



CALIFORNIA STATE UNIVERSITY  
**LONG BEACH**

**PRESIDENTIAL SEARCH  
LEADERSHIP PROFILE**

CALIFORNIA STATE UNIVERSITY  
LONG BEACH

The California State University (CSU) Board of Trustees invites nominations and applications for the position of President of [California State University, Long Beach \(CSULB\)](#). The next President must be an energetic leader and passionate advocate for CSULB and the CSU system. As an executive leader of the 23-university system, the next President will be expected to collaborate with the other 22 presidents and the Chancellor's Council. They will build upon the University's existing strengths and relationships within Long Beach, the region, and nationally to further its efforts in student success, teaching and scholarly excellence, and community engagement.

### **California State University, Long Beach**

Founded in 1949, California State University, Long Beach is ranked as one of the top institutions in the country and No. 3 among national universities for promoting social mobility. CSULB sits on a 322-acre campus and enrolls more than 41,000 students annually — among the highest in the 23-campus California State University system, the largest system of higher education in the United States.

CSULB ranks as the fifth most-applied-to university in the country. With more than 400,000 alumni, CSULB is an economic powerhouse for the state of California and the nation. CSULB's alumni's impact in the state is \$8.23 billion, while the university's economic impact on California is \$1.88 billion.

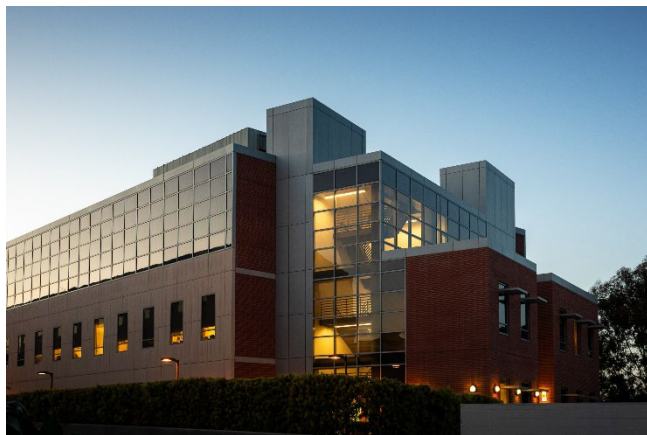


CSULB offers more than 190 academic programs — bachelor's and master's degrees, professional certifications and four doctoral degrees — across eight colleges: [College of the Arts](#), [College of Business](#), [College of Education](#), [College of Engineering](#), [College of Health and Human Services](#), [College of Liberal Arts](#), [College of Natural Sciences and Mathematics](#), and [College of Professional and Continuing Education](#).

In 2022, CSULB was designated R2 status by the Carnegie Classification of Institutions of Higher Education in recognition of the university's evolution from a master's-level comprehensive institution to one that conducts applied research with undergraduates and awards doctorates. CSULB has also been recognized as one of "Best Colleges in America" with five out of five stars (Money.com, 2024) and listed among the top 50 national universities (Washington Monthly, 2024). As of 2024, CSULB is the second most-applied-to university in the California State University system (2024). CSULB also sponsors 19 intercollegiate athletic teams and has won nine Division 1 national titles.

CSULB is one of only a handful of universities designated by the federal government as both a Hispanic-Serving Institution and an Asian American and Native American Pacific Islander-Serving Institution. The university has also been awarded the Seal of Excelencia certification for its commitment to addressing educational inequities and to removing barriers to degree completion.

CSULB sits on the traditional land of the Gabrielino/Tongva/Kizh and Acjachemen/Juaneño. A multi-acre site on the west side of campus is thought by many to be the only undeveloped remnant of Puvungna, once a large and thriving community that still holds significance for several tribal groups. A restrictive covenant was established in Fall 2021 to protect Puvungna in perpetuity.



For more information about CSULB, please visit <https://www.csulb.edu/>.

### **University Values and Strategic Priorities**

For more than 75 years, CSULB has been dedicated to fostering personal growth and professional success. The university's mission centers on supporting the achievements of its diverse undergraduate

and graduate students, as well as the broader communities CSULB serves:

#### ***Mission***

*CSULB enriches the lives of its students and its surrounding community through globally informed, high-impact educational experiences with superior teaching, research, creative activity and action for the public good.*

#### ***Vision***

*California State University, Long Beach will be a force for good at the forefront of public education in California and the world.*

#### ***Values***

*Teaching and learning are at the center of who we are and all we do.*

*Compassion, creativity and innovation characterize our culture.*

*Diversity is our strength.*

*The public good is our responsibility.*

CSULB institutional values are committed to fostering student success, promoting academic and creative excellence, and honoring diversity, equity, and inclusion. CSULB is also dedicated to civic engagement, shared governance, ethical leadership, and serving the surrounding community. CSULB's overall mission is driven by the following Strategic Priorities:

1. **Engage all Students:** Prepare students for their journeys to success in a fast-changing world with a rapidly shifting economy and labor market.

2. **Expand Access:** Commit to students' socioeconomic mobility by removing barriers to higher education.
3. **Promote Intellectual Achievement:** Rigor, relevance, and data-informed decision making are hallmarks of our campus community and enrich our development of knowledge and skills for California and beyond.
4. **Build Community:** Support a compassionate community that is characterized by a strong sense of belonging, shared governance, and shared responsibility.
5. **Cultivate Resilience:** Implement innovative, entrepreneurial, and forward-looking actions to strengthen the institution and support the aspirations of community members.



For more information about CSULB's University Values and Strategic Priorities, please visit: <https://www.csulb.edu/beach-2030/university-values-and-strategic-priorities/>.

### **Beach 2030 – A Roadmap for the Next Decade**

[Beach 2030](#) is the road map for orienting CSULB's communities toward a shared vision of the future. Beach 2030 will take on bold new approaches to break down barriers and rebuild the campus body with fresh new ideas. The Beach 2030 vision embodies CSULB's commitment to intellectual achievement, equity, and serving the public. Beach 2030 will be guided by the following [University Action Plans](#) which were a result of a unique grass-roots planning process of unprecedented scale and representative of the imaginings and expertise of the Beach community:

- [Advance Partnerships for Public Good](#) – CSULB's robust portfolio of public, private, government and non-profit partnerships is one of its greatest assets, and a centralized partnership structure will consolidate effort, enable cost-saving economies of scale, help external partners navigate CSULB's networks and enhance internal and external collaborations campus-wide.
- [Build an Equitable and Empowering Culture](#) – To provide the highest quality education to the most students, CSULB's next President must embed equity and diversity into the fiber of the university, and confront patterns of systemic inequity that affect students, faculty and staff.
- [Build a Growth Strategy](#) – Growing the capacity to offer new programs in new modalities and new locations will help ensure CSULB's competitive longevity and relevancy in 2030 and beyond.
- [Reimagine Staff](#) – Initiatives to nurture a staff culture of collaboration and community will extoll greater campus citizenship to students as a downstream effect, and support

for intellectual achievement, career advancement, and professional development will help ensure CSULB is a pathway for growth for staff as well as students.

- [Reimagine Faculty](#) – As CSULB charts a new path forward, the university must develop a shared vision for the future of faculty. The next President must align faculty work, evaluation, and rewards to allow faculty greater career autonomy, create incentives for interdisciplinary collaboration and create opportunities to solve grand societal challenges.



- [Be a Student Ready University](#) – As teaching and technology modalities evolve and the population of non-traditional learners increases, the

President must ensure CSULB is ready to welcome and engage learners and foster a community of belonging through coordinated mentorship, campus connection, and student organization opportunities. As student success and overall well-being are intertwined, campus leadership must align the campus' mental, physical, and emotional health infrastructure to serve students' needs.

- [Be a Future Ready University](#) – CSULB and the region will benefit from the ability to generate interdisciplinary knowledge on future topics (e.g., the future of work, the future of higher education, the future of medical advancement, etc.). Working with campus leaders, the next President must leverage CSULB's rich intellectual expertise to support futurist efforts internally, such as mapping future trends related to Grand Challenges.

For more information about Beach 2030, please visit: <https://www.csulb.edu/beach-2030/>.

### **Beach Facts**

CSULB is recognized as a top institution and as a leader within the CSU and beyond. As an institution defined by immersive learning experiences amid a rich diversity of perspectives and backgrounds and committed to graduating students who are confident, well prepared, culturally competent, and uniquely positioned to excel in the global marketplace, the University is proud of its achievements including:

- Ranked #3 among national universities in promoting social mobility by *U.S. News & World Report* (2024).
- Ranked #5 among most applied to universities by *collegetransitions.com* (2023).
- Ranked No. 11 Best Hispanic-serving institution in America by *Niche.com* (2024).
- Recognition as one of America's "Green Colleges: 2025 Edition," by Princeton Review, (2024).
- Among the top 10% of universities that provide the greatest Return on Investment by *Georgetown University* (2022).
- Among the "Most Engaged Campuses for Student Voting" by *Civic Nation* (2024).

- Awarded the Seal of Excelencia for commitment to Latinx student success by *Excelencia in Education* (2023).
- Garnered \$299 million in total scholarships and grants for the 2023 – 2024 academic year.

To learn more about CSULB rankings and recognitions, please visit <https://web.csulb.edu/divisions/urd/beachfacts/>.

### **Position Summary**

Appointed by the CSU Board of Trustees and reporting directly to the CSU Chancellor, the President will serve as the University's chief executive officer responsible for setting the vision, strategy, and related institutional goals and objectives. The President will oversee the University's administration and operations and implements the policies and procedures adopted by the CSU system. The President will focus on achieving the University's core mission to nurture and support students' unique talents, diverse life experiences, and intellect through engaged teaching, learning, scholarship, applied research, and public service that support their overall success, well-being, and the greater good. The president will embrace the institution's R2 status.

CSULB's next President will be a community-oriented leader who will foster collaborative and effective relationships with students, faculty, staff, alumni, donors, business and community partners, legislative leaders, and other campus stakeholders. In doing so, the President will actively and authentically engage with campus colleagues and the community to support the educational mission of the University and spearhead its efforts in setting an ambitious trajectory for the future.



### **Opportunities and Challenges**

Building upon its existing momentum as a dynamic and innovative institution, CSULB's future holds significant potential for continued success and the opportunity to accelerate the University's upward trajectory and increase the positive impact on its students and the communities it serves. The next President will provide bold leadership in a number of critical areas including, but not limited to:

- **Adapting to the Higher Education Landscape** – CSULB's next President must be committed to meeting the needs and expectations of an increasingly diverse student body while preparing students for success beyond graduation. It is imperative the next President lead CSULB in adapting to changes in student demographics, students' expectations of a college education, and societal and professional expectations for

college graduates. The President must collaborate with senior leadership and the campus community to develop a thoughtful and comprehensive plan to ensure CSULB's success as it propels into the future.



- ◆ **Supporting Student Success**

- In leading an institution that has emerged as a national model for supporting student success through innovative high-impact educational and co-curricular experiences, the next President must be dedicated to advancing the University's activities in these areas. To further the campus' work toward these important goals, the President must serve as a visible and vocal leader on campus who demonstrates an

enthusiasm for and personal commitment to partnering with faculty, staff, and students to maintain student success as a central pillar of the CSULB experience.

- **Identifying and Securing New Resources** – CSULB's next President will play a pivotal and high-profile role in securing resources that will support the University's mission and vision for the future. The President must identify, develop, and strengthen new and existing revenue streams (e.g., advocating for resources, private fundraising, solicitation of grants and contracts, etc.). To adapt, remain competitive, and ascend in the ever-changing higher education landscape, the next President will need to be an enthusiastic and strategic advocate and fundraiser for the University. The President will have the opportunity to engage and excite others about CSULB's mission, vision, and trajectory and will stimulate enthusiasm among stakeholders in the collective effort to achieve new heights and provide a high-quality experience to its constituents.
- **Developing and Enhancing Community Relationships** – As a highly-visible and influential leader within the region, CSULB's next President will step into a role that will provide a significant platform for engaging local stakeholders, including PK-12 and community college administrators, community leaders, elected officials, and executives from nonprofit organizations and industry. The President must be prepared to participate actively in discussions with these entities to identify strategies and opportunities for engagement that bring CSULB's strengths to bear in developing programs and offerings that address their needs. The President must also work tirelessly to strengthen existing and create new pathways for access to higher education, workforce development, and social mobility.

- Fostering a Dynamic and Collaborative Environment** – The President will be charged with assessing CSULB’s goals for the future and inspiring the University’s leadership team to meet these needs while fostering an institutional culture built on trust, collaboration, accountability, and transparency. To be successful, the next President must be an individual who values collegiality and diversity of thought and must be adept at empowering others and effectively delegating responsibility to senior leadership team members. By fostering an environment that promotes open communication and collaboration in addressing the University’s needs and pursuing its goals, the President will be a visible and highly interactive figure in setting a new standard for leadership and collegiality that leads to university’s continued success.



- Advancing Diversity, Equity, and Inclusion** – CSULB’s President must be experienced, deeply committed to, and have a proven track record of promoting and addressing diversity, equity, and inclusion issues in higher education. The President must embrace and be prepared to leverage CSULB’s status as a Hispanic-Serving Institution, and an Asian American and Native American Pacific Islander-Serving Institution in supporting members of underrepresented populations from all groups to achieve their personal and professional goals while creating the opportunity to further intellectual and emotional growth, community empowerment, and social justice.

### **Qualities and Characteristics**

In promoting CSULB’s commitment to its mission of improving the lives of those it serves in Long Beach and its diverse communities, the President is expected to demonstrate the following attributes, experiences, abilities, and skills:

- A visionary who can craft bold new vision for the future of CSULB while building upon its strategic plan.
- A passion and enthusiasm for CSULB’s mission and goals as demonstrated through a visionary, compassionate, and genuine leadership style.
- The willingness to work with faculty, staff, and students to collectively develop a path into the future in an environment of shared governance.
- A vibrant, energetic, and visible leader with a proven track record of establishing and nurturing strong relationships with community leaders and stakeholders.
- An exceptional and transparent communicator who can represent the university at all times and help foster increased community engagement.

- A personal commitment to and expectation of accountability for clear strategic, tactical and performance goals and meaningful metrics of student progress.



- A dedication to creating a collegial environment that embraces and promotes inclusivity amongst the variety of cultural backgrounds and experiences represented by CSULB's diverse faculty, staff, and student populations.
- A commitment to and demonstrated evidence of making a difference in providing quality education for students, specifically first-generation college students and a diverse student body.
- An ability to connect with

internal and external stakeholders, and fostering partnerships with local community colleges and K -12 institutions.

- A deep understanding of the culture, opportunities, and challenges that come with being a Hispanic-Serving Institution (HSI), a Minority-Serving Institution (MSI), and an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI).
- A strong, student-centered leader, an effective and inspirational communicator and collaborator, and an engaged listener.
- A teamwork-focused leader who will unify and partner with campus constituencies to advance CSULB's strategic priorities and serve as a persuasive advocate amongst stakeholders both within and external to the CSU System.
- An ability to fundraise and build partnerships to create opportunities for faculty, students, and staff.
- An advocate for shared governance and an understanding of the joint responsibility of students, faculty, staff, and administrators' role in making decisions to guide the university.
- Experience valuing unionized employees and the relationships delineated in collective bargaining agreements.
- An understanding of and commitment to collaboration and transparency that leads to effective and timely decision-making.
- Knowledge and experience in managing budgets and ability to strengthen, solicit, and secure financial resources.
- A genuine level of excitement and enthusiasm for interacting with students and faculty and taking a personal interest in their success.
- An innovative and entrepreneurial leader who will serve as a catalyst for new and compelling academic, research, and creative activity initiatives that engage students support CSULB's mission.
- Experience fostering an environment that encourages and supports interdisciplinary programs and collaborations and scholarly excellence.
- Experience cultivating donor relationships and developing a culture of philanthropy within and outside of the traditional alumni base.

## **Qualifications**

CSULB seeks a President with exceptional communication and leadership skills coupled with the ability to develop highly effective teams and foster a culture of innovation and collegiality. The next President will exemplify superb oral and written communication skills that address and speak directly to the dynamic context of the 21<sup>st</sup> century. The next president will possess a record of success driving a complex and dynamic organization that embraces excellence, community engagement, collaboration and creative problem solving. In particular, the most competitive candidates will have:

- An earned doctorate or other terminal degree from an accredited university and a distinguished research record in their academic discipline.
- Experience leading a 4-year university is preferred.
- The ability to represent and strongly advocate for CSULB and the CSU's mission to a variety of constituencies, external and internal, including state and federal agencies.
- A proven track record in building, maintaining, and motivating a strong and effective leadership team with a collaborative and inclusive leadership style.
- Experience leading faculty and the Division of Academic Affairs.
- A demonstrated history of leading and managing positive change in a complex organization.
- The ability to delegate, manage people effectively, foster the professional development of staff, and make sound decisions regarding personnel.
- An optimistic attitude coupled with the ability to engage and excite others about the University's mission and trajectory and the fortitude to lead through the challenges and capitalize on the opportunities the future will bring.
- Professional experience in administration; knowledge of and experience with budget management, funding issues, policies, allocation of resources, and other business skills.
- The ability to build and sustain collaborative partnerships within CSULB and with business, industry, philanthropic organizations, state agencies, and other universities.
- Experience in building relationships and developing partnerships – regionally, nationally, and internationally.



## **Application / Nomination Process**

The Search Committee will begin reviewing applications immediately. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience. Submission of materials via e-mail is strongly encouraged. Nomination letters should include the name

and contact information of the nominee. All nominations and applications will be handled in confidence.

Applications and letters of nomination should be submitted by email to:



**Alberto Pimentel, Managing Partner**

**Sal Venegas Jr., Partner**

**Matthew Herrera, Senior Associate**

Email: [apsearch@spaexec.com](mailto:apsearch@spaexec.com)

Refer to code "CSULB-President" in the subject line

SP&A Executive Search

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*California State University, Long Beach considers qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, or protected veteran status.*