

Search for the President of California State University, Chico





The Opportunity

The California State University (CSU) Board of Trustees invites nominations and applications for the position of President of California State University, Chico (Chico State). Founded in 1887, Chico State is the second oldest campus within the California State University System. The next President of Chico State will be a significant leadership presence on campus and within the local community, and will build on the legacy of successful presidencies. Commitment to the mission of the California State University is critical, as is a commitment to supporting the region of Northern California. Candidates will bring a track record of progressively responsible, strategic, and innovative leadership; expertise in strategic enrollment management; understanding of complex financial management systems; strong relationship-building skills; and successful talent management. Chico State is an Hispanic-Serving Institution (HSI) that is proud of its active and engaged student body and strong connection with the local community.

The Role of the President

The President reports to the Chancellor of the CSU System, and serves as the chief executive, academic, and administrative leader for the Chico State campus, overseeing strategic planning, budget management, enrollment management, fundraising, human resources, academic programming, facilities maintenance, and all other areas of operation. The President will embrace the CSU System mission to advance and extend knowledge, learning, and culture throughout California, and to provide opportunities for individuals to develop intellectually, personally, and professionally. The President will appreciate and foster the robust relationship students have within the larger Chico State service area, providing extensive community service to the rural Northern California region. Positions reporting to the President include the Provost and Vice President for Academic Affairs, the Vice President for Student Affairs, the Vice President for Information Technology and Chief Information Officer, the Vice President for University Advancement, the Vice President for Business and Finance, and the Chief Diversity Officer.

Opportunities and Expectations for Leadership

Located about 90 miles north of Sacramento and 175 miles northeast of San Francisco, and situated at the foothills of the beautiful Sierra Nevada mountains, Chico State is located in an idyllic community and serves a wide variety of California residents. The new President will bring fresh ideas to the evolving, highly competitive higher education business model, and will be expected to lead in a number of critical areas, such as:

Leveraging and Strengthening Community Bonds

Chico is a consummate college town, with an abundance of cultural and recreational resources in combination with a small-town feel. The main Chico State campus enjoys a central location within the city of Chico, integrated within the city's quaint neighborhoods and downtown business district. Community relationships and partnerships are critical for Chico State's future and the success of its students. The President will seek out critical opportunities for partnerships in service of students and the University. While nurturing existing relationships, the President will also build new partnerships with Northern California entities in business, healthcare, education, the nonprofit sector, and other relevant stakeholders. Chico State's campus also hosts a number of public-facing galleries, libraries, and museums, which provide an outstanding way to connect the University with the community.

Ensuring Long-Term and Comprehensive Financial Sustainability

Understanding the challenging demographic trends facing higher education, the President will ensure growing and sustainable student enrollment levels through an effective strategy that meets targeted goals for tuition and fees, and provides philanthropic support and tuition, housing, and fee revenues that are aligned with budget needs. Additionally, the next President will seek opportunities to diversify revenue streams through the development of programs to attract a broad range of nontraditional and adult learners. The successful candidate will support an infrastructure that is focused on student enrollment, retention, completion, and post-graduation success. It will also be critical for the President to further develop a strong culture of philanthropy in the community, including with alumni, businesses, parents, and friends. Working closely with the Advancement team and leveraging the campus's unique beauty and strengths, the President will enhance Chico State's fundraising capacity.

Advancing Justice, Equity, Diversity, and Inclusion

The new President will be passionate about and committed to a climate of well-being, belonging, and safety at Chico State. A focus on justice, equity, diversity,



and inclusion will be central to the culture that the new President will lead. They will support the expansion and development of policies, programs, services, and activities that educate faculty, staff, and students on the principles and practices of justice, equity, diversity, and inclusion, and cultivate a climate of awareness, understanding, and respect for all individuals and groups. The next President will continue to provide support to the Chico State Office of Tribal Relations and further enhance the relationship with the Mechoopda Indian Tribe, the first occupants of the lands on which the University today resides. They will develop and implement faculty and staff hiring strategies that result in a diverse pool of candidates, reduce bias in the selection process, and retain diverse talent to support an incredibly diverse and predominantly first-generation student body.

Supporting Continued Academic Excellence and Shared Governance

Chico State provides undergraduate, graduate, and continuing education opportunities that facilitate academic excellence in a broad range of disciplines including Agriculture; Behavioral and Social Sciences; Business; Communication and Education; Engineering, Computer Science and Construction Management; Humanities and Fine Arts; and Natural Sciences. Chico State's distinguished faculty and staff offer rigorous academic programs through interdisciplinary collaborations across the University's seven colleges and many centers. The new President will empower faculty and staff to pursue innovative pedagogies, enhance course and program offerings, and be drivers in the educational goals of students. Chico State has a strong history of shared governance through collaboration between the President's Cabinet and faculty, staff, and student governance structures. The new President will be committed to seeking out and working with diverse populations and stakeholders across campus in both short- and long-term decision-making processes.

Promoting Resilient and Sustainable Systems

The new President will be committed to promoting practices, programs, and policies that foster regenerative environmental, agricultural, and conservation practices. They will take an expansive view of the challenges facing the world and how Chico State can be a leader in combatting climate change for the region it serves by developing local and global environmentally resilient initiatives, and promoting conservation of natural environments across a variety of disciplines. In addition, the new President will appreciate the intersectionality of equity, diversity, inclusion, and resilient environmental practices and will support programs and structures that advance best practices in sustainable futures. In addition to its Center for Regenerative Agriculture and Resilient Systems, Chico State is proud to maintain one of only four University Farms within the CSU System, providing unique experiences in food production and agricultural land management for students while partnering with key community members and businesses.

Qualifications and Personal Characteristics

The next President will be the chief advocate and ambassador for the University and the community that it serves, and will work tirelessly to promote its continued growth and development at the local, state, and federal level. The next President will possess the following professional qualifications and personal characteristics:

- An exceptional communicator and engaged listener who can articulate Chico State's mission and vision to stakeholder groups internal and external to the University, and who invites others into the vision.

- A charismatic leader with the ability to inspire confidence in the Chico State community by engaging in visible leadership both on and off campus.
- An analytical thinker and planner with a deep appreciation for students, faculty, and staff as well as the power of higher education to impact our communities.
- An eagerness to seek out individuals with collegiate promise who face cultural, geographical, physical, educational, financial, and/or personal barriers to assist them in advancing to the highest educational levels they can reach.
- Proven history of leadership and management of people, finances, and operations.
- Commitment to stewarding the management of natural resources to foster social, ecological, and economic well-being.
- Demonstrated ability to build trust within a shared governance environment with diverse stakeholders.
- Motivating leader who builds strong morale and unifies people, inspires trust, and treats all community members with dignity and respect.
- Chief advocate and ambassador for the University and the community that it serves.
- A bachelor's degree is required. Doctorate or other terminal degree is preferred.



STRATEGIC PLAN

About California State University, Chico

With an operating budget of roughly \$243 million, Chico State enrolls approximately 13,000 students at its 132-acre campus located 90 miles north of Sacramento and 175 miles northeast of San Francisco. Chico State is an Hispanic-Serving Institution that offers more than 100 degrees in undergraduate and graduate studies. Operating as part of the 23-campus California State University System, Chico State is the second-oldest campus in the California State University System and is the anchor institution for Northern California, serving a sprawling 12-county service area the size of Maine.

Chico State has a special and much beloved character that enhances the experience of all who are a part of the campus community. The beautiful campus with historic brick buildings, nine bridges, and a creek flowing through is a point of Wildcat pride. The campus has been recognized nationally for its sustainability efforts and is formally designated as an arboretum. Situated in the heart of downtown, the University provides a wonderful college-town atmosphere, a friendly climate on the campus, a strong sense of community, distinctive and innovative programs, superior academic technologies, and exceptional levels of student support.

The Strategic Plan identifies three strategic priorities and four enduring commitments. The Strategic Plan was created concurrently with the *Master Plan*, which envisions the physical campus for the next decade and beyond. The work of faculty, staff, and administrators is driven by the University's mission, updated for the *2019-2024 Strategic Plan*:

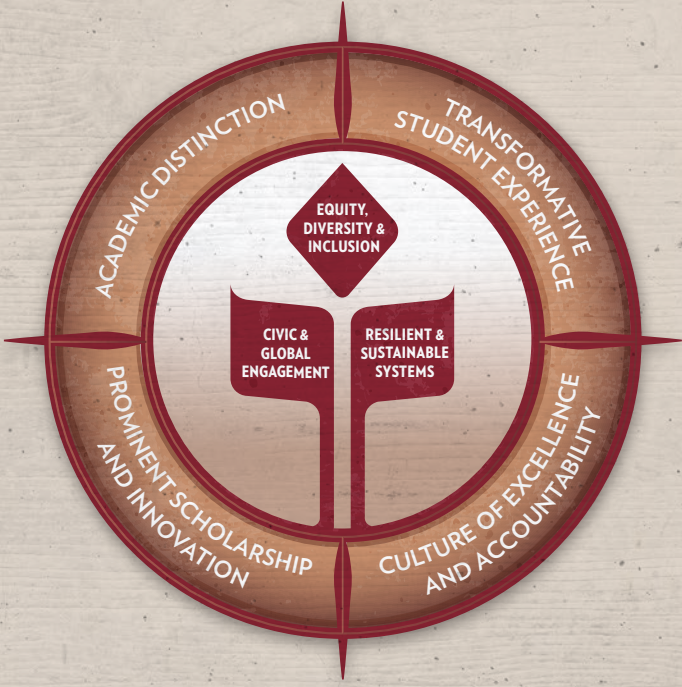
Chico State is the comprehensive university of the North State with a global reach. Through excellence of inquiry, innovation, and experiential learning, we develop students who are critical thinkers, responsible citizens, diverse leaders, and inspired stewards of environmental, social, and economic resources.

Chico State Overview:

https://media.csuchico.edu/media/Chico+State+Board+of+Trustees+Video+-+Final/1_pmlhzk5q

Chico State employs 1,031 staff members and 915 instructional faculty members. In 2019, the University earned Western Association of Schools and Colleges (WASC) re-accreditation for eight years. Additionally, 25 programs have their own accreditation. Chico State is comprised of seven colleges and five schools:

- College of Agriculture
- College of Behavioral and Social Sciences
- College of Business
- College of Communication and Education
- College of Engineering, Computer Science, and Construction Management
- College of Humanities and Fine Arts
- College of Natural Sciences



Our Strategic Priorities



Our Enduring Commitments

The University also has 28 specialized centers, including the Center for Regenerative Agriculture and Resilient Systems, the Human Identification Lab, the Center for Healthy Communities, the Center for Math and Science Education, and California Pavement Preservation Center.

Of Chico State's roughly 13,000 students, half identify as first-generation and 47% are Pell-eligible. The student-to-faculty ratio is approximately 24-to-1, and the average undergraduate class size is 28.

Chico State has not been immune to the enrollment challenges facing higher education and is prioritizing the enrollment of new students and retention as its top priority for the foreseeable future. Starting in fall 2022, a University-wide effort is targeting enrollment through focus in four key areas: Marketing and Communications, Recruitment and Admissions, Program Investment and Assessment, and Retention to Graduation.

Additionally, as Chico State works to elevate its reputation as a "preeminent university solving the unprecedented challenges of the 21st century," it is prioritizing and supporting thought leadership across all disciplines that position the institution to train not only



its students but experts and communities across the world in emerging fields. This includes work on wildland management, with the first Wildland Management master's degree program in the CSU System, and training for fire personnel in prescribed burns and other techniques at the Big Chico Creek Ecological Preserve; the Human Identification Laboratory training personnel from the Office of Emergency Services and state and federal law enforcement to respond to disasters; and the Center for Regenerative Agriculture and Resilient System's work to connect academics and professionals to restore soils to feed a growing planet. Chico State is also attracting media attention for faculty research related to health, neurodiversity, earth sciences, and much more.

The campus is an important hub for community activities; more than 150,000 people from the region attend activities on campus each year. The University has three theatres, one historic auditorium, two gyms, and three athletic stadiums. The School of the Arts presents an active calendar of performances and events, including the North State Symphony, the annual spring musical, and galleries showcasing the work of students, faculty, and invited artists. The Humanities Center hosts an eclectic calendar of speakers and faculty symposia. Chico Performances presents a variety of professional touring artists in music, dance, and theatre.

The campus is home to the Turner Print Museum, which has a collection of more than 4,000 prints, and the Humanities Gallery and University Gallery, which host exhibitions of art by faculty, students, alumni, and guest artists from throughout California. The Department of Art and Art History galleries in the Arts and Humanities building exhibit student work, the Valene L. Smith Museum of Anthropology offers cultural exhibits and a lecture series, and the Gateway Science Museum creates educational programs to teach schoolchildren about the region's rich natural heritage in addition to the science concepts on display. The campus is also home to diverse laboratories and student computing facilities. Meriam Library is a four-story building housing close to 1 million

print volumes, as well as computer labs, private study rooms, and technology-enhanced collaborative learning spaces.

Beyond its campus, Chico State operates an 800-acre agricultural teaching and research center (Paul L. Byrne University Farm), which offers students hands-on experience in orchard management; crops, soils, and sustainable agriculture; beef, swine, sheep, goat, and organic dairy production; and agricultural mechanics. In addition, Chico State Enterprises manages the 7,835-acre Big Chico Creek Ecological Reserve (BCCER) for the primary purposes of supporting the educational mission of Chico State, protection of natural resources, research, and wildlands education. The BCCER is the largest such reserve in the 23-campus system and one of the largest among all California institutions of higher education.

Chico State is home to a lab that is unique in the western United States. In addition to providing students with extraordinary real-world experience and training, the Human Identification Lab (HIL) is an invaluable state resource for local, federal, and international law enforcement, medical examiners, and attorneys. HIL has the ability to rapidly mobilize large, experienced search teams in emergencies, such as the Camp Fire and the San Bruno pipeline explosion, to provide vitally important and difficult service to recover human remains and provide closure to families and friends of the missing. Along with half of the board-certified forensic anthropologists in California, the HIL is staffed by three full-time faculty members from the Department of Anthropology and one professor emeritus. The HIL also provides hands-on training for law enforcement agencies and personnel—including public lectures, demonstrations of field recovery methods, and workshops on excavation methods, human remains recovery, search and rescue, and bone identification.

From preparing teachers and protecting watersheds to promoting economic development and bringing closure to families after tragedies, Chico State's faculty

have enabled the University to be a positive force in the communities it serves. Students, too, provide service through organizations like Community Action Volunteers in Education, the Community Legal Information Center, and other organizations. For more about student life, see www.csuchico.edu/sll/.

Academic Programs

The University provides more than 385 undergraduate and graduate academic offerings. In addition to undergraduate degree programs in the liberal arts and in professional and technical areas, students may choose from a wide variety of minors, teaching credentials, and certificates. Chico State also has many high-quality graduate programs; post-baccalaureate students comprise about 6.6% of the student body. Professional & Continuing Education supports a growing number of online degrees and degree completion programs.



Student Life

As of fall 2022, Chico State enrolled 12,869 full-time equivalent students and 13,840 total students. The majority of students are White or Hispanic and reflect the population of the region. The 4% of students from outside the United States come from 43 nations.

Most students live off campus, but Chico State offers students 2,018 living spaces in six on-campus residence halls and one off-campus apartment complex (University Village). The University has more than 225 student organizations, including fraternities, sororities, and special-interest, social, and professional groups. All students are members of the Associated Students (AS) of Chico State, a multimillion-dollar corporation managed by students. The AS is responsible for the student government, the Chico State Wildcat Store, the student union (Bell Memorial Union), a holistic wellness center, the



campus recreation center (Wildcat Recreation Center), an outdoor adventure and rental equipment program, and other services for students, including a campus daycare.

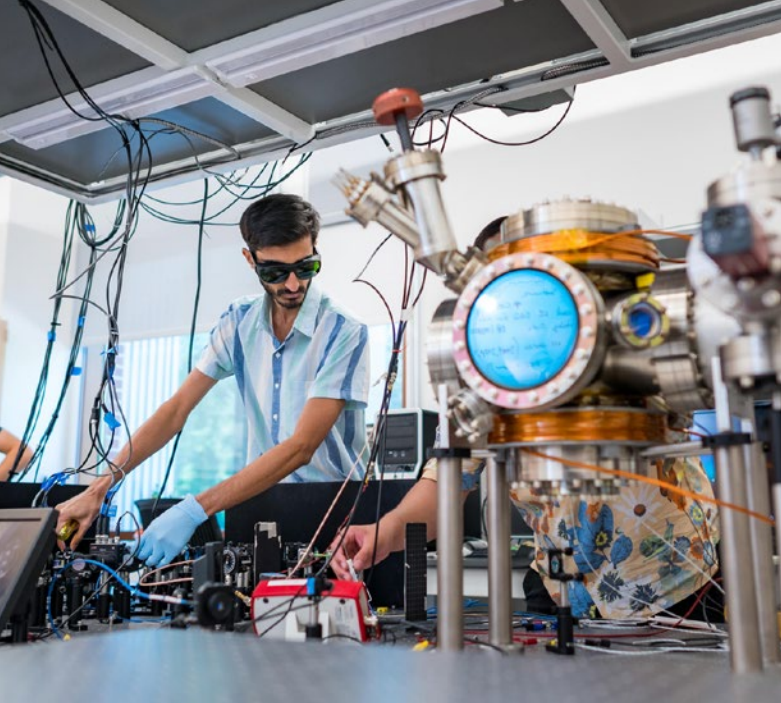
Chico State is the home of the Wildcats and has 13 Division II men's and women's athletic teams, with an all-weather track, putting green, jogging trails, a soccer stadium, softball fields, Nettleton Stadium (for baseball), tennis courts, basketball courts, weight room, and other facilities. Students also manage the operations of campus publications, including the academic journal *The Chico Historian*, the literary journal *Watershed Review*, and *The Orion*, the student newspaper that has won dozens of state, regional, and national awards and was inducted into the Associated Collegiate Press Hall of Fame in 2005 for its record of achievement.

Students benefit from an array of support programs provided by the University, including the Academic Advising Program, Career Center, Accessibility Resource Center, Educational Opportunity Program, Financial Aid and Scholarships, International Student Advising, Veterans Affairs, Student Computing Services, Student Employment Center, Student Learning Center, and the University Writing Center. Its WellCat services include an acute care clinic with laboratory and pharmacy services, a counseling center, alcohol and drug prevention and education program, and confidential support for victims of interpersonal violence.

More than 177,000 proud Chico State alumni live in California and around the world. Alumni return to campus for celebrations such as Homecoming Weekend, which brings Chico State students, alumni, parents, and friends together for days of fun, education, and reconnection, in partnership with Admissions to showcase the campus spirit and offerings to prospective students and their families.

Advancement

In 2015-16, Chico State launched the University's first



Information Technology

In 2022, Chico State reached an exciting milestone when the Division of Information Technology (IT) was formed through a reorganization of Academic Affairs. The new, standalone Division of IT welcomed its inaugural Vice President and Chief Information Officer in March 2022. The division is working on many exciting plans, first of which is its new strategic plan to take technology services to the next level by leveraging technology opportunities that provide new value to the University while continuing to provide the same comprehensive IT services that support teaching and learning, research, and University business operations.

Strategic Priorities

EQUITY, DIVERSITY, AND INCLUSION

Graduation Initiative 2025 and Advancing Equity Project

—Like all 23 of the CSUs, Chico State is charged with improving graduation rates and eliminating equity gaps. While making good progress against graduation targets, equity gaps have proven more stubborn. The Advancing Equity Project was formed as an intensive campuswide effort to close the gaps for historically underserved, low-income, and first-generation students. In fall 2022 reports, gaps began to shrink—a culmination of the intense focus on this issue by the entire campus. Areas of focus include college-based equity plans, a critical success course model, implementation of a comprehensive student success team model, alignment and expansion of peer navigation and mentoring, expansion and institutionalization of HSI grants and efforts to serve Latinx students, and removal of identified barriers through policy and process review.

Chico State STEM Connections Collaborative

The Chico STEM Connections Collaborative (CSC²) aims to recruit and retain historically underrepresented and underserved students in science, technology, engineering, and mathematics (STEM) majors and facilitate their academic success. Through two U.S. Department of

annual leadership giving society, the Tower Society, to re-engage, energize, and recognize alumni, parents, and friends in the University's culture of philanthropy. Chico State also identified the priorities for and named its first comprehensive capital campaign—*Transform Tomorrow* | *The Campaign for Chico State*—which raised over \$106.6 million in just eight years. With goals of empowering student success, building cutting-edge facilities, and investing in people through student scholarships, faculty fellowships, and transformative programs, the extraordinary success of *Transform Tomorrow* has inspired the institution to reach even higher to meet the challenges facing today's students.

As state support continues to play a smaller role in budgetary operations and as higher education navigates funding impacts related to enrollment, Chico State is working to grow the culture of philanthropy. In 2021-22, the institution secured a significant number of six- and seven-figure gifts to support programs and services campuswide. Motivated by the success of *Transform Tomorrow*, University Advancement is in the planning stages for the next, larger campaign to engage and inspire more alumni and friends across the country to join in the mission to build a bold future for Chico State. The University will continue to prioritize public-private partnerships to provide an exceptional education at an affordable cost.

Business and Finance

The Division of Business and Finance is dedicated to providing a safe, attractive, and vibrant campus environment, responsive and resourceful solutions for departments, and timely and accurate financial reporting. Through the units of Environmental Health and Safety, Facilities Management and Services, Financial Services, Human Resources, Risk Management, the University Budget Office, and the University Police Department, the division provides effective stewardship of institutional assets and resources as well as excellent service to students, faculty, staff, and visitors at Chico State.



Education grants totaling \$9.1 million, Chico State ensures students have access to services that will provide academic guidance and personal support, as well as opportunities for research and professional development. The interdisciplinary program is based in the Colleges of Agriculture; Engineering, Computer Science, and Construction Management; and Natural Sciences.

Building Capacity as an Hispanic-Serving Institution

Chico State was designated by the U.S. Department of Education as an HSI in 2015. Since then, the University has been awarded a total of \$19.9 million in grants for institutions eligible for HSI funds (seven grants in total). Current and active programs for these grants have a value of \$15.7 million (six grants). The grants were awarded from the U.S. Department of Education, National Science Foundation, and U.S. Department of Agriculture. Project directors are from the College of Agriculture; the College of Natural Sciences; the College of Engineering, Computer Science, and Construction Management; the Office of Graduate Studies; and Undergraduate Education.

Tribal Relations

The University has an established Office of Tribal Relations, which focuses on relationship building with local tribes, outreach to and support of Native students,



and state and federal compliance reporting and action. The University begins all campus events with a land acknowledgement and intentionally includes the Mechoopda Indian Tribe of the Chico Rancheria in high-profile campus events. In September 2022, Chico State became the first public university in California to return Native lands, officially transferring a 93-acre ecological preserve to the Mechoopda Indian Tribe. The land will continue to be used for conservation and educational purposes under the stewardship of the Mechoopda to protect and restore it as it recovers from the Camp Fire.

Seal of Excelencia

Chico State is pursuing the Seal of Excelencia from Excelencia in Education, an organization dedicated to ensuring Latinx students thrive in higher education. Certified institutions have been able to articulate and demonstrate they are modeling behavior that will accelerate Latinx student success. As an institution serving a student population that is 36% Latinx, Chico State has formed a task force to complete the process for earning the seal.

Office of Equity, Diversity, and Inclusion

The position of Chief Diversity Officer has been elevated to a Cabinet-level position to provide counsel to the President and the Cabinet and lead EDI efforts across campus. The Office of Equity, Diversity, and Inclusion has experienced growth over the last several years to include an Associate Director, Director of Latinx Equity and Success, and office staff.

Employee Retention and Recruitment

Human Resources hired an EDI Recruitment and Retention Specialist in 2022 to strengthen institutional policies and practices related to increasing workforce diversity.

CIVIC AND GLOBAL ENGAGEMENT

AmeriCorps Californians for All College Corps

Chico State is one of 45 University of California, CSU,





community colleges, and private colleges selected in 2022 via a competitive grant application process as an inaugural partner for this service-based college opportunity program. College Corps is a state program that helps create debt-free college pathways for low-income students through fellowships that provide financial support to students dedicated to providing public service. Chico State was awarded 125 fellows in the initial cohort to serve community organizations in three main areas: K-12 education, food insecurity, and climate action.

Voter and Census Education

Chico State students have a history of activism and civic involvement. The Town Hall Meeting, a public sphere pedagogy event, has been part of the First-Year Experience Program for more than a dozen years. Students choose a current policy issue to research over the semester, culminating in an opportunity to present their research in a public arena with fellow students, faculty, administrators, and community members. The program has gained national recognition for its groundbreaking civic engagement work. Additionally, Chico State took top honors in the statewide Ballot Bowl competition for registering eligible voters in 2021.

North State Roots

Recognizing the University's service region as "33,000 square miles of opportunity," the North State Roots initiative aims to strengthen the relationship between Chico State and its service region by fostering intentional networks between students and their home communities. These intentional connections will support the success of North State students and foster more formal partnerships to advance common goals, increase understanding, and promote economic and community vitality.

Study Abroad & Exchange

Chico State is consistently recognized by the Institute of International Education (IIE) as being one of the most

active and engaged U.S. higher education institutions in its category for participation in studying abroad. Study Abroad integrates global opportunities into the academic experience. Chico State offers a variety of programs in more than 200 locations and 40 different countries, and partners with a plethora of institutions across the United States. Additionally, Chico State has been recognized by the U.S. Department of State's Bureau of Educational and Cultural Affairs as a 2022 Fulbright HSI Leader and was named among the *nation's top Fulbright Scholar-producing higher education institutions*, proudly producing three Fulbright Scholars during the 2021–22 academic year.

RESILIENT AND SUSTAINABLE SYSTEMS

Climate Action and Resilience Plan

Chico State is committed to achieving carbon neutrality by 2030. The updated *Climate Action and Resilience Plan (PDF)* outlines a path to achieving this ambitious goal and calls on all campus members—students, faculty, staff, and partners—to act. Chico State remains committed to its academic mission of educating and empowering the next generation of sustainability leaders to build robust relationships within the community and support one another through the challenges ahead, acknowledging that social justice is inextricably linked to climate justice and actively taking steps to ensure a just transition to a sustainable future.

Center for Regenerative Agriculture and Resilient Systems

The Center for Regenerative Agriculture and Resilient Systems (CRARS) seeks to promote regenerative farming practices to reduce greenhouse gases, restore soil resiliency, increase the sustainability of farms and ranches, and address food and water insecurity. One of the center's major projects is the Soil Carbon Accrual Project, a collaboration of more than 10 scientists from two continents coming together to measure the effect

of regenerative agriculture on soil carbon in multiple locations over multiple years using flux tower technology. The center also conducts technical service provider training and on-farm research, mentors farmers, performs bioreactor research, and more.

Awards and Recognitions

For fiscal year 2021-22, the University's funded research awards totaled \$45.9 million, an increase of over \$15 million from the previous year. This major increase was due to several multimillion-dollar/multiyear awards, including:

- CalFresh Outreach—\$7.8 million over 3 years
- Far North State Californians for All College Corp—\$2.1 million over 2 years
- Broadband agreement funded by the California Public Utilities Commission's California Broadband Mapping Project—\$3.7 million over 3 years
- Salmonid Habitat Restoration Partnership with the U.S. Department of the Interior—\$4.1 million for 1 year.

Additionally, the University has been successful in generating \$19.9 million in HSI grants, including the following:

- U.S. Department of Education: Adelante: Postbaccalaureate Pipeline Program—\$3 million
- U.S. Department of Education: Chico STEM Connections Collaborative—\$4.2 million, and renewed for another \$4.9 million through 2026
- U.S. Department of Education: Destino Project—\$3.3 million
- National Science Foundation: Cultivating a Culture of Entrepreneurial Mindset and Undergraduate Research—\$2.2 million



The economic and fiscal impacts of these grants benefit the economies of local communities, the region, and the state. In particular, Chico State hosts well-established **Upward Bound, Talent Search, and Student Support Services** programs on campus, providing access and support services to first-generation students who have experienced economic, educational, and/or environmental barriers but display the potential to succeed in post-secondary education. The University is proud to support this core group of students and aspiring students on their collegiate journeys.

Chico State has earned national and global recognition for its faculty, community service, student and faculty research, sustainability efforts, and commitment to equity, diversity, and inclusion. The university has been rated a top-10 regional public university in the West by *U.S. News & World Report* for nearly a quarter century and earned the highest possible score on the U.S. Department of Education's College Scorecard. In its 2022 **Best Colleges Rankings**, *U.S. News & World Report* recognized Chico State on a half-dozen lists, including regional top 25 placements in Social Mobility, Best Colleges for Veterans, and Top Public Schools.

Chico State's rankings for providing a high-quality, high-value education are prolific, and in a diverse array of categories. In the last two years, **College Consensus ranked the University No. 2** in its **"Best Online Colleges and Universities"** and No. 8 in its **"Best Public Colleges and Universities"** lists—both national honors. The **Institute for International Education** ranked Chico State's **Study Abroad and Exchange program** at No. 7 nationally for master's institutions participating in a year or longer. And the University placed in the top 15 in a pair of **Washington Monthly's 2021 College Guide and Rankings** lists—"Best Bang for the Buck Rankings: West" and **"Master's University Rankings."**





Chico State's Master of Business Administration program was listed in *CEO Magazine's* 2019 Global MBA Rankings, gaining Tier One status. And LendEDU, a website that helps consumers learn about and compare financial products, ranked Chico State fifth in the nation and first in the state of California in 2022 for our graduates having the lowest student debt upon completing their degrees.

Chico State has a record of impressive performance in the area of cybersecurity as well. Cyber Power rankings, created by Cyber Skyline in partnership with the National Cyber League, has placed Chico State among the top universities nationwide since 2018, ranking the University No. 1 in competitions with 10,000 students from more than 500 colleges and universities across the United States in 2019. The ranking represents the ability of students to perform real-world cybersecurity tasks, such as identifying hackers from forensic data, testing and auditing vulnerable websites, recovering from ransomware attacks, and more.

The School of Nursing at Chico State is highly regarded for both its BSN and MSN programs and the School's online program has been named among the best schools for online healthcare degrees and certificates for 2023 by EduMed.org. The program earned top honors for overall quality, affordability, and commitment to student success.

Developed in close partnership with more than 50 industry partners, Chico State's nationally recognized Concrete Industry Management program is one of only five in the nation. The program combines the disciplines of concrete technology with business administration, and graduation comes with a 100% job placement rate and better-than-average starting salaries for graduates. This program is designed for students to study the nuances of the evolving concrete industry while learning how to lead in the boardroom thanks to the integration of business administration curriculum.

The University's student newspaper, *The Orion*, has a legacy of impressive awards and was honored by

Associated Collegiate Press in 2022 with a Pacemaker 100 award, recognizing the most honors during the past century, and the Mark of Excellence Award from the Society of Professional Journalists in the Breaking News category.

Chico State Athletics dominates California Collegiate Athletic Association action in 13 sports. The Wildcats won top honors on the court, pitch, field, and course while excelling as scholars and community leaders. In 2022, Chico State student-athletes achieved a trifecta in CCAA honors, winning the Robert J. Hiebert Commissioner's Cup, an award given to the California Collegiate Athletic Association member institution with the highest aggregate ranking in eight of the CCAA's 13 championship sports. A Chico State athlete-scholar also won the Impact Award, which honors a single CCAA athlete who exemplifies leadership through participation in community service and engagement activities. Lastly, Chico State athlete-scholars also received CCAA recognition as the top-performing academic institution in 2021-22.

Chico State's commitment to sustainability is spelled out in its 2019-24 Strategic Plan and 2020 Climate Action and Resilience Plan, prioritizing sustainable practices across campus. Efforts are evident across the University in the commitment of students, faculty, and staff. Recently, Chico State received a handful of honors to distinguish it from the rest of the California State University system and other institutions in both the West region and across the nation. In its 2022 Sustainable Campus Index, the Association for the Advancement of Sustainability in Higher Education (AASHE) recognized Chico State for its environmental practices and commitment to sustainability, honoring it as the top performer in its Master's Institutions category. Chico State also ranked No. 8 in Curriculum and No. 9 in Water for Conservation and Reuse Efforts, as well as for Rainwater Management Practices.





Additionally, AASHE awarded Chico State a Gold rating and the highest score in the CSU System in 2022, as well as a prestigious international Campus Sustainability Achievement Award for its multi-campus faculty learning community, which resulted in the modification of dozens of courses across the CSU to include high-impact sustainability projects and pioneering research. The recognition is one of only 12 awards given to more than 400 international submissions.

Efforts to better support wildlife on its beautiful, park-like campus earned Chico State honors as a Certified Butterfly Garden by the National Butterfly Association, an official Monarch Waystation via Monarch Watch, Certified Wildlife Habitat through the National Wildlife Federation, and Bee Campus USA by the Xerces Society. The Princeton Review lists Chico State on its 2023 Green Colleges list.

History of the University

The history of the Chico campus dates to 1887, when the California legislature approved the creation of the Northern Branch of the State Normal School. The small town of Chico was chosen as the site of the new teachers college, and Chico's founder, John Bidwell, gave eight acres of his cherry orchard to the state to provide a campus. The Chico Normal School opened its doors to 90 students in 1889. As the college grew, its name changed to reflect that growth. The legislature converted

its teachers colleges to state colleges in 1935, and Chico State Teachers College became Chico State College. In 1972, the college became California State University, Chico.¹

Today, Chico State is a comprehensive university serving not only the Sacramento Valley region, but also the state, the nation, and the world through instruction, research, and public service.² The University's motto—"Today Decides Tomorrow"—emphasizes the institution's mission to develop students who are critical thinkers, responsible citizens, diverse leaders, and inspired stewards of environmental, social, and economic resources. Students are encouraged to do and dare throughout their college experience to establish the life they've dreamed of on their own terms. Through the successes of its students, alumni, faculty, and staff, Chico State will be known as a preeminent university solving the unprecedented challenges of the 21st century.

Chico State shares its rich history with the Mechoopda people, who are indigenous to the area and who have contributed to Chico and the university for generations. The University stands on Mechoopda sacred traditional lands, providing an opportunity for today's students to pursue education in a beautiful location. Chico State continues to rely on the expertise of the Mechoopda people to preserve their heritage and move the campus forward in partnership.



Region and Community

The campus is situated in California's mostly agricultural-based upper-Sacramento Valley and is nestled in the downtown of the city of Chico, which has a population of 103,000. Chico is located just 30 minutes from Lake Oroville, which provides outstanding water sport and fishing opportunities, and within two hours of the ski resorts of Lake Tahoe, and three hours of the San Francisco Bay Area. The city offers an entrepreneurial spirit, an impressive year-round farmers' market, and the 3,700-acre Bidwell Park, one of the largest municipal parks in the United States. Most Chico State students live within two miles of the campus, and the moderate climate encourages people to walk or bicycle and be part of an active, friendly community. The foothills of the Sierra Nevada Mountains, which form the eastern edge of the city, provide ample hiking, biking, swimming, and other outdoor activities nearly year-round.

Chico State's reputation for integrating with the community extends not just locally but throughout our Northern California service region. Activities range from park clean-ups to classroom assistance, from concrete industry management majors completing playground rehabilitation or paving parking lots for nonprofits, to nursing students leading vaccine clinics, and recreation majors improving trails on public lands. Through our nursing program's placement of students in rural hospitals and student teachers filling vital roles in small communities to securing funds to work on critical issues such as expanding broadband, improving wildlands, and mitigating threats of wildfire, Chico State is living its values every day to be the comprehensive university of the North State with a global reach.

The California State University System

The California State University System comprises 23 campuses³ across the state. The Board of Trustees, most of whom are appointed by the governor and serve with faculty and student representatives, govern the system. The CSU Chancellor is the chief executive officer, reporting to the Board. The campus presidents serve as the campus-level chief executive officers. The trustees, Chancellor, and presidents develop systemwide educational policy. The presidents, in consultation with their campus Academic Senate and other stakeholder groups, render and implement local policy decisions.

The CSU System has an annual budget of more than \$5 billion. It is not only the largest four-year university system in the nation—with 477,000 students and 56,000 faculty and staff—but also is one of the most diverse and affordable university systems. The CSU System is a leader in high-quality, accessible, student-focused higher education, and trains the majority of California's leaders and policymakers: approximately 64% of Californians with master's degrees in public administration studied at a CSU, as well as 35% of those with bachelor's degrees. The CSU System produces nearly half the state's bachelor's degrees, sending 132,000 job-ready graduates into the workforce each year, and one in 20 Americans with a bachelor's degree earned it from one of the system's 23 campuses. The CSU System has produced more than 4 million graduates who have had an immeasurable impact in fields such as education, health care, agriculture, government, arts and entertainment, medicine, and nonprofit leadership. It prides itself on providing accessible, affordable degrees, making higher education possible for individuals from underserved backgrounds and advancing social mobility. To learn more about the California State University System, see www.calstate.edu.

Application/Nomination Process

Interested candidates must submit a letter of interest that addresses the leadership opportunities, key priorities, and attributes outlined in this leadership profile; a current CV or résumé; and the names and contact information of five professional references. References will not be contacted without prior authorization from the applicant.

For full consideration, applications should be received by April 14, 2023. The search committee will continue its work until an appointment is made.

Application materials and nominations should be sent electronically to: CSUChicoPresident@agbsearch.com.

AGB SEARCH

Advancing Higher Education Leadership

AGB Search is assisting California State University, Chico with this important search. Please direct nominations and inquiries to the AGB Search Consultants:

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rod.mcdavis@agbsearch.com / (804) 514-1982

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¹To learn more about the history of the University, see <http://www.csuchico.edu/traditions/history/index.shtml>.

²As of fall 2022, 97% of the total student population comes from California: 26.5% from Chico State's service area, 10.3% from the Sacramento area, 22.3% from the San Francisco Bay area, 20.9% from the Los Angeles area, and 17% from the rest of California. The remaining 3% are out-of-state or international students.

³In addition to Chico State, campuses include CSU Bakersfield; CSU Channel Islands; CSU Dominguez Hills; CSU East Bay; CSU Fresno; CSU Fullerton; Humboldt State University; CSU Long Beach; CSU Los Angeles; CSU Maritime Academy; CSU Monterey Bay; CSU Northridge; California State Polytechnic University, Pomona; CSU Sacramento; CSU San Bernardino; San Diego State University; San Francisco State University; San José State University; California Polytechnic State University, San Luis Obispo; CSU San Marcos; Sonoma State University; and CSU Stanislaus.





California State
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