

Notice of Intent to Hire, Reorganize, Promote or Reassign

Division of Business and Finance

Posting: NOI_20231201

Closes: December 1, 2023

In consultation with the Executive Committee of the Academic Senate, this [Notice of Intent \(NOI\)](#) follows a recently established process for the consideration of appointing interim Admin IIs to regular appointments, which included a confidential stakeholder survey, a report by an ad hoc review committee, and recommendation of the Executive Committee of the Academic Senate.

The Division of Business and Finance is recommending the appointment of Randy Southall as the Associate Vice President of Facilities and Capital Projects.

Prior to joining the Chico State staff, Southall was Director of Support Services at Legacy Management Systems for nearly ten years where he successfully led a multi-agency re-accreditation effort with zero deficiencies. Next, he served as Facilities Services Manager at Kaiser Permanente in Fresno, where he oversaw a complete staffing redesign that resulted in \$500k savings in labor costs. This was followed by a position as Director of Dietary, Environmental, and Linen Services at St. Joseph Regional Medical Center in Moscow, Idaho. While there, he successfully implemented a customized patient meal delivery service which showed success with patient satisfaction and positive outcomes.

Nearly ten years ago, Southall joined the Chico State staff. He started his career here as the Assistant Manager of Custodial Services where he oversaw transitions in custodial services structure that lead to significant increases in both employee and customer satisfaction. He then was named Director of Facilities Operations, where he oversaw the transition of facility operations for University Housing to FMS oversight. During that time he also developed and implemented the campus protocols for all campus sanitation during the COVID pandemic, and provided direct management and leadership for trades, custodial, grounds and logistical staff.

Since April of 2022, Southall has served as Interim AVP of Facilities and Capital Projects, continuing to provide leadership for all facets of FMS as well as overseeing the campus' major capital projects as part of a \$200 million portfolio. This includes the \$98 million Behavioral and Social Sciences building and the planning and preparation for the new University Business Services building scheduled to open in 2025. He is also part of the task force to explore feasibility for a new \$125 million residential hall on campus.

Southall has an BA in Sociology with a minor in Management from Chico State (2022).

In consideration of the critical importance of this role and Southall's proven leadership skills, the intent is to transition him to the Associate Vice President of Facilities and Capital Projects position with an anticipated start date of January 1, 2024.

Before moving forward with the direct appointment of this individual, we are seeking additional input from the campus community. While any relevant feedback is welcome, feedback specific to the following is encouraged:

1. Your experience and/or observation of this candidate's ability to build and maintain effective and collaborative relationships with campus stakeholders;
2. Your assessment of the candidate's contributions in the interim role, providing specific examples when possible; and,
3. Your assessment of the candidate's ability to develop and implement departmental strategic improvements.

We encourage you to submit your reflections on this candidate, based upon the three questions above, to NoticeofIntent@csuchico.edu on or before **December 8, 2023**.

Chico State employees may request a copy of the position description by emailing classification@csuchico.edu.