Administration](#), [College of Education and Integrative Studies](#), [College of Engineering](#), [College of Environmental Design](#), [Collins College of Hospitality Management](#), [College of Letters, Arts, and Social Sciences](#), and [College of Science](#)), the [University Library](#), and the [College of Professional and Global Education](#), that together offer 54 bachelor's degrees, 37 master's degrees, and a doctorate in education.

Cal Poly Pomona is located in an idyllic foothill location in the San Gabriel Valley at the nexus of Los Angeles, Orange, Riverside, and San Bernardino counties, less than 30 miles east of Los Angeles and within an hour's drive of beaches, mountains, and deserts. The University is accredited by the WSCUC, and many of its programs are also individually accredited by specialized boards and associations. For more information about Cal Poly Pomona, please visit www.cpp.edu/.

University Leadership and Strategic Direction

Dr. Vanya Quiñones became the eighth president of Cal Poly Pomona on July 1, 2026, and is the first Latina to lead the university. Prior to this appointment, she served as president of California State University, Monterey Bay, where she advanced student success, enrollment growth, financial sustainability, research, and philanthropic support. A neurobiologist and biopsychologist, President Quiñones is a distinguished scholar whose research has advanced the understanding of gender differences in the brain. She has more than three decades of experience in higher education and is recognized for her data-informed leadership and commitment to experiential education, career readiness, and economic mobility. In 2026, the American Council on Education recognized her with its Fidelity Transformational Leadership Award for advancing inclusive excellence, institutional innovation, and measurable student outcomes.

Concurrent with the presidential transition, Cal Poly Pomona developed a [2025-2027 Transition Extension Plan](#) that bridges the end of the 2017-2025 Strategic Plan and lays the foundation for the university's next long-term strategic direction. This plan includes updated goals and measures that map to the five strategic initiatives established in the original plan, which are:

- Deliver quality programs that promote integrative learning, discovery, and creativity
- Enhance student learning, development, and success
- Prepare students for the future of work, human and civic engagement
- Strengthen the university's economic vitality and impact
- Advance organizational development and employee excellence

Building on this work, President Quiñones has articulated 2030 CPP: Building the University of the Future, a university-wide vision designed to position Cal Poly Pomona for its next era of impact. This vision will advance four interconnected priorities:

1. **CPP Promise: Every student graduates career ready.** Cal Poly Pomona will develop a university-wide paid internship and cooperative education model that takes its polytechnic approach to the next level by connecting every student to meaningful career experience.
2. **Modern University: Technology makes the university easier.** Cal Poly Pomona will simplify and redesign processes, modernize technology and digital infrastructure, and use data, automation, and emerging technologies to create intuitive and responsive experience for students, faculty, and staff while increasing institutional efficiency and capacity.
3. **Brand: California knows CPP.** Cal Poly Pomona will build a distinctive and compelling identity that differentiates it from other universities, increases brand recognition and market share, expands enrollment opportunities, and elevates its reputation and visibility across California and beyond.
4. **People: People Power CPP.** Cal Poly Pomona will strengthen its human infrastructure by cultivating a culture of inclusion, belonging, care, accountability, and service excellence. It will also invest in professional learning, leadership development, employee engagement, and sustainable workforce practices that enable people and the university to thrive.

These priorities will guide the university's work over the next several years, and the Provost will be a key partner in translating this vision to academic priorities and measurable progress.

ROLE OF THE PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

With a focus on academic excellence, the Provost provides leadership for academic administrative operations, ensuring the planning, development, implementation, assessment, and improvement of all academic programs and policies.

Working in close collaboration with campus leadership, the Provost plays a pivotal role in the faculty recruitment, retention, and renewal efforts of the university. As a champion of faculty excellence, the Provost promotes professional growth, advocates for resources, and leads rigorous reviews of faculty appointments, tenure, and promotion to uphold academic standards. Integral to this role is the oversight of the delivery of education for all Cal Poly Pomona students. The Provost carries out these responsibilities in consultation with appropriate stakeholders, emphasizing transparency and collaboration within the university's shared governance model.

Reporting directly to the President and serving on the Leadership Team, the Provost is a key institutional leader and strategic partner to the President. The Provost collaborates closely with Cabinet members, the Academic Senate, Deans, faculty, staff, students, and community stakeholders to advance strategic goals across the University. As Vice President for Academic Affairs, the Provost serves as a principal advisor to the President and actively contributes to campus operations, strategic planning, and institutional decision-making.

The Provost is designated to oversee all contractual matters related to Unit 3 (Faculty, including full-time instructional faculty, lecturers, librarians, coaches, and academic-related counselors) and Unit 11 (Academic Student Employees). Furthermore, the Provost has signature authority on all accounts (state and Foundation) within the Division of Academic Affairs.

For the latest organizational chart for the division, please visit: <https://www.cpp.edu/academic-affairs/org-chart/index.shtml>

KEY OPPORTUNITIES AND CHALLENGES FOR THE PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

The incoming Provost and Vice President for Academic Affairs at Cal Poly Pomona will play a pivotal role in shaping the institution's trajectory, both internally and within the broader community. The following outlines the key opportunities and challenges that the new Provost will address:

Shape the future of polytechnic education through Cal Poly Pomona's next chapter of transformation

Working closely with President Quiñones and university leadership, the Provost will help shape the university's vision and implement bold ideas to support Cal Poly Pomona's successful future. As a strategic thought partner to the President, the Provost will help the university navigate today's changing higher education landscape by embracing innovation and continuing to identify opportunities that position CPP for long-term success. The successful candidate will bring the ability to engage the campus community meaningfully and productively while moving priorities forward with urgency. In doing so, the Provost will help advance a culture that embraces innovation, thoughtful risk-taking, and institutional agility during a period of transformation.

Unite the academic enterprise around excellence, innovation, and institutional purpose

The Provost will provide leadership for a large and complex academic enterprise while fostering stronger partnerships and alignment across Academic Affairs, Student Affairs, Enrollment Management, Advancement, and other key units. Working closely with the deans, faculty, staff, and campus leadership, the Provost will help cultivate a culture of shared responsibility and collective problem-solving while promoting academic excellence, effective decision-making, and a renewed sense of purpose across the institution. The Provost will also help advance a more effective use of technology, data, and institutional infrastructure to support student success and inform decision-making across the university. Success will require a leader who values transparency, partnership, effective shared governance, and is committed to breaking down barriers that limit collaboration. To accomplish this, the Provost will be a visible and engaged leader who communicates effectively and works to enhance collaboration and build consensus, strengthening confidence in leadership throughout the university community.

Expand CPP's research enterprise and strengthen its supporting infrastructure

Building on Cal Poly Pomona's recent R2 designation, the Provost has an important opportunity to expand research and creative activity in ways that directly enrich student learning, support faculty scholarship, and serve the region. This will require increasing externally funded research, including grant volume, and strengthening the infrastructure that supports faculty success from proposal development through award management. Working with deans and faculty, the Provost will identify where additional support and investment can make the greatest difference to support the university's research mission. The Provost will also help create more opportunities for students to engage in applied inquiry, discovery, innovation, and problem-solving alongside faculty mentors. Together, these efforts will more fully connect CPP's research ambitions to its polytechnic approach to learning.

Continue to build a talented, engaged, and forward-looking community of teachers, scholars, learners, and alumni

The university is home to a cadre of loyal and talented faculty and staff and has a robust history of attracting excellent scholars to its rank. A successful candidate will foster a collegial and collaborative environment, engaging the university's accomplished faculty and staff across the intellectual and professional spectrum. In close collaboration with the deans, this individual will lead and support efforts to attract and retain talented faculty and staff who are representative of and support the needs of the Cal Poly Pomona community. The provost will encourage and support faculty in deepening their scholarly output, research pursuits, and creative achievements, and update their teaching skills, and support staff in enhancing their professional development and capabilities in support of the academic enterprise.

Develop an integrated approach to student success and advance cooperative education

Building upon CPP's commitment to access and opportunity, the Provost will play a central leadership role in developing Cal Poly Pomona's 2030 Bronco Student Success Ecosystem. This university-wide effort would bring together academic support, advising, career and graduate pathways, applied learning, wellbeing, basic needs, technology access, and other services across the full student journey. The goal is to ensure that every student can readily access the resources and relationships needed to persist, graduate, and thrive. In collaboration with faculty, staff, and leaders across divisions, the Provost will help make these services easier for students to navigate and establish shared measures of success.

Working closely with the Office of the President, the Provost will also help implement a comprehensive cooperative education model that gives students meaningful work experience as part of their education. Building on CPP's *Becoming by Doing* approach, the Provost will collaborate with academic leaders to connect the cooperative education model to the curriculum and with career services and employer partners to expand paid, high-quality professional experiences for CPP students across its various majors. The Provost will also help align the curriculum with evolving workforce needs while preserving academic rigor and the faculty's central role in its development. In doing so, the Provost will help position CPP as a

national model for equitable, career-connected polytechnic education and prepare graduates with the knowledge, experience, confidence, and purpose to thrive in today's evolving economy and society.

Align resources, strategy, and investment to accelerate institutional impact

The Provost will serve as a thoughtful steward of the university's academic resources, helping align investments with institutional priorities and future needs. Working closely with the President, Cabinet colleagues, deans, and faculty leaders, the Provost will help guide strategic academic planning, enrollment-related decisions, and resource allocation in support of the university's mission using a data-informed approach. As Cal Poly Pomona explores a modified incentive-based budgeting model for long-term planning, the Provost will bring sound judgment, financial acumen, transparency, and a willingness to engage in difficult but necessary conversations regarding institutional priorities and sustainability.

Elevate Cal Poly Pomona's influence as America's leading public polytechnic university

As one of the nation's leading polytechnic universities and a driver of opportunity and economic mobility throughout Southern California, Cal Poly Pomona is uniquely positioned to expand its influence and impact. The Provost will serve as a visible advocate for the university's academic mission and distinctive strengths, while helping to create new opportunities for external investment in support of the university's mission and goals. In partnership with Advancement, alumni, industry leaders, community organizations, and other stakeholders, the Provost will help strengthen relationships that create new opportunities for student success and faculty, and also enhance the university's reputation and influence regionally and nationally. By recognizing and promoting Cal Poly Pomona's distinctive strengths and leveraging its location and mission, the Provost will help further elevate CPP's standing as a model public polytechnic university.

QUALIFICATIONS AND CHARACTERISTICS

The ideal Provost candidate will possess extensive academic leadership experience. The successful candidate will meet the following required qualifications and demonstrate many preferred attributes:

Required Qualifications:

- An earned doctorate/terminal degree from an accredited institution;
- A strong record of academic teaching and active research and scholarship requisite for an appointment as a tenured full professor at CPP;
- Demonstrated progressive academic management experience with successful outcomes.

Preferred Qualifications:

- Progressive academic leadership experience within a complex higher education environment;
- Evidence of success leading organizational or institutional change while building trust and maintaining strong relationships across diverse constituencies;

- Demonstrated commitment to academic excellence, student success, and innovative approaches to teaching, learning, and workforce preparation;
- Evidence of commitment to faculty development in teaching, scholarship, and service;
- Measurable success in managing budgetary resources, especially in tight fiscal environments, with a focus on financial strategy;
- Strong administrative and organizational skills, including the ability to make data-informed decisions and translate strategy to action;
- Demonstrated commitment to shared governance, transparency, and collaborative leadership;
- Demonstrated ability to work effectively across organizational boundaries in support of shared goals;
- Exceptional communication, relationship-building, and listening skills, with the ability to engage diverse audiences;
- Demonstrated interest in leveraging technology, data, and institutional systems to enhance operational effectiveness and decision-making;
- Demonstrated ability to build productive relationships with diverse stakeholders;
- Demonstrated fundraising ability and enthusiasm for soliciting institutional investment support;
- History of leadership experience in a unionized environment, navigating complex labor relations with knowledge of collective bargaining processes;
- Demonstrated history of advocacy for university initiatives and academic affairs.

COMPENSATION

The salary range for this position will be \$325,000-365,000. Cal Poly Pomona also offers a comprehensive benefits package; more information is available at: <https://www.calstate.edu/csu-system/careers/benefits/Documents/employee-benefits-summary.pdf>

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be submitted via the Cal Poly Pomona website: <https://www.imsearch.com/open-searches/california-state-polytechnic-university-pomona/provost-and-vice-president-academic>. The position will remain open until filled, but applicants are encouraged to submit materials to the above website **by November 30, 2026** for priority consideration.

David Bellshaw, Joe Kralick, Leslie Lemus, and Cara Meyers
Isaacson, Miller

Consistent with California law and federal civil rights laws, Cal Poly Pomona provides equal opportunity in employment without unlawful discrimination or preferential treatment based on race, sex, color, ethnicity, or national origin. Our commitment to equal opportunity means ensuring that every employee has access

to the resources and support they need to thrive and succeed in a university environment and in their communities. Cal Poly Pomona complies with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, the California Equity in Higher Education Act, California's Proposition 209 (Art. I, Section 31 of the California Constitution), other applicable state and federal anti-discrimination laws, and CSU's Nondiscrimination Policy. We prohibit discriminatory preferential treatment, segregation based on race or any other protected status, and all forms of discrimination, harassment, and retaliation in all university programs, policies, and practices.

As a federal contractor, Cal Poly Pomona complies with the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) and requests priority referral of protected veterans for our job openings.

This document has been prepared based on the information provided by Cal Poly Pomona. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Cal Poly Pomona would supersede any conflicting information in this document.