



# CALIFORNIA STATE UNIVERSITY LONG BEACH

Search for the Associate Vice President, Engagement and Equity  
California State University, Long Beach  
Long Beach, CA

California State University, Long Beach (CSULB), an institution among the California State University (CSU) system's 23 campuses and a leader in high-quality, accessible, student-focused higher education, seeks a collaborative leader to serve as the Associate Vice President, Engagement and Equity (AVP). The AVP will be joining CSULB and a dynamic Student Affairs leadership team at a pivotal time to implement strategic planning and adapt services to best support their extraordinarily diverse student body.

Founded in 1949, CSULB is ranked as one of the top institutions in the country and is the most applied to campus of the California State University (CSU) system. The 322-acre campus is the second largest in the CSU system and is located 25 miles from Los Angeles in the heart of Long Beach California. Enrollment at CSULB is 38,273, and the university serves an incredibly diverse population of students. It is designated as both a Hispanic Serving Institution (HSI) and Minority serving institution (MSI), and over half of bachelor's degree recipients are the first in their family to receive a university degree. The university ranks #1 among national universities in promoting social mobility and is in the top 10% of schools nationwide for return on investment.

The AVP will join the CSULB as it prepares to celebrate its 75<sup>th</sup> anniversary while making significant progress on the university's strategic plan, [Beach 2030](#). By overseeing the units of Community Partnerships (including the [Women's & Gender Equity Center](#), [Womxn's Collective](#), and the [Dream Success Center](#)), the [Office of Multicultural Affairs](#) (Including the [Men's Success Initiative](#)), [Student Life & Development](#) and [Club Sports](#), [Veterans Services](#), and [Housing and Residential Life](#), the AVP will have the opportunity to play a central role in advancing progress on key initiatives within the Division. This will include engaging across campus and building coalitions to advance the strategic plan priority of building a diverse and equitable community that is characterized by a strong sense of belonging.

The AVP will be a visible presence on campus, working constructively with students from all backgrounds to serve as a bridge between the student community and the university administration. They will keep a pulse on student needs, especially those from traditionally marginalized backgrounds, and continue to build the infrastructure necessary to best support CSULB's diverse student body. This will include continuing to develop programming, building relationships across Student Affairs and Academic Affairs, and ensuring intersectional collaborations are formed across the university. Considerable progress has

been made in creating spaces to facilitate cross-cultural learning, and the AVP will build on this momentum to ensure the continuation of a campus-wide dialogue and action around diversity, equity, inclusion, and belonging.

The new AVP will also play a key role in transitioning CSULB to a more residential campus. This is already underway as the residential community at CSULB has significantly expanded in recent years, with the opening of a new residence hall two years ago and a hall currently in the design phase to accommodate a larger percentage of students on campus. The university currently houses just over 3,000 students with plans to add additional beds through the renovation of existing student housing and the construction of new housing complexes in the coming years, with the goal of housing 5,000 students. As the campus becomes increasingly residential, the AVP will be tasked with opening new halls and ensuring that on-campus housing serves as a hub for community building and connection to the university at large.

### **ABOUT CSULB and the CSU**

CSULB has over 190 academic programs across 8 colleges (Arts, Engineering, Education, Liberal Arts, Business, Health & Human Services, Professional & Continuing Education, Natural Sciences & Mathematics), and a diverse faculty of 2,500 scholars. CSULB enriches the lives of students and its surrounding community through globally informed, high impact educational experiences with superior teaching, research, creative activity, and action for the public good. The university is poised to chart a new path in higher education, one that will focus the efforts of the students, faculty, staff, administration, and community partners on a shared vision. The university aims to be a force for good in California and the world through a series of [University Action Plans](#) anchored in the following strategic priorities: engage all students, expand access to higher education, promote intellectual achievement, build community, and cultivate resilience.

With 23 campuses, 485,000 students, and 56,000 faculty and staff, the California State University system trains the majority of California's leaders and policymakers: approximately 1 in 10 employees in California is a CSU graduate and there are over 3.9 million alumni. The CSU has several student success initiatives that have been lauded nationally. Currently, the [Graduation Initiative 2025](#) (GI 2025) is focused on efforts to help students succeed and progress toward graduation in a timely manner and to eliminate gaps in achievement for underrepresented minorities and Pell-eligible students.

### **ABOUT STUDENT AFFAIRS**

The Division of Student Affairs aims to shape an inclusive and affirming experience for students to grow, thrive, and succeed. Led by Vice President for Student Affairs, Dr. Beth Lesen, who joined CSULB in 2020, the Division encompasses over [50 programs and services](#), strategically organized by mission under [5 Associate Vice Presidents](#) (Engagement & Equity, Student Affairs, Health & Wellness, Human Resources & Fiscal Management, and Student Auxiliary Enterprises). In 2022, the division launched a mental health strategic plan, [Beach Well](#). The plan outlines ambitious goals and a transformative approach to supporting

thriving minds, healthy lives, and bright futures for all CSULB students. This Fall, enrollment management will be added to the Student Affairs portfolio, allowing the opportunity to collaborate and share insights and expertise that can help inform enrollment planning, retention, and student success efforts.

Central to the Student Affairs mission is a deep and abiding commitment to diversity, equity, inclusion, and accessibility. In July 2020, Dr. Lesen appointed the inaugural Student Affairs Equity & Diversity Task Force in response to the continued acts of hate, violence, racism, and systemic oppression across the nation towards the Black community. The task force draws on the expertise within the division and ensures accountability in remaining steadfast in support of students and one another in dismantling structures that have historically targeted marginalized groups, including, but certainly not limited to, those identifying as Black/Pan-African, Asian, Pacific Islander, LatinX, Native American/American Indian, Jewish, Muslim, LGBTQIA+, individuals with disabilities, undocumented, and intersecting identities.

## ROLE OF THE AVP

Under the general direction of the Vice President of Student Affairs (VPSA), the Associate Vice President, Engagement & Equity (AVP) has authority and responsibility and provides leadership, direction, and oversight of operations, finances, and personnel. The position is responsible for overseeing strategic planning efforts, goal-setting processes, and the creation and implementation of student learning outcomes for each department assigned to align with the goals of Student Affairs and the university. The AVP is responsible for creating, developing, and leading Student Affairs efforts for student success and engagement by creating an operational framework to serve students effectively, spur collaboration, and link services throughout the Division and across campus. The position oversees the inclusion of theoretical frameworks, implementation of best practices, adhering to national standards, and research and data to inform practices. The AVP provides services that are equitable, inclusive and provide culturally sensitive services that enhance the quality of campus life. They will use a student-centered and equity-minded approach in all communication and service efforts.

The AVP leads community outreach initiatives and partnership development on behalf of the Vice President and Student Affairs for a number of projects and initiatives. As directed by the VPSA, serves as a key member of Student Affairs and University committees and a wide variety of assignments including leading and supporting Division, University, and Chancellor's Office initiatives (i.e. partnering with the Academic Senate, serving as chair of the Exclusive Excellence Commission, etc.).

The AVP will lead a team of **5 direct reports, 100 total staff, and a budget of 55 million** while ensuring a positive and engaging culture built on trust, support, and accountability.

## QUALIFICATIONS AND CHARACTERISTICS

Required Qualifications:

- Master's Degree in student services, higher education leadership or related field

- Experience working in a supervisory capacity within higher education student affairs and managing a budget; ability to manage a complex budget
- Experience in working with and providing services to students from underrepresented and marginalized communities

The successful candidate will also have most, if not all, of the following characteristics and experiences:

- A strong and visible advocate for all students, including experience breaking down systematic barriers to their success
- Ability to contribute to a positive university experience for each and every student, and assist in achieving the university's commitment to a "vision of excellence"
- Ability to communicate with an ethnically and culturally diverse campus community; proven ability to support diversity in all of its forms with an equity and inclusion mindset
- Ability to understand and communicate the roles and responsibilities of others and to gauge relationships accordingly by taking into account the variety of the interrelationships, motivations and goals of the members of the university community; excellent collaboration skills are required across all campus divisions and all levels of management and staff; a collaborative style of management and a record of being an effective team player
- Ability to represent the Student Affairs Division at division and university committees well
- Ability to establish and maintain effective, cooperative, and harmonious working relationships in circumstances that may involve the denial of requests or the necessity to persuade others to accept a different point of view
- Experience working in or with university residential housing
- Experience in assessment, data collection, and data analysis
- Ability to work effectively and productively as part of a team and establish and maintain cooperative working relationships and maintain a positive and respectful attitude; ability to work effectively up, down, and across the institution
- Experience and understanding of university advising practices and policies
- Ability to develop written materials that will communicate effectively with managers, students, staff, and faculty
- Strong project management skills/experience
- Experience in analyzing information, problems, situations, procedures, etc. and finding solutions
- Knowledge of higher education services and high impact practices
- Demonstrated experience problem-solving across university departments and with external governing bodies
- Experience with on-site monitoring of complex student programs with large attendance
- Experience interviewing, selecting, training, supervising, and evaluating administrative support staff
- Ability to manage, organize, and demonstrate command of a complex and continuously changing array of information
- Demonstrated management skills and leadership ability

- Ability to follow all university policies, procedures, and guidelines including but not limited to safety, civility, information security, and non-discrimination policies and procedures

## COMPENSATION AND LOCATION

The annual salary range for the AVP role is \$145,872-\$218,808. The hire's salary will depend on experience and qualifications.

Long Beach is a large city with a population of 492,000, located in Los Angeles County, 20 miles south of downtown Los Angeles. Long Beach uniquely blends the character of a sophisticated urban area with the charm of a seaside community. It is so close to every terrain and climate that in one day, you could surf in the morning, snow ski in the afternoon, and come home and see a movie at night. Every famous Southern California landmark, attraction, and destination is easily within a two-hour drive from the city. It has been named one of the most walkable cities in the United States.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and resumes with cover letters should be submitted via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/california-state-university-long-beach/associate-vice-president-engagement-and-equity>.

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