California State University, Chico invites applications and nominations for the position of Vice Provost for Faculty Affairs (VP FAAF) in the Division of Academic Affairs. The VP FAAF is a member of the Provost’s Leadership Team and reports directly to the Provost and Vice President for Academic Affairs. The VP FAAF supports the mission, values, and priorities of the Academic Plan within the context of the University’s Strategic Plan for the Future. In particular, the VP is responsible for promoting excellence in our faculty, including recruitment, development, retention, promotion, and related personnel matters.

### Position Description

Under the general direction of the Provost and Vice President for Academic Affairs, the VP FAAF supervises the work of the Office of Faculty Affairs and its team of academic professionals and collaborates with Human Resources and academic units. The VP FAAF administers all faculty personnel processes, policies, and procedures for probationary, tenured, and retired faculty, lecturers, and academic student employees, including: recruitments, appointments, and H-1B visa processing; orientation and development programs; evaluation processes such as retention, tenure, and promotion (RTP), and lecturer evaluations; leaves and retirements; strong appreciation for diversity and best practices in faculty hiring; personnel issues. The VP FAAF also oversees the campus implementation and interpretation of, and compliance with faculty (Unit 3) and academic student employee (Unit 11) Collective Bargaining Agreements; the handling of Unit 3 and Unit 11 CSU Policy (Discrimination, Title IX) complaints and Collective Bargaining Agreement grievances including investigations and enforcement.

As a member of the Provost’s Leadership Team, the VP FAAF builds strong working relationships with the academic deans and regularly advises deans and department chairs on faculty matters and policies. The VP works closely with California State University’s Chancellor’s Office on implementation of faculty employment policies and technical letters and participates regularly in system-wide meetings. The VP FAAF is a member of the Academic Senate Faculty and Student Policies committee, and provides support to that body for the development of, or amendments to, faculty personnel policies and executive memorandum in accordance with the collective bargaining agreement.

The VP FAAF also has oversight responsibility for the Center of Excellence in Learning and Teaching, the Technology and Learning Program, and the Academy e-Learning initiative that are designed to strengthen and integrate the teacher-scholar model into teaching, learning, scholarship, and public service. As a member of the Provost’s Academic Council, the VP FAAF represents the Office of the President and the Office of the Provost and Vice President of Academic Affairs on a number of campus and CSU system committees.
Required Qualifications

- Applicant must hold an earned doctorate or terminal degree in an appropriate discipline and possess a record of teaching, research, scholarship or creative activity, and service to support appointment as a tenured full professor in one of the University’s academic departments.
- Successful administrative experience that requires academic leadership and stewardship such as service as a dean, associate dean, department chair, or administrative equivalent.
- Working knowledge of faculty policy development and experience with shared governance and collective bargaining.
- Experience with professional development, retention, tenure, and both promotion and leave policies.
- Experience with, and knowledge of, human resource policies and procedures related to faculty employment and student academic employees.

Preferred Qualifications

- Demonstrated commitment to promoting the success of all faculty and to reducing the barriers to success related to differences in areas such as race, gender (including sexual orientation), ethnicity, culture, and disability.
- Strong track record in supporting and delivering faculty professional development.
- Experience and familiarity working with CSU collective bargaining agreements and employment policies and practices.
- Ability to make objective analyses of current academic personnel management problems with experience in employee relations and collective bargaining.
- Ability to analyze complex problems and devise innovative solutions, to perceive the implications and potential consequences of various situations, and to assess the potential impact of alternative courses of action.
- Experience successfully supervising staff and guiding deans and department chairs in the supervision of academic employees.
- Experience with online enterprise tools in support of faculty personnel processes.
- Demonstrated ability to speak and write clearly and persuasively. Ideal candidate will possess effective impromptu speaking skills, and an aptitude for writing well-organized and well-reasoned documents.
- Demonstrated leadership in interacting and collaborating with administrators, faculty, and staff from diverse backgrounds.
- Experience with instructional technology and ways technology influences teaching.
- Organizational and time management skills to manage a fluid workload.

The University

California State University, Chico is ranked fifth among regional public universities in the Western United States by U.S. News & World Report magazine and is one of the most popular campuses within the California State University 23-campus system. With 17,000 students, 7 colleges, and 70 undergraduate and 35 graduate degrees, the University provides students a Northern California small-college-town, residential campus experience that rivals many private universities. The campus emphasizes and fosters service to the community, civic engagement, sustainability, and diversity that transform student learning and enhance the local and extended environment. Over 100,000 alumni have distinguished themselves in the arts,
business, education, and public service. Undergoing significant growth and renewal, the University is implementing a new campus master plan that will add over 200 million dollars in new construction and steadily grow campus enrollment to 20,000. Corporate and alumni development plans are fully implemented, and the Wildcats NCAA II athletic teams routinely compete for national championships. Chico State celebrates over 129 years of service as a distinguished institution of higher education. The University’s beautiful campus remains a source of pride and enjoyment for all who study, work, and live here.

As a University that educates students from a variety of ethnic, cultural and international backgrounds, we value and seek a diverse faculty, staff, and administration. CSU, Chico welcomes applicants who are knowledgeable about and interested in working within a cross-cultural learning environment.

Applications/ Applicants should submit a complete and current résumé, as well as names, addresses, and telephone numbers of up to five (5) references to the CSU, Chico online system listed below. A cover letter of interest should indicate how an applicant’s qualifications relate to the responsibilities of the Vice Provost for Faculty Affairs. Applicants should briefly articulate their administrative philosophy and explain why they aspire to a major leadership position at this stage of their careers.

Review of applications will begin March 6, 2017 and continue until the position is filled. As a condition of employment, candidates will have to submit to a confidential background check and submit official, sealed transcripts. All information obtained will be strictly confidential.

Link to Apply Online: For a full position description and to submit an application: http://jobs.csuchico.edu/postings/4146.

Nominations
Nominee information should be sent electronically to:

California State University, Chico
Office of the Provost and Vice President for Academic Affairs
VP for FAAF Search Committee Chair c/o Lori Fuentes (lfuentes@csuchico.edu)

Salary: The salary will be competitive. The position includes an attractive benefits/retirement package including 16 hours per month vacation plus holidays. This is a full-time 12-month management position that falls under the Higher Education Employer-Employee Relations Act (HEERA), and the conditions of employment are governed by the California State University Management Personnel Plan. Under this plan, employees are subject to normal management reviews and serve at the pleasure of the University President. The individual selected for this position will begin employment prior to June 30, 2017.

This is a full year, full-time administrative appointment with academic retreat rights. This position is also a “designated position” in the California State University’s Conflict of Interest Code. The successful candidate accepting this position is required to file Conflict of Interest
forms subject to the regulations of the Fair Political Practices Commission. This position is excluded from the collective bargaining process, is not subject to probationary service, and does not receive tenure or permanent status. This position is exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).

The University is an Equal Opportunity Employer and does not discriminate against persons on the basis of race, religion, color, ancestry, age, disability, genetic information, gender, gender identity, gender expression, marital status, medical condition, National origin, sex, sexual orientation, covered veteran status, or any other protected status. An annual security report disclosing crime statistics for California State University, Chico can be obtained by contacting the University Police Department at (530) 898-5372 or by accessing the following web site: http://www.csuchico.edu/up/. Additional information about the University may be viewed online http://www.csuchico.edu/pa/chico-facts.shtml and Faculty Affairs information is available at: http://www.csuchico.edu/faaf/.