SEARCH PROSPECTUS:
DEAN, COLLEGE OF HEALTH AND HUMAN DEVELOPMENT
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California State University, Fullerton is seeking a passionate advocate for faculty and student success to serve as our next Dean for the College of Health and Human Development (HHD).

Founded in 1957 by act of the California State Legislature, Cal State Fullerton is "a comprehensive, regional University with a global outlook." It is located in Fullerton, California, a community of approximately 137,000 people located 30 miles southeast of Los Angeles. There were 40,087 students enrolled in fall 2021, the majority of whom live in Orange County.

Over 80 nations are represented in the student body. With 48% of the undergraduate population Hispanic/Latino, the University is designated as a Hispanic Serving Institution. It is one of ten universities in the US awarded the Seal of Excelencia from Excelencia in Education. Classes are offered on the main campus in Fullerton and online. In addition, professional development programs are offered throughout the year by University Extended Education.
THE UNIVERSITY

With an overall budget of approximately $316 million (State support) for the 2021-2022 academic year, the University offers 54 undergraduate degrees and 56 graduate degrees including doctorates in education and nursing practice. Cal State Fullerton is also home to the largest accredited business school on the West Coast. There are eight colleges with 1,018 full-time and 999 part-time faculty members. University staff number approximately 2,000. A 2017 economic impact analysis shows that Cal State Fullerton is a major driver of economic activity statewide, powering $2.26 billion in economic activity, supporting more than 15,000 jobs and generating $126 million in local and state tax revenue. The University was awarded $28,413,033 million in grants and contracts for research and scholarly activities in 2020-2021. The quality of the faculty at Cal State Fullerton, 81% of whom hold a doctoral degree, can be seen in recent state, national, and international awards.

The University is widely recognized for its commitment to access and student success. *Diverse Issues in Higher Education* ranks Cal State Fullerton 1st in California and 3rd in the nation in awarding bachelor’s degrees to underrepresented students (2021). It is one of five universities cited by The Education Trust as most affordable and accessible with high graduation rates. Cal State Fullerton is named in the top 7% for affordability (Best Bang for the Buck: West, *Washington Monthly*, 2020); among the Nation’s Most Transformational Colleges (*Money Magazine*, 2020); and 3rd nationally for Social Mobility (*Education Reform Now*, 2020). Almost 32% of students are the first in their family to achieve a degree. The six-year graduation rate (2014 cohort) is 69%; the four-year graduation rate (2014 cohort) is 26%; the retention rate is 89% (2021).

MISSION

California State University, Fullerton enriches the lives of students and inspires them to thrive in a global environment. We cultivate lifelong habits of scholarly inquiry, critical and creative thinking, dynamic inclusivity, and social responsibility. Rooted in the strength of our diversity and immersive experiences, we embolden Titans to become intellectual, community, and economic leaders who shape the future.

STUDENT DEMOGRAPHICS*

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<th>Demographic</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>American Indian/Alaskan Native</td>
<td>0.07%</td>
</tr>
<tr>
<td>Asian</td>
<td>21.77%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>2.04%</td>
</tr>
<tr>
<td>Hispanic/ Latino</td>
<td>47.26%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0.18%</td>
</tr>
<tr>
<td>White</td>
<td>17.53%</td>
</tr>
<tr>
<td>2 +</td>
<td>3.75%</td>
</tr>
<tr>
<td>Unknown</td>
<td>2.51%</td>
</tr>
<tr>
<td>Non-Resident Alien</td>
<td>4.89%</td>
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*All-University, 2021 Fall Census
COLLEGES

- College of the Arts
- College of Business and Economics
- College of Communications
- College of Education
- College of Engineering and Computer Science
- College of Health and Human Development
- College of Humanities and Social Sciences
- College of Natural Sciences and Mathematics

FACILITIES

The Fullerton campus consists of 110 permanent buildings, including student housing for 1,980 residents and the 585-seat Gastronome dining complex. Other additions in recent years include Titan Hall, Children’s Center, Student Recreation Center, Steven G. Mihaylo Hall, and the University Police and Emergency Operations Center. Other major campus structures include the Joseph A. W. Clayes III Performing Arts Center, Paulina June & George Pollak Library, and Titan Student Union, which recently completed an expansion to add 27,000 square feet. The facility has a 1,200-seat events pavilion, small theater, food court, pub, bowling alley, and conference rooms.

The Kinesiology and Health Science Building includes the Center for Successful Aging. The Charles L. and Rachel E. Ruby Gerontology Center is home to the Osher Lifelong Learning Institute. The 10-story College Park building on Nutwood Avenue houses the College of Communications and College of Education and provides additional classrooms and office space for staff and faculty. Three parking structures — completed in 2004, 2006 and 2010 — provide parking for about 5,500 vehicles, expanding the overall number of campus parking spaces at Cal State Fullerton to 11,306.

Cal State Fullerton’s commitment to sustainability has been recognized by the U.S. Green Building Council as the newest student housing complex received the first Platinum Leadership in Energy and Environmental Design certification. Another example of Cal State Fullerton’s sustainability efforts is the recent completion of a solar-energy network on the top deck of the Eastside Parking Structure. The photovoltaic installation includes three solar systems installed on the rooftops of two campus buildings, the Clayes Performing Arts Center, the Kinesiology and Health Science Building, and atop a carport of the parking structure where six electric-vehicle charging stations, the first such solar-powered stations in the California State University (CSU) system, were installed as part of the project. The latest in a series of Cal State Fullerton clean-energy projects, the installation is expected to produce 1.16 megawatt hours of electricity annually for the campus, while offsetting more than 700 metric tons of greenhouse gas emissions each year. In the next 25 years, Cal State Fullerton is expected to reap $9 million in utility savings.

Cal State Fullerton’s on-campus student-resident housing accommodates 1,900 residents with the completion of a $143-million residence hall complex (2011). The complex includes the 585-seat Gastronome dining facility, recreational and study facilities on each floor, smart classrooms, a convenience store, laundry and mail facilities, and faculty-in-residence apartments. Through the Associated Students, Inc., Fullerton offers an accredited child development center on campus.

In addition to many community partnerships, Cal State Fullerton supports the Fullerton Arboretum with the city of Fullerton. Located at the northeast corner of the main campus, the Arboretum is open to the public. The historical Heritage House, built in 1894 and moved to the 26-acre botanical preserve in 1972, was restored and currently serves as a museum devoted to the history of Orange County’s beginnings as an agricultural region as well as the contributions of the Japanese American community and local pioneer families to its economic growth and development.
STUDENT ACTIVITIES

An active student co-curriculum is delivered through Student Affairs and College programs, including opportunities for community service, recreation, arts and culture, professional development, and continuous learning to address the whole student experience.

The College of the Arts presents a variety of cultural attractions showcasing student and faculty talent plus guest artists. Associated Students Productions hosts entertainment programs at venues throughout the campus.

The Titan Sports Complex was established in 1992, featuring Titan Stadium (10,000 seats), Goodwin Field (3,500 seats), and Anderson Field for softball, a track and full-sized soccer field. Men’s intercollegiate athletics programs are NCAA Division I baseball (2004, 1995, 1984 and 1979 national championships), basketball, cross country, golf, soccer, and track and field. Division I women’s sports are basketball, cross country, golf, indoor and outdoor track and field, soccer, softball (1986 national championship), tennis, and volleyball.

The choice of the elephant as the University’s mascot, dubbed Tuffy Titan, dates to spring 1962 when the campus hosted “The First Intercollegiate Elephant Race in Human History.” The student-organized event attracted 10,000 spectators, 15 pachyderm entrants, and worldwide news coverage.

PRIVATE SUPPORT

The Division of University Advancement partners with the College of Health and Human Development, as well as all Colleges and Divisions at the University, to develop strategies to engage and communicate with donors, alumni, parents, elected officials, and all external stakeholders on behalf of Cal State Fullerton. The Cal State Fullerton Philanthropic Foundation (CSFPF) oversees the management of charitable gifts to the University. The CSFPF Board of Governors focuses on building and strengthening relationships to encourage advocacy, investment, and support of the University, its mission, goals, and programs that advance student success. There are many auxiliary support groups that work to support different areas of the University and provide an enhanced educational experience for our students.
ABOUT THE COLLEGE OF HEALTH AND HUMAN DEVELOPMENT

MISSION
The mission of the College of Health and Human Development is to provide exemplary education, research, and community outreach related to human health, development, and lifelong well-being. Emphasis is placed on both theory and evidence-based practice, with special attention to the development of critical thinking, leadership, and professional skills needed in a global society.

HHD: A COMMITMENT TO EXCELLENCE

• Student-centered faculty are recognized for their outstanding teaching and cutting-edge research.
• Graduates from nationally recognized programs obtain high scores on certification and licensure exams.
• Well-equipped, state-of-the-art laboratories and classrooms support student learning.
• Highly regarded degree programs provide meaningful career opportunities in important areas of need.
• The Student Success Centers offer the learning facilities to promote student engagement and access to tools, resources, and guidance to ensure a robust Titan Experience.
• Programs meet rigorous national accreditation standards. Major accrediting bodies for the College include the following:
  • American College of Nurse Midwives
  • California Association for Drug/Alcohol Education

STATISTICS
The College of Health and Human Development (HHD) is one of eight colleges at California State University, Fullerton. Statistics shown are as of Fall 2021:

• 6,842 students are enrolled in undergraduate and graduate programs.
• The racial distribution of our student body is 50.01% Hispanic, 22.73% Asian/Pacific Islander, 15.23% White, 3.35% Multi-race, 3.73% International, 2.06% Unknown, 2.65% Black, and 0.04% American Indian.
• The College includes more than 300 faculty.
• Grants and contracts awarded for 2020-2021 totaled $4,385,793.
ORGANIZATIONAL STRUCTURE

The College of Health and Human Development is comprised of the following eight divisions:

- **The Department of Child and Adolescent Studies** provides undergraduate students with the knowledge and skills to interact effectively with children, adolescents, and families in a variety of educational and service settings. (B.S., Minor)

- **The Department of Counseling** is committed to training competent professionals who are eligible for licensure as Marriage and Family Therapists or Licensed Professional Clinical Counselors. (M.S., LMFT and LPCC licensure)

- **The Department of Human Services** provides both the academic and experiential background for the student seeking a career working with people in the varied and expanding field of Human Services. (B.S., Minor)

- **The Department of Kinesiology** provides students with a multifaceted understanding of human movement and physical activity and its impact on performance, fitness, and health across the lifespan. (B.S., M.S., M.S. AT, Minor)

- **The Department of Public Health** bridges the gap between scientific discoveries and the application of this knowledge to improve the quality of people’s lives. The department’s research reflects the range of diverse health problems, settings, and populations. (B.S., MPH, Minor)

- **Military Science Program** is our on-campus ROTC Program providing physical training, Military Science classes, and field training exercises. (Minor)

- **The School of Nursing** is committed to providing quality undergraduate and graduate nursing programs that are accessible to a diverse student population. In doing so, we strive to be a center of excellence in nursing education. (BSN; RN-BSN; MSN with four specializations: Leadership, Nurse Educator, School Nursing, Women’s Health Care; DNP with two tracks; Post-Masters, Nurse Anesthesia)

- **The Department of Social Work** educates emerging and committed professionals for direct social work practice with vulnerable children and families in a socially, culturally, and economically diverse urban environment. (MSW)
The College also houses the following Institutes and Centers in support of its mission:

- **Center for Autism** is dedicated to research, education, and service in autism spectrum disorders (ASD). The mission of the Applied Developmental Core is to understand developmental processes in autism and to promote competence and well-being in children with ASD and their families.

- **Center for Boys and Men** promotes research and community outreach in areas related to the psychological well-being of boys and men. The Center facilitates scholarly work on male gender role norms and diverse forms of masculinity and how they intersect with mental health.

- **Center for Cancer Disparities Research** promotes scholarship and creative activities to improve the cancer-related health and well-being of ethnic minority and other medically underserved populations in Orange County.

- **Center for Community Collaboration (CCC)** seeks to strengthen communities through reciprocal collaboration with public agencies and community-based organizations through the cooperative activities of the College of Health and Human Development. CCC focuses on the ever-evolving education and practice needs of the community.

- **Center for Healthy Neighborhoods** strives to help alleviate education and health disparities in underserved and vulnerable neighborhoods by offering culturally appropriate programs and services that promote education, health, and resilience among low-income children and families.

- **Center for Nursing Workforce Excellence**: The purpose of the Center is to form university community partnerships to operationalize best practices in nursing and healthcare delivery through education, consultation, research, and other collaborative activities. These connections will enhance resource utilization to foster student and faculty innovated practices and research.

- **The Center for Sociocultural Sport and Olympic Research (CSSOR)**: CSSOR’s mission is to promote education and research concerning sport and Olympic Games in their broadest cultural, social, and political dimensions. Using sport as a cultural lens, CSSOR facilitates research and curriculum in traditionally recognized humanities disciplines as well as certain social science disciplines to better understand sport and its cultural impact.

- **Center for Sport Performance** conducts, presents, and publishes research and engages in consultations specifically related to improvement of sport performance through application of the subdisciplines of Kinesiology.

- **Center for Successful Aging**, through its educational, research and service activities, has as its mission the promotion of health and vitality across the lifespan. The Center’s whole person wellness programming is committed to helping individuals of all ages and abilities maintain a lifestyle that is of the highest quality attainable.

- **Center for Promotion of Healthy Lifestyles and Obesity Prevention** facilitates interaction among multiple entities concerned with the rise of childhood obesity including university faculty, schools, community agencies, and policy makers.

- **Fall Prevention Center for Excellence** was established to provide leadership, create new knowledge, improve practice, and develop sustainable fall prevention programs.

- **Fibromyalgia and Chronic Pain Center’s** philosophy is to advance research, education, and professional practice related to FM and other chronic pain disorders.

- **Health Promotion Research Institute** serves as a catalyst and focal point for research, training, and community interchange to develop and disseminate evidence-based information and health promotion programs.
ABOUT THE DEAN POSITION

Join CSU Fullerton, the largest of the twenty-three California State University campuses, where we are strengthening our communities and pursuing social justice for our region, state, and nation—one Titan graduate at a time. Currently, we are seeking a passionate advocate for faculty and student success to serve as our next Dean for the College of Health and Human Development (HHD). The Dean can expect to lead alongside an engaged and dedicated team of faculty, students, and staff who are committed to the relationship between educational access and the improved healthy development of individuals and their communities.

Our Dean of Health and Human Development serves as the chief academic officer of the College and, as such, is charged with advancing the strategic direction of the College and the University as a whole. This work includes hiring and retaining faculty so that we steward a healthier and more equitable society while simultaneously advancing the disciplines. The Dean is also the public face of HHD across our communities and with our alumni and regional partners, serving as a bridge to ensure that ideas flow across boundaries.

The next HHD Dean will work with a committed team of administrator-educators including the Provost and Vice President for Academic Affairs and their fellow College Deans, the majority of whom are from underrepresented communities in higher-education, and 75% identify as female. They will also benefit from partnership with a diverse group of Associate and Assistant Vice Presidents charged with protecting and strengthening the many aspects of our teacher-scholar faculty model and our commitment to equitable student success.

Within the College, the next HHD Dean will benefit from working alongside exceptional staff and have the partnership of a skilled and committed leadership team including Associate Deans, an Assistant Dean, the Director of the School of Nursing, the Department Chairs, the Director of Development, Research Grant Officer(s), Center/Institute Directors, and Administrative Support Staff.

MAJOR JOB RESPONSIBILITIES

LEADERSHIP AND STRATEGIC PLANNING

The College of Health and Human Development is a complex organization with tremendous potential to improve the quality of the human condition through innovative and relevant programs. The Dean will lead vision and mission setting of the college for long-term growth and excellence. They will advance professional excellence by creating and supporting a collegial climate that places equity at the center of student and faculty success. The Dean will build a strategic plan that nurtures program, curricular, and scholarly innovation. The Dean works in partnership with campus stakeholders to ensure that the College and University Strategic Plans align to advance institutional goals and objectives. In addition, the Dean provides leadership to ensure that the College meets the expectations of accreditation agencies.
ADVANCEMENT OF THE COLLEGE THROUGH EXTERNAL RELATIONSHIPS

Fundraising, community relations, and other advancement efforts are important to the sustainability, growth, and reputation of the College and University. The Dean works to secure broad-based philanthropic and community support of the programs and activities of the College. In collaboration with numerous stakeholders (such as the Division of Advancement, alumni, community leaders, staff, faculty, and students), the Dean identifies opportunities for external support and the fundraising goals and metrics needed to accomplish the objectives. An essential activity toward this end is developing a communication strategy that promotes college human resource assets and enhances the college’s standing in the academic and local community. Finally, the Dean creates and sustains conditions to support faculty grant-making.

FACULTY AND STAFF HIRING, RETENTION, AND DEVELOPMENT

116 tenure track faculty, 202 lecturers, and over 40 administrative staff serve the students enrolled in HHD programs. As the administrative leader for the College, the Dean ensures that processes and practices effectively use human talent to further the College mission and organizational goals, consistent with all applicable laws, regulations, collective bargaining unit agreements, and Divisional and University guidelines. To this end, the Dean works to recruit and retain high-quality faculty and staff and build a culture of professional learning and improvement. Working with the appropriate administrative team, they oversee retention/tenure/promotion (RTP) processes, personnel evaluation, and reclassification. The Dean is a critical leader in responding to the increasing ethnic diversity and international character of the College, advancing equitable and high-quality appointments. Furthermore, the Dean will mentor faculty and staff to help them reach their full-potential and to be ready for additional opportunities and levels of engagement.

DEVELOPMENT OF CURRICULUM AND ADAPTATION TO CHANGE

Creating and sustaining an environment supportive of teaching, research, scholarship, academic excellence, and student success, the Dean works with faculty to ensure the relevancy, integrity, and effectiveness of the curriculum associated with degrees offered by the College and of high impact student success programs. This includes oversight of course scheduling and faculty assignments. The Dean encourages faculty to seek external funds in support of research, scholarship, and academic programs and supports interdisciplinary activities. Finally, the Dean develops and maintains professional relationships with groups and agencies beyond the University that have direct involvement with the disciplines within the College. These activities enable the Dean to lead an agile organization that can adapt to change in order to fulfill the College and University missions.

UNDERGRADUATE AND GRADUATE STUDENT SUCCESS

The Dean uses data to inform planning and programming that facilitate student success and graduation in a timely manner, to ensure learning outcomes are met, and to accelerate progress in narrowing achievement gaps. The Dean empowers faculty and staff to engage directly in delivering high impact programs and creating an environment that fosters high standards of academic achievement and student agency.

RESOURCE STEWARDSHIP

The Dean is responsible for managing College resources in an equitable and effective manner, using sound financial management practices, and ensuring compliance with the law and campus and system policies and practices, as well as strategic priorities.
LEADERSHIP AGENDA

The next Dean of the College of Health and Human Development will find a well-organized, responsive, and respected academic endeavor that is supported by a collegial, conscientious, and innovative community of faculty, staff, and students. The opportunities to mobilize resources in such a diverse academic unit are significant, ensuring the sustainability and relevancy of the mission of the College and maximizing its vital role in society. Primary among the opportunities and challenges are the following items:

• **Ensuring the continued relevancy and sustainability of programs**, analyzing regional needs and opportunities for growth and penetration of markets, and establishing a long-range plan for strengthening the college. These activities must occur in a collaborative and transparent manner that acknowledges the diverse nature and excellent reputation of the HHD programs.

• **Assessing, advocating for, and leading the planning** for resources needed to sustain current and to grow new initiatives identified above, including initiatives involving student services and facilities. The successful new dean will have a forward-thinking orientation to community partnerships, innovative programming, alternate revenue streams, and fundraising.

• **Fostering a College environment that promotes a high level of engagement** from faculty and staff with students and the community. This includes promoting concrete and meaningful attention to diversity, equity, inclusion, and justice matters; exploring incentives to encourage and celebrate such engagement; and recognizing the many different ways that the HHD departments contribute.

QUALIFICATIONS AND APPLICATION PROCESS

ESSENTIAL QUALIFICATIONS

• Earned doctorate from an accredited institution.

• Three or more years of increasingly responsible academic leadership at the level of department chair or higher.

• A record of professional, scholarly, and educational accomplishments commensurate with appointment as a tenured faculty member with research related to human health, development and/or life-long well-being.

• Ability to analyze, plan and implement relevant and visionary programs and experiences for the College.

• Excellent communications skills and the ability to create a compelling narrative to advance the College.

• Experience working with and supporting a diverse group of faculty, staff, students, and programs and commitment to advancing opportunities in a diverse environment.

• Understanding of high impact practices for student success and retention.

• Capacity to understand, shape, and implement the University’s mission and goals.

• Experience engaging with external stakeholders and partners.

• A trusted colleague who works effectively within an academic administrative team.

PREFERRED QUALIFICATIONS

• Administrative experience as a dean, associate dean, or center director.

• Experience and accomplishments commensurate with appointment as a tenured Full Professor with research related to human health, development and/or life-long well-being.
QUALIFICATIONS AND APPLICATION PROCESS (CONT.)

• Organizational management experience (budget, planning, HR) in an accredited institution of higher learning similar to Cal State Fullerton, including work with collective bargaining units.

• Experience with accreditation and program assessment.

• Successful fundraising and grant generation.

• Experience leading organizational change in a dynamic environment.

APPLICATION PROCESS

This search is being assisted by Academic Search, Inc., and all inquiries for confidential conversations should be directed to Senior Consultant Stacey Morgan Foster, JD (Stacey.foster@academicsearch.org). The Dean is expected to start July 2022. The position will remain open until filled, but only applications received by February 7, 2022 can be assured full consideration. A completed application will include the following:

• A cover letter addressing the essential and preferred qualifications above

• A curriculum vita

• Names and contact information for five references with a note indicating the relationship to the applicant. (References will not be contacted without your permission.)

• All applications must include a statement about your commitment to inclusive excellence. This statement provides the candidate’s unique perspective on their past and present contributions to and future aspirations for promoting diversity, inclusion, and social justice in their professional careers. The purpose of this statement is to help the search committee identify candidates who have professional experience, intellectual commitments, and willingness to engage in activities that could help CSUF contribute to its mission in these areas. The statement should be 500 to 900 words.

The search process will uphold the highest standards of confidentiality allowed by state law and University policies regarding the search process. Applications and nominations should be sent to HHDFullerton@academicsearch.org.

Cal State Fullerton is an Equal Opportunity, Title IX/503/504/VEVRA/ADA Employer. Achieving a Climate of Success Through Diversity and Inclusion
ABOUT ACADEMIC SEARCH

Academic Search is assisting California State University, Fullerton in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.