



Assistant Vice President Institutional Research, Planning & Assessment

California State University, Bakersfield (CSUB) is seeking an individual to coordinate strategic planning and assessment activities, and to oversee institutional data collection and management. The person will facilitate the use of institutional data in campus-wide planning and decision-making. The individual will monitor progress towards our goals, and compliance with CSU, federal, state, and other agencies' mandates and regulations. This position will coordinate university strategic planning efforts, and provide leadership for the evaluation and assessment of educational effectiveness and institutional-related outcomes.

The AVP will oversee the design and conduct of timely research studies in areas related to the institution's strategic objectives and student learning outcomes, and will work with units in developing a "culture of evidence" including appropriate measures and indicators for assessment. The individual will be responsible for the operation of the IRPA office which will provide data to external agencies, and campus constituencies on topics such as student recruitment, retention, and graduation; faculty, staff, and student satisfaction; enrollment planning, campus diversity, faculty workload, and institutional effectiveness.

The individual will be expected to design data systems that will provide accessible and timely "on-demand" reports regarding enrollment management, student matriculation, graduation, and other topics related to the student experience, faculty workload, and curriculum offerings. The position reports to the Provost/Vice President for Academic Affairs.

Qualifications: Earned doctorate in an appropriate field. Extensive experience in higher education outcomes assessment. Experience with strategic planning using a "continuous improvement" approach that links planning with resource allocation and utilization. Excellent written and oral communication skills; and strong organizational and project management, and facilitation skills. Significant experience in data collection, management, analysis and report preparation. Ability to utilize complex statistical and various analytical research methods. Able to work collaboratively with faculty and staff on the development and implementation of assessment plans. Experience in a university setting, and familiarity with regional and/or specialized accreditation are highly desirable.

CSUB is a public, comprehensive university of approximately 7000 full-time equivalent students. A part of the 23-campus California State University System, CSUB has a student body that reflects the diversity of the southern San Joaquin Valley. The University houses four schools: Business and Public Administration, Education, Humanities and Social Sciences, and Natural Sciences and Mathematics. CSUB awards bachelor degrees in 32 subject areas, and master degrees in 18 majors. (<http://www.csub.edu>)

CSUB is a Southern California school located in Kern County, spanning the southern San Joaquin Valley and Western Mojave. Bakersfield (metropolitan population 406,000) is a growing community projected to double in population in twenty years. The city is within two hours of Pacific Ocean beaches and Sierra mountain locations and is just an hour and a half north of the Los Angeles metropolitan area. For more information see <http://www.lifeinbakersfield.com/> and <http://www.bakersfieldchamber.org/documents/community%20profile.pdf>

Applications received by March 18, 2008 will be assured full consideration. The position will be open until filled. The projected start date is September 1, 2008.

Completed applications must include:

1. A cover letter that provides some details of how the applicant addresses the qualifications and interest in the position
2. A current curriculum vitae
3. Contact information for five current references, including email addresses
4. A [CSUB application](#) must be completed, signed, and mailed to the address below.

Submit applications to:

**AVP Institutional Research, Planning and Assessment Search Committee
c/o Office of the Provost and Vice President for Academic Affairs
California State University, Bakersfield
9001 Stockdale Highway - ADM 59
Bakersfield, CA 93311-1022**

Or email as an attachment (preferably in a Word document format) to: Oni Brown, Staff support obrown@csub.edu

CSUB is committed to Equal Employment Opportunity. Applicants will be considered without regard to gender, race, age, color, religion, national origin, sexual orientation, marital status, disability, or covered veterans' status.