



# CAL POLY

## **Search for the Vice President for University Development and Alumni Engagement and Chief Executive Officer of the Cal Poly Foundation**

**California Polytechnic State University  
San Luis Obispo, California**

### **THE SEARCH**

California Polytechnic State University (Cal Poly), one of the nation's top public universities, seeks an experienced and strategic Vice President (VP) for University Development and Alumni Engagement (UDAE). This individual also serves as the Chief Executive Officer (CEO) of the Cal Poly Foundation, a duly recognized 501(c)(3) public benefit nonprofit corporation and auxiliary organization of the California State University (CSU) system. This opportunity becomes available at a pivotal moment for the university as Cal Poly continues building on the momentum achieved as a result of its most recent and groundbreaking comprehensive campaign, and importantly prepares for a future, more ambitious fundraising endeavor. In doing so, the VP will build upon a robust philanthropic culture and implement the necessary infrastructure to support and sustain the vibrancy and uniqueness of Cal Poly as an institution through an organized and efficient UDAE operation. The VP will have the opportunity to design and implement an overarching vision and strategy to integrate the functions across UDAE, create corresponding alliances across the university, and strategically augment and coalesce the existing team to sustainably elevate productivity, efficiency, and capacity to meet Cal Poly's strategic priorities and institutional goals.

One of the most unique universities in the CSU system, Cal Poly's distinctiveness begins with its "Learn by Doing" approach in which students are provided with daily opportunities to apply classroom theory to real-world problems within a comprehensive polytechnic education. Learn by Doing enables the university's nearly 21,000 undergraduate and 815 graduate students to develop deep confidence in their knowledge and technical skills while preparing them to become resourceful, innovative professionals who can solve the problems of an increasingly complex and technological world. This approach, which has been Cal Poly's core philosophy since its founding in 1901, produces alumni who make a tremendous impact on a global scale.

Reporting to President Jeffrey D. Armstrong, a committed and energetic leader for whom advancing philanthropic success is a key priority, and serving as a contributing member of his senior leadership team, the VP will join Cal Poly following the successful conclusion of the university's second comprehensive

philanthropic campaign in institutional history. *The Power of Doing: The Campaign for Learn by Doing* closed in July 2020, raising more than \$832 million against an initial \$700 million goal, making it the then-largest fundraising initiative in the history of the CSU system. Alumni support for the campaign's key priorities – including state-of-the-art facilities, student-faculty research, and scholarship opportunities – was unprecedented, as evidenced by a record-breaking \$110 million gift. As Cal Poly reflects on its existing strengths and growth opportunities, particularly in preparation for its next campaign endeavor, the university seeks a VP who demonstrates a strong commitment to building a world-class fundraising and engagement enterprise and who will make the necessary enhancements to UDAE infrastructure, processes, and efficiencies in order to unlock Cal Poly's full philanthropic potential.

Working closely with President Armstrong and Foundation board leadership, as well as a dedicated cohort of academic leaders with great interest and deep engagement in fundraising activities, this individual will thoroughly assess the UDAE operation and determine appropriate strategies for continued and sustainable success. The VP will also be an active partner with the president and his senior leadership team in generating and evaluating the fundability of new ideas, effectively operationalizing and prioritizing those most promising. The VP will oversee UDAE's selection of and transition to a new customer relationship manager (CRM) platform and launch systematic initiatives to bolster UDAE's operational functions, thereby contributing to the division's overall ability to cultivate the next generation of donors; seek out new philanthropic communities; and engage alumni in creative and meaningful ways.

As the leader of a nearly 60-member team across UDAE, of whom seven are direct reports, the VP will further enhance the organizational structure to maximize effectiveness and continuously stimulate collaboration among the various functions of the division. The VP will set clear and achievable expectations and accountability measures and will inspire staff to meet and exceed goals that include enhancing donor discovery efforts; expanding the major gift pipeline; better leveraging philanthropic support from corporations and foundations; and broadening the reach of alumni engagement activities. Leading by example, the VP carries a select portfolio of prospects and donors and works closely with the president and principal gifts team to design compelling cultivation, solicitation, and stewardship strategies. As CEO of the Cal Poly Foundation, the VP will serve as a voting member and work closely with the Foundation Board, Executive Committee, and board chair to advance the fundraising activities of the university in alignment with institutional priorities.

Cal Poly seeks a VP who is inventive, strategic, and capable of articulating the overarching strategy while recognizing the importance of the details that are often the difference between success and failure. With at least 10 years of leadership experience in development, the ideal candidate will possess strong organizational, strategic planning, and motivational skills; a keen understanding of fundraising best practices and a comprehensive knowledge of all major development and alumni engagement functions, including a depth of campaign experience; and a track record of significant personal success in donor cultivation, solicitation, and stewardship at the major and principal gift levels. The ideal candidate will be a seasoned team leader adept at maximizing, leveraging, and advocating for staff, and facilitating team success through ongoing professional development opportunities. The VP must be a self-starter who

advances a clear set of priorities with urgency and efficiency; demonstrates a high level of integrity, trust, and resourcefulness; adapts in a dynamic environment; and exhibits the credibility, emotional intelligence, and judgment to effectively engage and partner with internal and external constituents, including key volunteers. The VP will reflect and embody the core values of Cal Poly, including its dedication to fostering a diverse, equitable, and inclusive community to enhance the learning experience. It is imperative that this individual bring a deep appreciation and passion for the mission, goals, and uniqueness of Cal Poly. A bachelor's degree is required for this role.

California Polytechnic State University has retained Rachel Ellenport of the national executive search firm Isaacson, Miller to conduct this important recruitment. Confidential inquiries, nominations, and applications may be directed to the search firm as indicated at the end of this document.

### **CALIFORNIA POLYTECHNIC STATE UNIVERSITY**

*Cal Poly fosters teaching, scholarship, and service in a Learn by Doing environment in which students, staff, and faculty are partners in discovery. As a polytechnic university, Cal Poly promotes the application of theory to practice. As a comprehensive institution, Cal Poly provides a balanced education in the arts, sciences, and technology, while encouraging cross-disciplinary and co-curricular experiences. As an academic community, Cal Poly values free inquiry, cultural and intellectual diversity, mutual respect, civic engagement, and social and environmental responsibility.*

— Mission statement of the California Polytechnic State University

### **Institutional Information**

Cal Poly, one of 23 universities in the California State University (CSU) system, was founded in 1901, and is one of only a handful of comprehensive polytechnic universities in the nation, with approximately 22,000 undergraduate, 120 post-baccalaureate, and 700 graduate students. A primarily undergraduate university, Cal Poly offers 64 baccalaureate degrees and 32 master's degrees. Cal Poly is among seven top California schools – and the only CSU campus – to receive five-star recognition in Money magazine's [“2023 Best Colleges”](#) rankings, along with 34 other schools including such Ivy League universities as Harvard, Princeton, Yale, and Columbia. *U.S. News and World Report* has ranked Cal Poly number-one among public master's universities in the western United States for 31 consecutive years.

Cal Poly is known for its Learn by Doing philosophy. Each year, more than 20,000 top-tier students come to San Luis Obispo to put knowledge into action, taking their learning outside the classroom as they prepare for careers in engineering, agriculture, science, business, humanities, and the built environment. Cal Poly's hands-on philosophy, small class sizes, and close student-faculty mentorships result in graduates ready from day one to impact their communities, California, and the world.

The university is organized into nine divisions: Academic Affairs, Administration and Finance, Diversity and Inclusion, Strategic Enrollment Management, University Development and Alumni Engagement, University Communications and Marketing, Research, University Personnel, and Student Affairs. Cal Poly owns approximately 10,000 acres of land, between its San Luis Obispo campus and Swanton Pacific Ranch in Santa Cruz County, making it one of the largest land-holding universities in the nation, and creating deep connections with the California's agricultural industry.

## Academics

Cal Poly is made up of six colleges: [Agriculture, Food & Environmental Sciences](#); [Architecture & Environmental Design](#); [Engineering](#); [Liberal Arts](#); [Orfalea College of Business](#); and the [Bailey College of Science and Mathematics](#). Two-thirds of the university's students major in agriculture, architecture and environmental design, business, or engineering. There are programs in all the colleges that rank among the top in the nation, including the number-one undergraduate architecture program in the nation.

At the heart of all that Cal Poly values is a core commitment to student success. Cal Poly students graduating with undergraduate or graduate degrees are expected to have met the following learning objectives:

- Think critically and creatively
- Communicate effectively
- Demonstrate expertise in a scholarly discipline and understand that discipline in relation to the larger world of the arts, sciences, and technology
- Work productively as individuals and in groups
- Use their knowledge and skills to make a positive contribution to society
- Make reasoned decisions based on an understanding of ethics, a respect for diversity, and an awareness of issues related to sustainability

Cal Poly is accredited by the Western Association of Schools and Colleges (WASC) and the WASC Senior College and University Commission, and 30 Cal Poly programs are accredited by national professional associations. In pursuance of the university's Learn by Doing philosophy and ensuring that faculty remain top in their fields, Cal Poly supports the integration of teaching and scholarship into the faculty experience and continuously strives to increase the institution's capacity for research, scholarship, and creative activities. Over the past three years, the university has administered an average of \$28 million in external funding annually in support of research, scholarship, and creative activities; curriculum development and improvement; community service activities; and student-support programs. A hallmark of faculty scholarship is the extensive involvement of students, particularly undergraduates. In every college, there is an even greater untapped capacity for grants and fundraising due to the outstanding polytechnic focus in each college and strong connections to industry needs. The university benefits from active and

experienced advisory boards at the presidential, college, and departmental levels, with hundreds of industry, community, and educational leaders serving in this capacity.

### **Current Context**

In October 2021, Cal Poly began the process of converting from a quarter calendar to a semester calendar system which presents an opportunity to enhance university efficiency and effectiveness. This transition will occur at the start of the 2026-2027 academic year. Once Cal Poly converts to a semester calendar, the entire California State University (CSU) system of 23 campuses will be on semester-based academic schedules.

Enrollment at Cal Poly is expected to grow in the coming years to support CSU system goals and to align with system-wide financial incentives while meeting or exceeding Governor Gavin Newsom's funding [compact](#) goals. The most recent [campus master plan](#) calls for growing maximum student head count on-campus during any term to about 25,000 students by the year 2035. This growth includes leveraging a new summer term for year-round operations. Beginning in the 2024-2025 academic year, new students will be able to opt into beginning their academic careers at Cal Poly during the summer of their first year and spending a second summer on-campus in a later year, and agreeing to spend two typical academic terms off-campus and engaged in a High-Impact Practice. This should allow Cal Poly to increase total enrollment to closer to 30,000, while keeping headcount in any given term at the 25,000 level.

To learn more about Cal Poly, please visit: <http://www.calpoly.edu/>

## **LEADERSHIP AND GOVERNANCE**

### **President Jeffrey D. Armstrong**

Cal Poly is led by [President Jeffrey D. Armstrong](#), the university's ninth permanent president. President Armstrong is both a beneficiary of the wise investments of his predecessors and a visionary president who has overseen an ongoing transformation of the university. Since his tenure began in 2011, on-campus student housing has grown by 25 percent, with another 33 percent of growth (compared to 2011) scheduled over the next decade. He has also overseen the increasing diversification of the student body, with the number of first-year students who identify as underrepresented minorities doubling between 2011 and 2023. A first-generation college graduate, President Armstrong has especially focused on improving financial aid and lowering the cost of attendance for the students with greatest financial need. He has changed the way Cal Poly funds financial aid, increasing the total amount awarded by approximately \$12 million in 2022-2023 alone, part of a multi-year, permanent funding change that will dedicate tens of millions in additional aid to students in need. During his tenure, applications to Cal Poly have grown by 77 percent; each entering class for the past five years has set a new school record for their qualifications; and the share of underrepresented minority applicants has increased by 75 percent. Under

his leadership, Cal Poly raised both the largest single philanthropic gift to the CSU and also the largest total philanthropic campaign in system history.

Before joining Cal Poly, Dr. Armstrong served as dean of the College of Agriculture and Natural Resources and professor of Animal Science at Michigan State University, beginning in 2001. He was head of the Department of Animal Sciences at Purdue University from 1997 to 2001 and served in various positions at North Carolina State University from 1986 through 1997.

### **Cal Poly Foundation**

[The Cal Poly Foundation](#) incorporated as a 501(c)(3) nonprofit corporation and an official auxiliary of the university in March 2006. Currently consisting of 26 alumni and friends of the university, the Cal Poly Foundation was established to generate private support that will play a crucial role in building and maintaining Cal Poly's multidisciplinary Learn by Doing educational model. In addition to providing leadership to raise philanthropic support for Cal Poly, the Foundation board also manages the university's \$240 million endowment and other private gifts.

The Foundation is led by Chairman William H. Swanson, who graduated magna cum laude from Cal Poly in 1972 with a bachelor's degree in industrial engineering. Mr. Swanson retired in October 2014 from Raytheon Company where he held the position of Chairman and Chief Executive Officer. In 1991, Mr. Swanson was selected as the Cal Poly College of Engineering Honored Alumnus and received an honorary Doctor of Science degree from Cal Poly in 2005.

### **FINANCIAL AND FUNDRAISING OVERVIEW**

In fiscal year 2023, Cal Poly raised approximately \$65 million with nearly 60 staff members who work across the [UDAE](#) platform, comprising annual giving; alumni engagement; finance and gift administration; principal and planned giving; and colleges, units, and campaigns. UDAE operates under a hybrid centralized/decentralized structure in which the lead development officers within the colleges and units formally report to the deans, director of athletics, or vice president for student affairs, with dotted reporting lines to central development. UDAE has an operational budget of approximately \$11.6 million.

#### ***The Power of Doing: The Campaign for Learn by Doing***

In support of the Learn by Doing philosophy, which has long defined a Cal Poly education, the university recently embarked on its largest fundraising initiative in institutional history. [The Power of Doing: The Campaign for Learn by Doing](#) launched publicly in May 2019 with a goal of \$700 million. The fundraising effort exceeded its goal 14 months later and successfully closed in July 2020 with a total surpassing \$832 million which, at the time, represented the most successful campaign in the history of the CSU system. More than 73,500 donors made over 184,400 unique gifts to the campaign, of which 17 amounted to \$5 million or more. Funds raised for this historic fundraising endeavor supported three primary campaign

pillars: Empowering Students; Empowering Excellence; and Empowering Innovation. These pillars are used to fund a variety of university priorities, including state-of-the-art facilities, expansion of student-faculty research, and enhancement of project-based learning opportunities, among a host of other areas.

Demonstrating unprecedented support for the nation's largest public university system, and specifically for undergraduate research, CSU alumni William (Cal Poly) and Linda (San Jose State University) Frost donated a record-breaking \$110 million to Cal Poly's College of Science and Mathematics in support of *The Power of Doing*. This gift, the largest in the history of the CSU, established the Frost Fund and transforms science and mathematics education at Cal Poly by providing scholarships, support for personnel and research, equipment, and facilities to dramatically grow undergraduate research.

### **VICE PRESIDENT FOR UNIVERSITY DEVELOPMENT AND ALUMNI ENGAGEMENT CEO, CAL POLY FOUNDATION**

Reporting directly to President Jeffrey Armstong and serving as an active and contributing member of his cabinet, the VP will establish priorities and devise strategies that strengthen the culture of philanthropy; support university-wide strategic priorities; attract new sources of funding; and deeply engage alumni and friends of the university. Building upon the momentum of *The Power of Doing: The Campaign for Learn by Doing*, the VP will also guide Cal Poly leadership in preparation for future fundraising endeavors. As the CEO of the Cal Poly Foundation, the VP is responsible for ensuring that the Foundation achieves its mission and financial objectives. This individual will take a lead role in the recruitment of board members of diverse backgrounds and experiences, as well as in the motivation and development of board members to be passionate and committed to serving Cal Poly and the Foundation to the best of their capacity. The CEO is a voting member of the Foundation.

The VP is also responsible for providing strategic vision and effective leadership for the UDAE division. This individual will recruit, hire, train, and mentor staff, defining mutually acceptable annual and long-term performance goals; ensure an optimal organizational structure; and engage, educate, and otherwise support staff, faculty, volunteers, and senior leaders in their respective engagement and fundraising efforts. Leading by example, the VP will personally participate in the identification, cultivation, and solicitation of select, high-level donors and prospects. In addition to these formal duties, the VP will be an integral and visible member of the Cal Poly community. The successful candidate will reflect and embody the values of Cal Poly and its leadership, and serve with authenticity, warmth, and humility.

### **Duties and Responsibilities**

#### ***Strategic Vision and Leadership***

- Assess the fundraising potential of Cal Poly; craft a sophisticated multi-year strategy that leverages the strengths and assets of Cal Poly to reinforce the culture of philanthropy and



substantially and sustainably increase philanthropic support, including for the endowment, capital projects, and the annual fund, in keeping with the mission and core values of the university.

- Serve as an active and valued member of the president's cabinet; build strong, collaborative professional relationships with cabinet peers and foster a strong team orientation. Participate in campus-wide strategic planning efforts and contribute to discussions that guide strategies and policies shaping Cal Poly's future.
- Capitalize on the gains made during Cal Poly's most recent campaign, understanding its successes, and recognizing any missed opportunities. Prepare the university for future fundraising endeavors, ensuring an optimally deployed staff and an effective, efficient infrastructure that will support the success of an imminent comprehensive campaign.
- Develop clear, consistent, cohesive, and compelling messaging that leverages the uniqueness, strengths, and aspirations of Cal Poly and its leadership, in a way that reflects the excitement for the university's future direction and results in philanthropic support for funding priorities. Ensure that messaging and outreach reflect and support Cal Poly's diversity.
- Personally cultivate, solicit, and steward a select prospect portfolio; lead the centrally- and college-based frontline fundraising teams by example, demonstrating success and providing mentorship in order to maximize philanthropic revenue.

### ***Leadership Support and Engagement***

- Guide and support the president in his role as chief spokesperson and fundraiser, serving as advisor and co-strategist in cultivating prospective donors, soliciting transformative gifts, and operationalizing bold new ideas that will lead Cal Poly to even greater levels of distinction.
- Similarly guide and support senior leaders, volunteers, deans, faculty, and other key constituents in development-related activities, ensuring that their time spent is productive, meaningful, and personally rewarding; work closely with the president and provost to systematically engage deans and faculty in development activities.
- Serve as the CEO and a voting member of the Cal Poly Foundation; supervise, direct, and carry out the Foundation's initiatives in accordance with, and subject to, the control and direction of the board; perform other duties as are customarily vested in the CEO of a corporation or as the board may from time to time determine.
- Analyze the Cal Poly Foundation board's giving patterns and encourage their continued personal participation in philanthropy. Provide the highest level of personal support to volunteer



leadership and the board for their activities on behalf of Cal Poly; ensure that their experiences are meaningful, productive, and enjoyable, and that their intellectual and emotional connections to Cal Poly are strengthened.

- Assist in the identification, recruitment, and cultivation of new Foundation board members on a national basis, identifying key leaders with an affinity for the mission of Cal Poly; build a volunteer structure that fosters a culture of philanthropy and reflects Cal Poly's commitment to diversity in all its forms. Work closely with the president, board chair, and secretary of the board of trustees to develop strategies that will enhance and strengthen the board.
- Cultivate strong working relationships with administrators, faculty, and staff across campus, especially colleagues in Academic Affairs, Administration and Finance, Athletics, Career Services, Diversity and Inclusion, Facilities, Information Technology Services, Marketing and Communications, Research and Economic Development, and Student Affairs; engender trust among these constituents through transparent communication and a clear motivation to work as a team.

### ***Programmatic Elevation***

- Serve as an architect and builder of a strategic, cohesive, and systematic UDAE program that is reflective of industry best practices and remains consistent with Cal Poly's mission and core values.
- Evaluate, strengthen, and enhance existing individual giving (annual, major, principal, and planned), and corporate and foundation relations programs. Develop and implement new and innovative plans to systematically and strategically identify and acquire prospective individual and institutional donors, increase donor retention, and renew and upgrade existing donors.
- Develop efficient and effective programs designed to leverage the annual fund as a pipeline for major and planned giving prospects; ensure that accurate and timely alumni data is captured.
- Leverage the president and senior leadership to build new and enhance Cal Poly's existing relationships with civic and community leaders, corporations, and foundations, among others; and to philanthropically engage unaffiliated individuals and institutions in support of Cal Poly.
- Build capacity and volunteer engagement by identifying, tracking, and nurturing Cal Poly's alumni, parents, and friends. Develop meaningful and strategic frameworks to leverage, organize, and mobilize volunteers and to raise the sights and involvement of volunteers and donors at all levels.

- Ensure that Cal Poly draws upon the skills and talents of its alumni. Convey to volunteers that their service is valued, and their support is appreciated; identify opportunities to more closely align the Alumni Association with UDAE to maximize engagement opportunities and outcomes.
- Create alumni programming and engagement opportunities, in addition to a robust regional alumni engagement strategy, for Cal Poly's more than 200,000 living alumni that enhances and supports the university's vision and ambitions.

### ***Staff Management and Leadership***

- Maintain a leadership style that is fair, equitable, fluid, and open; support, mentor, and optimally organize the nearly 60-member UDAE team and operation, setting clear direction and priorities for staff. Model a culture of open and honest communication, respect, inclusion, integrity, high achievement, and overall professionalism.
- Promote excellence through well-defined goals and implementation of best practices and accountability measures. Provide opportunities for professional learning and growth; inspire, empower, and motivate staff through active, transparent communication and delegation.
- Foster a professional environment that recognizes and rewards performance, supports innovation, builds confidence, encourages teamwork, reduces silos, retains staff, and promotes diversity and inclusion; serve as an advocate for staff, representing their concerns and needs.
- Oversee all personnel activities for the department, including the recruitment, hiring, and onboarding of staff; as well as defining the job responsibilities and performance review process for each staff member.
- Partner closely with the associate vice president for development (AVP) to continue to bolster the development structure and ensure the efforts of central development and development officers in the colleges and units are collaborative, well-coordinated, and supportive of institutional priorities.
- Ensure that all systems and processes, from data capture to gift acceptances and processing, maximizing available intelligence via reporting and also follow sound budgetary, legal, and accountability practices.
- Plan and carefully manage the UDAE budget, ensuring that resources are deployed efficiently and effectively in support of fundraising goals and objectives; utilize contemporary analytics to project, measure, and report on progress relative goals.

## Qualifications and Experience

- A deep appreciation for the history, achievements, and aspirations of Cal Poly, and the ability to effectively articulate the president's vision to a diverse audience; a demonstrated track record of commitment to diversity, equity, and inclusion.
- A minimum of ten years of progressively responsible fundraising and managerial experience in development, preferably within higher education or a large multi-unit organization; experience serving on a senior leadership team and contributing at the strategic level; depth of knowledge in all key areas of development; a demonstrated ability to plan, manage, and successfully conclude a comprehensive campaign.
- Demonstrated success increasing the effectiveness and efficiency of an existing development program and its staff, including individual and institutional philanthropy, through established objective and performance standards and resulting in a transformative increase in philanthropic revenue.
- Proven success creating a team- and goal-oriented environment that empowers staff through active communication, and that builds confidence, promotes diversity of thought, and celebrates achievements; a successful track record of building and maintaining strong, diverse, and highly productive teams.
- A track record of success to personally cultivate, solicit, and steward gifts of seven-figures or more from individuals, foundations, and corporations.
- Demonstrated ability and experience to plan, manage, and successfully execute large-scale comprehensive campaign.
- A high level of comfort and effectiveness interfacing with high-net-worth individuals and corporate business leaders.
- The credibility, emotional maturity, authenticity, and sound judgment required to effectively engage and leverage university leadership and volunteers in the cultivation, solicitation, and stewardship of key prospects and donors.
- The political savvy to navigate a complex academic community; the desire and ability to build bridges and strong collaborative relationships with all members of an operation across a university with a diverse body of alumni and constituents.

- Exemplary listening and interpersonal skills; strong personal integrity, charisma, and work ethic coupled with a sense of humor and personal fortitude.
- Superior written and oral communication skills; the ability to understand and translate information for all audiences; clarity and crispness in writing and speaking.
- A desire to deeply engage in the local and university communities. Strong commitment to intercultural understanding, inclusive institutional excellence, and global engagement.
- A sharp eye for operational efficiency and the best use of resources, including a demonstrated understanding of budgets and the ability to manage them; a track record of successfully negotiating with vendors and managing contracts.
- The ability to maintain confidentiality and securely handle highly sensitive information.
- Working knowledge of, or the ability to quickly comprehend, shared governance and other practices unique to higher education; some level of familiarity with policies and laws related to higher education.
- The personal flexibility to travel both domestically and international and work evenings or weekends, as required.
- Bachelor's degree required.

### **Location**

San Luis Obispo, a coastal city nestled halfway between Los Angeles and San Francisco, has a population of approximately 48,000 residents. Its economy is based largely on tourism, agriculture, and Cal Poly. The region has a mild, Mediterranean climate which residents enjoy yearlong. The city has numerous attractions, such as a vibrant Performing Arts Center housed in a world-class revenue, a weekly Thursday night Farmer's Market, and close proximity to many excellent vineyards, hotels, restaurants, and opportunities to enjoy local produce and goods. The San Luis Obispo Regional Airport currently offers daily commercial air service to nine areas including Dallas/Fort Worth, Denver, Los Angeles, Las Vegas, Phoenix, Portland, San Diego, San Francisco, and Seattle.

### **Compensation and Benefits**

While the annual salary for this role is between \$320K-\$340K, the total compensation package is inclusive of a housing stipend limited to one year; a vehicle stipend, and a competitive annual bonus structure based on mutually agreed upon goals and objectives. Cal Poly also offers excellent fringe benefits,

including health, dental, and vision insurance; retirement participation in the California Public Employees' Retirement System; and educational benefits for eligible employees.

For additional information about Cal Poly's benefits, please click [here](#).

### **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 sent via the Isaacson, Miller website for the search. Electronic submission of materials is strongly encouraged.

<https://www.imsearch.com/open-searches/california-polytechnic-state-university-san-luis-obispo/vice-president-university>

Rachel Ellenport, Partner  
Nicole Poe, Managing Associate  
Megan Gorman, Managing Search Coordinator

*Cal Poly, an equal employment opportunity employer, is strongly committed to achieving excellence through a diverse workforce. The University actively encourages applications of all qualified individuals.*