

# University of La Verne

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Search for the Dean of the Cástulo de la Rocha College of Health and Community Well-Being  
La Verne, California

The University of La Verne (La Verne) welcomes inquiries, nominations, and applications for the role of Dean of the Cástulo de la Rocha College of Health and Community Well-Being. This is an extraordinary opportunity to lead La Verne's newest college through a transformational era to become a pillar of the University and the local community. By crafting and aligning the goals of the College with the University's mission, the Dean will cultivate and strengthen the academic and student experience at an institution where one in six undergraduate and graduate students enroll in a health-related degree. The Dean will join a dynamic community of administrators, faculty, staff, students, and community members to build upon the initiatives in [the 2025 Strategic Vision](#) and promote the education of culturally competent health professionals to meet the healthcare and public health needs of the region.

Founded in 2021, the Cástulo de la Rocha College of Health and Community Well-Being offers undergraduate, graduate, and professional programs in health administration, child life, kinesiology, psychology, marriage and family therapy, clinical psychology, and athletic training. Through deep partnerships with community health providers, hospitals, non-profits, and others, the College provides students with meaningful clinical, internship, research, and other hands-on experiences critical to a quality education and student licensure requirements.

The College's emphasis on health equity and social determinants of health aligns with the University of La Verne's commitment to providing a distinctive and relevant educational experience that prepares students for successful careers and lifelong learning that will improve and enhance local, regional, and global communities. As an institution, La Verne serves approximately 6,000 traditional age and adult learners from myriad backgrounds, helping make the federally designated Hispanic-Serving Institution one of the most diverse universities in the nation. Nearly half of the traditional undergraduates are first-generation students, and more than 70 percent of La Verne students receive some form of financial aid, ranking it sixth nationally for social mobility of students by *U.S. News & World Report*.

The Founding Dean will be a strategic, collaborative, and creative leader capable of guiding the direction of the College in alignment with an ongoing emphasis on health and community well-being. They will also embrace diversity and inclusion and be personally engaged and committed to fostering a culture of excellence that inspires students, administrators, faculty, and staff in the College. To be successful, the Dean will be asked to address the following opportunities and challenges:

- Craft a unified vision that aligns the academic programs to shape the future of community health and well-being in the region;
- Design and implement innovative academic programs that meet the evolving needs of students in the region;
- Establish high standards for academic excellence and student success;
- Build and sustain external partnerships to promote excellence across academic programs;
- Establish a strong reputation for the college within the academic community and beyond;
- Engage with the local community to address regional needs and contribute to local development;
- Steward resources to support the college's initiatives and growth with a focus on resource generation through donations, grants, and partnerships;
- Cultivate a collaborative, transparent, and supportive culture.

A complete list of the desired qualifications and characteristics can 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 THE UNIVERSITY OF LA VERNE**

The University of La Verne has a rich history of community-based learning. Founded 133 years ago as Lordsburg College by members of the Church of the Brethren, the University and community have undergone a dramatic evolution over the decades. Today, the University of La Verne and the Board of Trustees is independent of church control. The student body is remarkably diverse, and of the traditional undergraduate enrollees, 44 percent are first-generation students, and 58 percent of students declare themselves an underrepresented minority.

The University is organized across five colleges:

- **The Cástulo de la Rocha College of Health and Community Well-Being** is the newest of the five colleges and a hub for high-quality education, research, and innovation in health, social determinants of health, and personal and community well-being across its [undergraduate](#) and [graduate](#) programs.
- **The College of Arts and Sciences** engages students with an innovative and challenging education in the traditional disciplines of a liberal arts education, including the fine arts, humanities, natural sciences, and social sciences.
- **The College of Business** provides students with a broad-based management education emphasizing the application of theory to management practice that builds conceptual skills and core values needed to become effective leaders and managers in today's changing global environment.
- **The LaFetra College of Education** offers undergraduate, graduate, and credential programs that integrate theory and practical application, preparing educators and leaders with the knowledge,

skills, and dispositions they need to succeed in today's schools, organizations, and diverse communities.

- **The College of Law and Public Service** immerses students in a program of study that combines substantive and applied learning while providing a values orientation that emphasizes professionalism and service to community-producing graduates who are prepared to meet the complex challenges of the modern practice of law.

For the past 50 years, the University has been recognized as a pioneer in adult education, offering specialized programs for adult learners at La Verne and regional campuses. The Regional and Online Campuses (ROC) administer, in cooperation with the colleges and academic departments, the delivery of courses leading to degrees through the [seven regional campuses](#), [Campus Accelerated Program for Adults](#), and [La Verne Online](#), providing education at times and places convenient to working adults. Along with encouraging diversity and inclusion, the University focuses on the individual, as evidenced by its student/faculty ratio of 14:1. Professors are personally engaged and committed to delivering an education that is experiential and centered on "theory to practice." For more information on the academic offerings at the University of La Verne, visit [www.laverne.edu](http://www.laverne.edu).

## 2025 STRATEGIC PLAN

The University of La Verne is well into its 2025 Strategic Plan. This plan has positioned the university to compete successfully in an evolving higher education environment, centering academic excellence and focusing on the success of distinctive programs that address regional needs. As a cornerstone of the University of La Verne's 2025 Strategic Vision, the College of Health and Community Well-Being serves as a hub for high-quality education, research, and innovation in health and the social determinants of health. The 2025 Strategic Plan is undergirded by [four strategic themes](#):

1. [High-Value Education](#)
2. [Inclusive Environment](#)
3. [Holistic Education](#)
4. [Performance Excellence and Innovation](#)

The strategy takes into account future student demographics that will be increasingly Latinx, adult, veteran, transfer, and low-income by embracing La Verne's Hispanic-Serving Institution status and building upon its traditional strength with adult learners. The University continues to be a destination of choice for these fast-growing student demographics by offering a flexible, personalized, career-focused education within an inclusive learning environment for all students. For more information, visit <https://laverne.edu/2025-vision/>.

## ABOUT THE COLLEGE OF HEALTH AND COMMUNITY WELL-BEING

Founded in 2021, the College of Health and Community Well-Being looks to bolster and sustainably support the region by educating diverse, highly competent, and compassionate health professionals to meet the needs of 21st-century healthcare and public health. The College was created in response to a significant rise in preventable health-related disease, growing disparities and inequities in healthcare, growing public and individual health threats, and a deepening shortage of healthcare, mental health, and health science professionals. With an emphasis on health inequities and social determinants of health, the College prepares and advances careers, research, and innovation in healthcare with the goal of becoming a leader in the region and national model for high-quality education.

The College offers seven undergraduate and graduate programs spanning patient care, health sciences, and emotional well-being services, including Health Administration (BS/MHA), Kinesiology (BS), Psychology (BS), Athletic Training (MS), Clinical Psychology (PsyD), Child Life (MS), and Marriage and Family Therapy (MS). These programs incorporate a holistic approach to health sciences and healthcare challenges, developing students to be critical thinkers and problem-solvers skilled to treat every patient as a whole person by understanding the factors that impact and can improve health and quality of life.

Students have access to a variety of clinical opportunities to complement their in-classroom experience with the College's extensive healthcare partnerships regionally, nationally, and internationally. Many of the programs have internships built into the curriculum, allowing students to get placed at a clinical site and work directly in the community, as well as training partnerships that lead to career opportunities when students graduate. Programs such as Child Life (MS) have over 90 national hospitals for students to choose from, and Marriage and Family Therapy (MS) has over 60 sites that range from schools to mental health centers and addiction centers. Undergraduates also take advantage of the out-of-classroom experiences, with around 30-50 students engaging in community work each semester. These deep partnerships in the community allow students to have meaningful experiences that are critical to quality education and student licensure requirements.

#### **ROLE OF THE DEAN OF THE COLLEGE OF HEALTH AND COMMUNITY WELL-BEING**

Reporting to the Provost, the Dean serves as the chief academic officer of the College and is responsible for the leadership and strategic direction of the unit while managing faculty and staff, fiscal resources, and physical facilities. The Dean supports the faculty and staff in creating a rewarding environment for education, research, scholarship, and service to the University and the broader community. The Dean is expected to lead the continued integration of the academic and clinical mission of the College by leveraging existing strengths and identifying new opportunities that align with the College's goals. Serving as a strong advocate internally and externally, the Dean will fortify relationships with regional and institutional partners, promote the visibility and reputation of the College, and contribute to the College's influence as a model and leader in healthcare.

#### **KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN OF THE COLLEGE OF HEALTH AND COMMUNITY WELL-BEING**

The Dean will be a seasoned academic leader with proven experience providing decisive leadership while managing organizational and cultural change. To be successful in this work, the Dean will address the following opportunities and challenges:

**Craft a unified vision that aligns the academic programs and shapes the future of health in the region**

The Dean will be instrumental in crafting an inspiring vision that moves the Cástulo de la Rocha College of Health and Community Well-Being forward, creating clarity around this vision to inspire support from a wide range of stakeholders. By working hand in hand with program chairs and directors, the Dean will harness a deep understanding of academic needs to cultivate a cohesive culture that not only aligns with program objectives but also paves the way for innovative growth. Amidst exciting advancements within academic programs, the College is poised for further consolidation and strategic development aimed at bolstering each program's stature and fostering unparalleled academic distinction. In every aspect of strategic planning, the Dean will prioritize regional health outcomes, eagerly addressing the diverse needs of our community while building lasting trust and elevating our reputation throughout southern California and far beyond.

**Empower and invigorate student success by bolstering academic excellence.**

The Dean will champion the expansion and robustness of both undergraduate and graduate student communities within the College. This will be achieved through dynamic enrollment planning tailored to meet the distinct requirements of each academic offering, encompassing factors such as location, accreditation, staffing, and instructional methods. In a synergistic effort with program chairs and directors, the Dean will craft innovative strategies for student attraction and persistence, capitalizing on La Verne's distinguished role as a Hispanic-Serving Institution. Additionally, recent advancements in attracting and supporting first-generation college students will be harnessed. As a visionary leader in the College, the Dean will collaborate closely with essential personnel to concentrate on recruitment, retention, graduation rates, and successful career placements for graduates. This concerted endeavor with faculty and staff is aimed at securing triumphant educational journeys for all.

**Foster and enrich external partnerships to elevate academic program excellence.**

The incoming Dean will have the privilege of building upon a foundation of robust internal and external partnerships, with a focus on nurturing and expanding these relationships to bolster the University's appeal to prospective students and faculty. The Dean will adeptly keep abreast of accreditation standards, working closely with program chairs and directors to fortify existing alliances with esteemed healthcare organizations. With a network that spans regional, national, and international boundaries, proactive engagement with stakeholders is essential. The Dean's strategic approach in cultivating and navigating these multifaceted relationships will be invaluable. Within the University community, the Dean will engage in collaborative efforts with other deans to foster interdisciplinary initiatives that reinforce a

commitment to comprehensive academic and professional distinction for both the College of Health and Community Well-Being and the entire University.

**Proactively manage resources with a focus on strategic budget innovation and resource generation.**

The Dean will allocate resources to enhance the academic mission of the College's programs, while also identifying and cultivating new revenue streams. By collaborating with campus partners, such as the Office of Advancement, the Dean will work to strengthen and expand the College's resource portfolio. Engaging with campus stakeholders and academic units, the Dean will explore and establish innovative mechanisms for revenue generation, ensuring any additional resources are managed with expert fiscal insight. This includes empowering faculty and staff in their pursuit of research excellence and grant success, thereby elevating the College's academic distinction. Through an inclusive and consultative leadership style, the Dean will foster a culture that values creativity and entrepreneurship, enhancing the quality and reputation of all programs locally, regionally, and nationally.

**Cultivate a collaborative, transparent, and supportive culture**

The Dean will be an inspiring relationship builder, championing a culture of collaboration, transparency, equity, and support throughout the College. This will foster trust and collegiality among faculty, staff, students, alumni, and other key members of the leadership team. As the College embarks on an exciting period of transformation, the Dean will embrace a model of shared governance and exemplify proactive change leadership to enhance the recruitment, retention, and development of staff and faculty. The Dean and leadership team will uplift morale by promoting opportunities for professional development and mentorship, and maintain open communication about the College's current and future goals. Through inspirational leadership and thoughtful organizational strategy, the Dean will ensure the unit's culture celebrates the rich diversity of programs, partnerships, and student populations that make the College unique in the marketplace.

**QUALIFICATIONS AND CHARACTERISTICS**

The ideal candidate will possess many of the following experiences, skills, and abilities, or, as appropriate, the demonstrated ability to grow and develop these traits:

- An earned doctorate or equivalent terminal degree in a health or community well-being discipline and academic qualifications as appropriate for appointment as a tenured professor in one of the academic programs of the College;
- Demonstrated leadership in health professions and/or community well-being;
- Successful experience in strategic planning, accreditation, and program development in a comprehensive university that includes undergraduate, graduate, and professional programs;
- Demonstrated commitment to the University's core values, student-centered culture, and teaching-learning focus;

- A record of promoting, initiating, and sustaining diversity, equity, and inclusion, preferably in support of Hispanic-serving institutions;
- A demonstrated record in achieving and maintaining program accreditation;
- A strong commitment to academic scholarship and excellence;
- Demonstrated experience in aligning academic and budgetary priorities and an aptitude for entrepreneurship, fundraising, and development;
- A record of substantial administrative achievement, with a proven ability to recruit and manage faculty from diverse clinical and academic disciplines;
- Excellent collaboration and consensus-building abilities to bring together a diverse group of constituents as well as a commitment to shared governance;
- Experience in faculty development and a proven track record for leadership in formulating, implementing and assessing academic policies, programs, and scholarly activities;
- A demonstrated understanding of the complexities of undergraduate and graduate enrollment management in a competitive and changing environment;
- A track record of engaging internal and external constituents, stakeholders, and community partners and a commitment to accessibility and visibility.

## **LOCATION**

The city of La Verne (1887) and the University of La Verne (1891) grew up together, nestled in the foothills of the San Gabriel Mountains. The University is located in the heart of a quaint downtown where students can enjoy pleasant restaurants and cafes just steps from campus. Larger shopping centers can be found about a mile away. On the University of La Verne's main campus, students, faculty, and staff enjoy a small-town experience on the edge of one of the most vibrant metropolises in the world. The city of La Verne provides students with a safe and calm oasis for concentrated learning; at the same time, the cultural activities, natural wonders, and career opportunities of Los Angeles are only a short car, bus, or train ride away.

Students can engage with nature easily; local trails abound in the foothills and nearby regional parks. Southern California's famous beaches are located about an hour away, and desert exploration to the east and snowball fights to the north are easily accessible with a short drive along historic Route 66. Downtown Los Angeles is about 35 miles away, and those without cars can use nearby light rail lines, including a new stop under construction adjacent to campus, to travel to L.A., San Diego, Santa Barbara, and points in between.

## **COMPENSATION**

The University of La Verne is required to provide a reasonable estimate of the compensation range for this role. This range takes into account the wide range of factors that are considered in making compensation decisions, including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, and other business and organizational needs. It is not typical for an individual to be offered a salary at or near the top of the range for a position. Salary offers are determined based on

the final candidate's qualifications and experience. The budgeted salary range that the University reasonably expects to pay for this position is \$200,000-220,000.

#### **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: <https://www.imsearch.com/open-searches/university-la-verne-college-health-and-community-well-being/dean>. Electronic submission of materials is required.

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[www.imsearch.com](http://www.imsearch.com)

*The University of La Verne is an Equal Opportunity Employer and does not unlawfully discriminate in employment. No questions will be used for the purpose of limiting or excluding any applicant from consideration for employment on a basis prohibited by local, state, or federal law. Equal access to employment, services, and programs is available to all persons. Those applicants requiring reasonable accommodation to the application and/or interview process should notify Human Resources.*