

SEARCH PROSPECTUS:

Vice President of Human Resources and Inclusive Excellence



Cal State Fullerton®

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Founded in 1957, Cal State Fullerton is a community of approximately 139,000 people located in Fullerton, CA, 30 miles southeast of Central Los Angeles. About 44,000 students were enrolled in fall 2025, the majority of whom live in Orange County.

Cal State Fullerton is a leading campus of the CSU system, serving as an intellectual and cultural center for Southern California and a driver of workforce and economic development. We are an emerging national model for broadening access to higher education for the diverse student population in the region and beyond, and for supporting student success through innovative high-impact educational experiences and student support programs.

Cal State Fullerton embraces a very diverse community, with over 40 nations represented in the student body. CSUF is designated as a Hispanic Serving Institution and an Asian American and Native American Pacific Islander Serving Institution. Excelencia in Education, a nonprofit and national authority on Latinx student success, recertified Cal State Fullerton in 2024 with the Seal of Excelencia

through 2027, a prestigious certification awarded to U.S. institutions that strive to go beyond Latinx student enrollment and intentionally elevate their students' success. Cal State Fullerton is one of nine institutions to earn recertification in 2024.

Watch this video to
learn more about
Cal State Fullerton



THE UNIVERSITY

About Cal State Fullerton

With an operating budget of approximately \$595 million for the 2024-2025 fiscal year, the University offers 120 degrees: 57 undergraduate degrees and 63 graduate degrees, including doctorates in education and nursing practice. Cal State Fullerton has 8 colleges, including the largest accredited business school on the west coast. The university employees respectively over 1,100 full-time and part-time faculty members, as well as nearly 2,000 staff members.

Cal State Fullerton is a major driver of economic activity statewide, powering \$2.26 billion in economic activity. The quality of faculty at Cal State Fullerton, 81% of whom hold a doctoral degree, is reflected in the numerous state, national, and international awards.

A Titan education is defined by high-impact immersive learning experiences amid a rich diversity of perspectives and backgrounds. CSUF graduates are academically confident, culturally competent, well prepared, and uniquely positioned to excel in their local communities, in the global marketplace, and in the journey of lifelong learning.

U.S. News and World Report ranks Cal State Fullerton among the top 10 performers in the nation for social mobility (Sept. 2024). Money magazine rates CSUF 4.5 stars in its list of Best Colleges in America (June 2024). Cal State Fullerton is No. 4 in the nation for total bachelor's degrees granted to Hispanic/Latino students, according to Hispanic Outlook on Education Magazine (Oct. 2024). Diverse: Issues in Higher Education ranks CSUF at No. 4 in the nation for bachelor's degrees awarded to Hispanics (Nov. 2024).

In fall 2025, CSUF enrolls record-high number of students of over 44,000. Nearly 60% of these students receive financial aid, and about 32% of them are the first in their families to attend a university.

Mission

Cal State Fullerton transforms lives through innovative and quality education, research, and creative activities. We inspire all members of the Titan community to engage in their lifelong pursuit of critical inquiry and societal advancement; to become catalysts for empowerment and inclusivity; and to advance the intellectual, cultural, and economic growth of Orange County and beyond.

Vision

Cal State Fullerton will serve as a model public university that cultivates leaders who drive innovation, sustained change, and collective well-being in local and global communities.

Strategic Plan

CSUF's ambitious 2024-2029 strategic plan Fullerton Forward provides an excellent roadmap for evolving the institution's focus on student access, academic success, support, and well-being. It also addresses critical areas of recruitment and retention of students, faculty, and staff, as well as goals related to the physical and financial capacity of the institution and associated campus operations.

Orange County

Orange County's three million residents enjoy a nearly perfect climate in which parks and beaches provide abundant opportunities for outdoor activities. Orange County is the home of exciting professional sports, a wide range of tourist attractions, including Disneyland, and quality venues for visual and performing arts. Orange County boasts a thriving business economy and a well-educated workforce. The County of Orange is a regional service provider with core businesses including public safety, public health, environmental protection, regional planning, public assistance, social services, and aviation.



FACILITIES

The California State University, Fullerton campus includes approximately 110 permanent buildings, featuring student housing for about 2,200 residents and a recently renovated Titan Dining Hall. Recent developments include two buildings in the Visual Arts Complex, which added gallery and classroom spaces along with renovations to an existing structure, a 600-bed suite-style student housing facility, a parking structure, and an Olympic-sized pool.

- Student Housing Phase 5: A 512-bed apartment-style complex, currently under construction.
- Engineering and Computer Science Innovation Hub: A 42,000 square foot state-of-the-art facility in the design phase.
- Landmark Hall – Center for Leadership: A 20,000 square foot donor-funded building in the design phase.

The main campus core includes Mihaylo Hall, McCarthy Hall, Dan Black Hall, Humanities, Gordon Hall, and Langsdorf Hall, surrounded by key academic buildings: Titan Gym, Kinesiology and Health Sciences, Education Classroom, the Engineering and Computer Science Complex, and the Visual and Performing Arts Complex. Supporting academic buildings are the Titan Student Union, Bookstore, Charles L. and Rachel E. Ruby Gerontology Center (home to the Center for

Successful Aging), Student Health and Counseling Center, Titan Hall, and other utility buildings. The 10-story College Park building on Nutwood Avenue hosts the College of Communications and the College of Education, providing additional classroom and office space. The campus also features four parking structures, with a total capacity of 7,323 spaces and total approximately 12,425 vehicles. Through the Associated Students, Inc., Fullerton offers an accredited child development center on campus.

The Arboretum and Botanical Garden at California State University, Fullerton is 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.



SUSTAINABILITY INITIATIVES

Cal State Fullerton is committed to sustainability and has received its first Platinum Leadership in Energy and Environmental Design (LEED) certification from the U.S. Green Building Council for the Student Housing Complex Phase 3. Recent sustainability initiatives include installing a solar-energy network on the rooftops of parking structures, the Kinesiology and Health Science (KHS) building, and the Clayer Performing Arts Center (CPAC), totaling approximately 4,777 kilowatts, with an additional 106 kilowatts planned. This clean-energy project is projected to generate 1.16 megawatt-hours of electricity annually, reducing greenhouse gas emissions by over 700 metric tons each year and saving an estimated \$9 million in utility costs over the next 25 years.



Cal State Fullerton is proud to:

- Empower graduates to become leaders in innovative climate solutions, as reflected in the multidisciplinary poster presentations addressing sustainability and climate action across the curriculum at the annual Energy and Sustainability Summit.
- Be a Second Nature Carbon Commitment signatory and integrate sustainability across academics and operations.
- Be a charter member of the Association for the Advancement of Sustainability in Higher Education (AASHE) with a STARS Gold rating.
- Be recognized as a top performer in water management in the 2024 Sustainable Campus Index, achieving a 27% reduction in water use from infrastructure and landscaping initiatives.
- Offer 100 electric vehicle (EV) charging spaces through the Southern California Edison Charge Ready Program, helping reduce greenhouse gas emissions by up to 8,300 pounds per day for a cleaner tomorrow.

The Associated Students Inc., CSUF provides student development opportunities through leadership, volunteer, and employment experiences. In addition, the Associated Students provides campus community members with important social, cultural, and recreational opportunities, as well as a wide range of programs and services. CSUF recognizes that many of the people who wish to attend the University are parents of young children, and to attend classes, these students must arrange for affordable, quality childcare. Therefore, the CSUF Children's Center has been established and operated with Associated Student Inc. funds, for the purpose of making the educational opportunities at the University equally accessible to these parents of young children.

The Arboretum and Botanical Garden at Cal State Fullerton provides academic experiences for each of the eight colleges, offering a teaching and learning platform spanning 26 acres with opportunities for research, internships, service-learning, thesis exhibits/presentations, and capstone projects.

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. For example, the College of the Arts 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. In 2022, the campus added Men's and Women's Water Polo to their athletics teams and opened its new aquatics center featuring an Olympic sized pool.

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 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 with communities served to encourage advocacy, investment, and support of the University, its mission, goals, and programs that advance student success. Cultivating significant opportunities for the future of Cal State Fullerton requires a large network of community support groups.

These affiliates include the President's Associates, CSUF Alumni Association, Art Alliance, Colleagues of the College of Natural Sciences and Mathematics, Emeriti, Friends of the Fullerton Arboretum, MAMM Alliance for the Performing Arts, Music Associates, Osher Lifelong Learning Institute, Patrons of the Library, Reading Educators Guild, Titan Advocates, and Titan Athletics Council.



ABOUT HUMAN RESOURCES AND INCLUSIVE EXCELLENCE

The Human Resources and Inclusive Excellence (HRIE) division at California State University, Fullerton is committed to meeting the needs of a multicultural and vibrant community. Our adept team of professionals focuses on providing human resource services and supports the University's goal to recruit and retain a high-quality, multifaceted faculty and staff.

Through integrated human resource programs, we deliver valuable information, tools and services, while embracing and respecting the differences that make up our Titan community. Our commitment to inclusiveness supports the overarching university goal to become the premier comprehensive university in the country, nationally recognized for exceptional programs that prepare our student body for academic and professional success.

We value human connections and pledge to support all faculty, staff, students, and applicants with their employment-related needs and encourage a healthy work/life balance by providing resources such as our Employee Assistance Program (EAP). We look forward to partnering with you as we advance the University's mission with innovative solutions and a standard of excellence.



ABOUT THE VP HRIE POSITION

POSITION OVERVIEW

The Vice President for Human Resources and Inclusive Excellence serves as a senior member of the President's Cabinet and provides strategic vision and leadership for a comprehensive portfolio of human resources, equity, inclusion, and compliance functions. This role guides university-wide initiatives that foster a culture of excellence, belonging, accountability, and continuous improvement in service of student success and institutional effectiveness.

Reporting directly to the President, the Vice President oversees a broad range of departments and services, including:

- Academic HR Services
- Diversity Initiatives and Resource Centers
- Civil Rights and Equity (Title IX and DHR)
- Compensation Services
- Inclusion and Equity Programs
- Labor and Employee Relations
- Office of Engagement and Belonging
- Payroll Services
- Risk Management
- Student Employment
- Talent Acquisition
- Total Wellness

The Vice President leads strategic planning and execution in support of workforce recruitment, retention, engagement, and development of faculty and staff, with a strong emphasis on inclusive excellence and compliance with all applicable laws, regulations, and collective bargaining agreements.

KEY AREAS OF RESPONSIBILITY

Policy Leadership and Compliance

- Lead development, implementation, and interpretation of policies aligned with federal/state laws, CSU and campus regulations, and collective bargaining agreements.
- Advise senior leadership on HR strategies and inclusive practices to support institutional goals.
- Oversee campus responses to Title IX and discrimination, harassment, and retaliation claims, and ensure compliance-related training and risk mitigation systems are in place.
- Champion process improvements, technology adoption, and data-informed decision-making across all HR functions.

Strategic and Operational Leadership

- Provide forward-thinking and strategic leadership in a rapidly evolving, policy-driven landscape, guiding a team of professional and support staff across all HR and inclusion-related departments.
- Promote a high-performing, service-oriented culture that centers equity, collaboration, and employee development.
- Strengthen programs and practices that support a diverse, talented, and engaged workforce.
- Offer expert consultation to executive leadership on talent management, workforce planning, organizational development, and change management.

University and External Engagement

- Represent the University at systemwide, local, and national levels on matters related to HR, equity, and compliance.
- Serve on university-wide planning and advisory committees to align HRIE initiatives with institutional priorities.
- Present reports, proposals, and recommendations to campus stakeholders, including the President, Cabinet, and governing bodies.

Additional Responsibilities

- Participate in special projects and assignments at the discretion of the President.

QUALIFICATIONS

REQUIRED QUALIFICATIONS

- Master's degree or higher from an accredited institution.
- At least ten years of progressive leadership experience in human resources within higher education, government, or the private sector, preferably at a large, complex institution.
- Demonstrated experience navigating shared governance environments, including academic/faculty, staff, and student employment matters.
- Proven expertise in labor and employee relations, including contract negotiations, grievance resolution, conflict management, and fostering constructive partnerships with unions and employee groups.
- Expert knowledge of federal and state HR compliance regulations, including collective bargaining, employment law, Title IX, Discrimination, Harassment and Retaliation (DHR), ADA/EEO, FLSA, FMLA/CFRA, wage and hour laws, and related employment regulations.
- Familiarity with payroll systems and workforce administration.
- Proven success in advancing equity, inclusion, and belonging initiatives in support of student and employee success.
- Strong interpersonal and communication skills, with demonstrated ability to lead diverse teams, build consensus, and collaborate across divisions.
- Track record of strategic planning, program development, and organizational transformation.
- Proficient in leveraging a wide range of quantitative and qualitative data to inform policies and practices.
- Demonstrated commitment to providing exceptional, responsive service to the campus community, grounded in personal accountability and inclusive excellence.



APPLICATION PROCESS

If you are interested in confidentially learning more about this opportunity, please reach out to Tara Garcia, Director of Employment Services at 657-278-5312 or, if more convenient, schedule an introductory call by emailing talentacquisition@fullerton.edu. Applications can be submitted in confidence at <https://www.fullerton.edu/leadership>. Those applications received by October 9 by 9:00 PM (Pacific Standard Time)/midnight (Eastern Standard Time) will be assured full consideration. A complete application will include a cover letter addressing the qualifications above, curriculum vitae, a Leadership Statement, and the names, e-mail addresses, and phone numbers of five references. References will not be contacted without explicit permission from the candidate.

California State University, Fullerton is deeply committed to fostering an inclusive environment within which students, faculty, staff, and administrators thrive. Individuals interested in advancing the University's strategic goals are strongly encouraged to apply. Reasonable accommodations will be provided for qualified applicants with disabilities who self disclose.

