



Vice President for Human Resources and Chief Human Resources Officer

Leadership Profile

September 2026



Executive Summary

[California State University Los Angeles](#) (Cal State LA) seeks a transformational, mission-centered human resources executive to serve as its inaugural Vice President for Human Resources and Chief Human Resources Officer (VPHR/CHRO). Reporting directly to [President Berenecea Johnson Eanes](#) and serving on the President's cabinet and senior leadership team, the VPHR/CHRO will lead the University's human resources enterprise at a pivotal moment of renewal and progress. This leader will build a modern, responsive, service-oriented HR division that aligns strategies, policies, practices, and culture in support of Cal State LA's mission to transform lives and foster thriving communities across greater Los Angeles.

Cal State LA is one of the nation's premier comprehensive public universities and a vital anchor institution in one of the most dynamic, diverse, and influential regions in the country. As part of the [California State University system](#) (CSU), the nation's largest and most diverse four-year public university system, Cal State LA serves approximately 22,000 students and is nationally recognized as an engine of upward mobility, access, and economic opportunity. The University's Vice President for Human Resources and Chief Human Resources Officer will join a deeply mission-driven institution with an enduring commitment to student success, public service, inclusion, and the greater good.

The division of human resources is entering a new chapter following a period of significant transition, with important stabilization efforts already underway to rebuild trust, strengthen the team, improve communication across the enterprise, and enhance organizational effectiveness. The VPHR/CHRO will build on this momentum by modernizing systems and processes, elevating service delivery, and positioning HR as a strategic, solutions-oriented partner across the University. This role requires a seasoned HR executive with deep expertise across the full human resources portfolio, experience leading change in a complex and highly unionized environment, and the strategic vision, sound judgment, and operational discipline to translate institutional priorities into effective workforce strategies, programs, and measurable outcomes.

The VPHR/CHRO will also play a central role in strengthening relationships across the University and within the broader CSU system. Cal State LA employs approximately 2,500 faculty, staff, and management personnel and operates within a systemwide collective bargaining environment. The next leader will be expected to foster productive labor-management relationships, build trust with faculty, staff, administrators, union leaders, and shared governance partners, and serve as an effective liaison to the CSU Chancellor's Office and HR colleagues across sister campuses. Success will require a visible, approachable, collaborative, and transparent leader who can listen carefully, communicate clearly, navigate complexity with steadiness, and advance practical solutions with credibility and care.

For an accomplished human resources leader, this is a distinctive opportunity to shape the future of HR at Cal State LA by strengthening operations, advancing workforce strategy, and positioning HR as a trusted, strategic partner in a dynamic, mission-driven, and unionized public university environment. The University seeks a collaborative, solutions-oriented executive with broad HR expertise, strong labor and employee relations acumen, sound judgment, and a demonstrated ability to lead change, build effective teams, and use data to improve service, accountability, and organizational performance. A bachelor's degree is required, along with at least ten years of progressively responsible senior-level human resources leadership experience, including supervisory experience, and at least five years in a senior management or executive leadership role in a complex organization. Preferred qualifications include an advanced degree or senior-level HR certification, significant HR leadership experience in higher education, and experience within the California State University system or another large public higher education system.

To submit a nomination or express personal interest in this position, please see the *Procedure for Candidacy* section at the end of the document.

Role of the Vice President for Human Resources and Chief Human Resources Officer

The Vice President for Human Resources and Chief Human Resources Officer will join Cal State LA at an important moment in the University's continued evolution as one of the nation's leading engines of educational access, upward mobility, and community impact. Reporting directly to the President and serving as a member of the President's Cabinet and Senior Leadership Team, the VPHR/CHRO will serve as the University's senior executive for human resources and as a trusted advisor to the President, Cabinet, and campus leadership on the workforce strategies, policies, practices, and culture necessary to advance Cal State LA's mission.

This leader will provide strategic vision and executive oversight for the full human resources enterprise, including talent acquisition and employment services; classification and compensation; labor and employee relations; payroll; benefits and leave administration; workforce planning and analytics; human resources information systems; organizational learning and professional development; performance management; workplace accommodations; position management; employee engagement; Civil Rights and Title IX; and related compliance functions. The VPHR/CHRO will ensure that these functions operate with clarity, consistency, accessibility, and accountability, while strengthening the Division of Human Resources as a proactive, service-oriented, and solutions-focused partner to the campus community.

Cal State LA employs approximately 2,500 faculty, staff, and management personnel and operates within the California State University system's highly unionized environment. Seven unions represent faculty, staff, academic professionals, public safety personnel, healthcare professionals, and student employees. While collective bargaining occurs at the CSU system level, campus leadership plays a critical role in fostering productive labor-management relationships, implementing systemwide agreements, resolving employee relations matters, and building trust across a diverse and mission-driven workforce. In this context, the VPHR/CHRO will also serve as an important liaison to the CSU Chancellor's Office and collaborate with human resources leaders across sister campuses to share best practices, navigate systemwide policies and initiatives, and ensure that Cal State LA's HR strategy is both locally responsive and aligned with broader CSU priorities.

As Cal State LA continues to advance its strategic priorities, the VPHR/CHRO will play a central role in aligning workforce strategy with institutional goals. This will include leading University-wide approaches to recruitment, retention, leadership development, succession planning, employee engagement, organizational effectiveness, and change management. Working closely with the President, Provost, vice presidents, deans, academic and administrative leaders, faculty, staff, labor representatives, and shared governance bodies, the VPHR/CHRO will help ensure that Cal State LA has the organizational capacity, talent, systems, and culture required to support student success and institutional excellence.

This executive will guide the interpretation, administration, and implementation of applicable federal and California employment laws and regulations; California State University policies, executive orders, and technical letters; collective bargaining agreements; and University policies, procedures, and guidelines. In partnership with University Counsel and other campus leaders, the VPHR/CHRO will help assess and mitigate employment-related risk, promote consistent and equitable practices, and ensure that employees and managers receive the guidance, procedural protections, and support needed to navigate complex personnel matters effectively.

Labor and employee relations will be a particularly important dimension of the role. The VPHR/CHRO will serve as a strategic advisor to the President, cabinet, deans, administrators, and managers on collective bargaining agreements, grievance administration, conflict resolution, investigations, corrective action, progressive discipline, performance management, and other sensitive workforce matters. This leader will be expected to build constructive relationships with labor organizations and employee representatives, support consultation and shared governance processes, and foster a culture of professionalism, respect, accountability, and trust.

Internally, the VPHR/CHRO will lead and develop a capable and committed human resources team of approximately 37 professionals. The successful candidate will establish clear goals, priorities, service standards, performance expectations, and accountability measures; develop an effective leadership and delegation structure; support staff growth and professional development; and foster collaboration across HR functions. The VPHR/CHRO will be expected to use data, technology, analytics, and process improvement to strengthen HR operations, enhance communication and transparency, and ensure the responsible stewardship of University resources.

Key areas of responsibility include, but are not limited to the following:

Executive Leadership and Institutional Strategy

- Serve as the University's Chief Human Resources Officer and a member of the President's Cabinet.
- Advise the President and executive leadership on human resources strategy, workforce matters, organizational effectiveness, institutional risk, labor relations, and employment policy.
- Develop and implement a comprehensive University-wide human resources strategy aligned with the University's mission, strategic plan, and institutional priorities.
- Provide executive leadership for workforce planning, organizational development, succession planning, leadership development, employee engagement, and institutional change initiatives.
- Assess emerging workforce trends and recommend strategies that strengthen organizational capacity, operational effectiveness, and employee success.
- Participate in University-wide planning, policy development, resource allocation, and executive decision-making.
- Provide leadership and consultation regarding organizational structures, staffing models, position management, and the alignment of resources with institutional priorities.
- Represent the University within the CSU system and with governmental agencies, professional organizations, community partners, and other external constituencies.
- Serve as a visible and trusted executive leader who fosters collaboration, transparency, accountability, and confidence across the University community.

Human Resources Policy, Compliance, and Administration

- Provide executive leadership and oversight for the planning, development, implementation, administration, and assessment of comprehensive human resources programs, policies, and services.
- Ensure compliance with applicable federal and state employment laws and regulations; CSU policies, executive orders, and technical letters; collective bargaining agreements; and University policies, procedures, and guidelines.
- Interpret employment laws, CSU requirements, and collective bargaining provisions and ensure their timely and consistent implementation across the University.
- Develop and recommend University-wide human resources policies, procedures, guidelines, and administrative practices.

- Provide executive oversight for talent acquisition, classification, and compensation, payroll, benefits, leave administration, human resources information systems, position management, workplace accommodations, and related employment services.
- Oversee the University's response to complex personnel matters, workplace complaints, and allegations of discrimination, harassment, retaliation, and other prohibited conduct.
- Ensure employees receive appropriate notice, due process, and procedural protections under applicable laws, policies, and collective bargaining agreements.
- Work in coordination with University Counsel and other appropriate offices to assess and mitigate employment-related risk.
- Establish internal controls, service standards, performance measures, and accountability mechanisms for human resources operations.
- Promote the effective use of technology, data, analytics, and process improvement to increase the efficiency, accessibility, consistency, and transparency of human resources services.

Labor and Employee Relations and Executive Advising

- Provide strategic leadership for the University's labor and employee relations programs.
- Advise the President, Cabinet, deans, administrators, and managers on complex labor, employee relations, performance management, disciplinary, and organizational matters.
- Oversee the interpretation and administration of collective bargaining agreements and the CSU Management Personnel Plan.
- Establish and maintain constructive working relationships with labor organizations and employee representatives.
- Provide leadership in grievance administration, labor-related proceedings, conflict resolution, investigations, corrective action, and progressive discipline.
- Ensure the timely and effective implementation of collective bargaining agreements, negotiated changes, settlements, and grievance or arbitration decisions.
- Support managers and supervisors in addressing employee performance, conduct, workplace conflict, and organizational concerns.
- Collaborate with academic leadership and Faculty Affairs on matters involving shared responsibilities, University policy, and the broader employment environment.
- Participate in consultation and shared governance processes involving workforce policies and initiatives.
- Serve as an executive resource and trusted advisor on sensitive, confidential, and institutionally significant matters.

Talent, Organizational Development, and Workplace Culture

- Provide strategic leadership for the recruitment, development, engagement, advancement, and retention of a highly qualified workforce.

- Develop strategies that position the University as an employer of choice and strengthen its ability to attract and retain talent.
- Provide leadership for executive and management recruitment, onboarding, performance management, succession planning, and leadership development.
- Oversee employee learning, professional development, management development, recognition, and organizational effectiveness programs.
- Advance consistent and effective performance management practices throughout the University.
- Promote a workplace culture that supports professionalism, respect, accountability, collaboration, service, and employee success.
- Assess organizational climate, employee engagement, workforce capacity, and emerging institutional needs and recommend appropriate actions.
- Support organizational change through communication, consultation, training, and structured change-management practices.
- Build collaborative relationships across organizational lines and ensure that Human Resources Management functions as a responsive and effective institutional partner.

Division Leadership and Resource Management

- Provide executive leadership and direction to Human Resources Management and its senior leadership team.
- Establish divisional goals, priorities, performance expectations, and accountability measures.
- Recruit, supervise, develop, evaluate, and retain professional and support staff.
- Develop an effective leadership and delegation structure that supports operational continuity, staff development, sound decision-making, and timely service.
- Foster collaboration across human resources functions and promote consistent policies, processes, communications, and service standards.
- Develop, administer, and monitor the Human Resources Management budget.
- Allocate personnel and financial resources in alignment with institutional and divisional priorities.
- Assess the effectiveness of programs and operations and implement improvements based on data, service needs, legal requirements, and recognized professional practices.
- Ensure the appropriate stewardship of University resources and compliance with applicable fiscal and administrative requirements.

Opportunities and Expectations for Leadership

The Vice President for Human Resources and Chief Human Resources Officer will join Cal State LA at a pivotal moment of renewal and forward momentum. Following a period of significant transition, including leadership turnover, key vacancies, and operational challenges, the University has made important progress in stabilizing the division of human resources, rebuilding trust, strengthening communication, and fostering a more collaborative and service-oriented culture. With a committed team and a campus community eager for meaningful progress, the VPHR/CHRO will have the opportunity to build on this foundation by modernizing systems and processes, enhancing operational excellence, strengthening workforce strategies, and positioning HR as a trusted, proactive partner in advancing the University's mission. The ideal leader will bring deep human resources expertise, strategic vision, sound judgment, and a proven ability to lead change in a complex, mission-driven environment while translating institutional priorities into measurable outcomes and long-term organizational success.

Strengthen and Modernize the HR Foundation

The VPHR/CHRO will build on recent stabilization efforts to further transform the division of human resources into a highly effective, service-oriented, and accountable organization. This leader will strengthen core HR operations, modernize systems and processes, enhance consistency and responsiveness, and ensure the structure, talent, and infrastructure are in place to support a high-performing HR function. Success will require a strategic yet hands-on executive with deep expertise across the full HR portfolio, including labor and employee relations, compensation, workforce planning, talent acquisition, compliance, and organizational development. The ideal candidate will combine vision with operational discipline, translating institutional priorities into practical solutions, measurable outcomes, and sustained organizational improvement.

Build Trust and Strengthen Relationships Across Campus

The VPHR/CHRO will have a significant opportunity to strengthen confidence in the division of human resources by fostering a culture of transparency, responsiveness, collaboration, and accountability. Cal State LA seeks a visible, approachable, and relationship-centered leader who can build trust and credibility across the University, serving as a valued partner to faculty, staff, union leaders, deans, administrators, managers, and shared governance groups. Success in this role will require exceptional judgment, strong communication skills, and the ability to navigate a complex organizational environment with steadiness, empathy, and integrity. Through authentic engagement, active listening, and practical guidance, the successful candidate will cultivate productive relationships, support shared goals, and advance a culture of mutual respect and continuous progress across the institution.

Lead Through Change While Honoring Culture

Cal State LA is a deeply mission-driven institution with a strong commitment to student success, community impact, and public service. While the University is grounded in a culture that stakeholders describe as collaborative, resilient, and people-centered, there is also a shared desire to advance new ideas, modernize systems, strengthen service delivery, and improve organizational effectiveness. The VPHR/CHRO will play a key role in guiding this evolution by honoring the institution's values and culture while helping to build a more agile, effective, and forward-looking Human Resources organization. Success will require a leader who combines empathy, cultural intelligence, and relationship-building skills with a clear orientation toward action, enabling the University to navigate complexity, embrace change, and achieve meaningful progress in support of its mission.

Advance Workforce Strategy and Institutional Effectiveness

As a member of the President's Cabinet, the VPHR/CHRO will play a critical role in shaping the University's workforce and organizational strategy, ensuring Human Resources is aligned with and actively advances Cal State LA's strategic priorities. The successful leader will strengthen leadership capacity, enhance the employee experience, support talent acquisition and retention, advance workforce planning, and elevate HR's role as a strategic partner across the institution. Ultimately, this is a compelling opportunity for an accomplished HR

executive to build trust, modernize practices, strengthen organizational infrastructure, and lead a high-performing HR function that supports Cal State LA's mission, people, and future aspirations. With a campus community eager for progress, the VPHR/CHRO will be positioned to translate momentum into meaningful, measurable, and lasting impact.

Professional Qualifications and Personal Qualities

Education/Certification

- A bachelor's degree from an accredited four-year college or university is required.

Qualifications

- **Senior Human Resources Leadership Experience:** Minimum of ten (10) years of progressively responsible senior-level human resources leadership experience, including supervisory experience, with at least five (5) years in a senior management or executive leadership capacity in a similarly complex, mission-driven, unionized organization.
- **Comprehensive HR Functional Expertise:** Substantial leadership experience across multiple human resources functions, supported by comprehensive knowledge of contemporary human resources administration and professional practices, including labor relations, collective bargaining, employee relations, compensation, classification, benefits, payroll, talent acquisition, organizational development, and workforce planning. Demonstrated success leading HR programs and operations that serve a large and diverse workforce.
- **Executive Advising and Senior Leadership Partnership:** Demonstrated experience serving as a member of a senior leadership team and advising presidents, chief executive officers, governing boards, or other executive leaders on sensitive, complex, and high-impact human resources matters.
- **Labor Relations, Compliance, and Institutional Risk Management:** Significant experience with labor-management relations, collective bargaining, grievance administration, employee relations, and the interpretation and administration of labor agreements, as well as demonstrated knowledge of federal and California employment laws and regulations, regulatory compliance, due process, and institutional risk management.
- **Policy Development and Operational Effectiveness:** Experience developing, interpreting, implementing, and administering employment policies, organizational procedures, and HR practices that promote consistency, transparency, accountability, compliance, and operational effectiveness.
- **Strategic Planning and Workforce Alignment:** Demonstrated executive-level strategic planning, organizational assessment, and decision-making skills, with the ability to formulate and implement human resources strategies aligned with institutional mission, priorities, and long-term organizational needs, translating institutional priorities into effective workforce strategies, policies, programs, and measurable outcomes.
- **Data, Analytics, and Legally Sound Decision-Making:** Demonstrated experience leveraging data, workforce analytics, and performance measures to inform decisions, assess outcomes, evaluate alternatives,



anticipate consequences, and develop practical, legally sound recommendations that improve HR programs, services, and operations.

- **Organizational Change and HR Transformation:** Proven success leading organizational change, operational improvement, HR transformation, technology optimization, business process redesign, or enterprise-wide human resources initiatives that strengthen service delivery, improve efficiency, and enhance the employee experience.
- **Compensation Strategy and Infrastructure:** Demonstrated ability to develop and implement compensation strategies, manage market-based pay structures, job architecture, and career frameworks, and build scalable compensation infrastructure, policies, tools, and processes aligned with fiscal responsibility and data-informed practice.
- **Team Leadership and Staff Development:** Evidence of successfully managing, developing, mentoring, inspiring, and holding accountable professional staff across multiple functional areas, building high-performing multidisciplinary HR teams, and fostering cross-functional collaboration in complex organizational structures.
- **Collaborative, Consultative, and Inclusive Leadership:** Demonstrated ability to build collaborative relationships, lead through influence, consultation, collaboration, and consensus-building, and work effectively with diverse constituencies, including executives, administrators, faculty, staff, labor representatives, students, external partners, shared governance bodies, executive leaders, and governing boards.
- **Communication, Consultation, and Negotiation:** Exceptional interpersonal, written, verbal, presentation, consultation, facilitation, and negotiation skills, with the demonstrated ability to communicate clearly and credibly, address complex and sensitive matters with sound judgment, integrity, tact, diplomacy, discretion, and a commitment to service.

Skills & Abilities

- **Credibility and Relationship Management:** Ability to establish credibility quickly, listen with care, build trust across constituencies, and communicate complex decisions and requirements with clarity and transparency.
- **Confidentiality, Composure, and Sound Judgment:** Ability to maintain confidentiality, demonstrate discretion, act decisively, and remain composed in urgent, controversial, or high-pressure circumstances.
- **Mission-Centered Service Orientation:** Sustained commitment to service, accountability, transparency, professional excellence, and the success of the University community.
- **Innovation and Adaptability:** Flexibility, creativity, and resilience in a fast-evolving organizational environment, with a willingness to embrace change and strengthen the employee experience.

Preferred Education and Qualifications

- **Advanced Education and Professional Certification:** A master's degree in human resources management, organizational development, labor relations, business administration, public administration, higher education administration, or a related field is preferred. A Juris Doctor or other relevant advanced degree, as well as a senior-level professional certification such as SHRM-SCP, SPHR, or an equivalent human resources certification, is also desirable.
- **Senior Human Resources Leadership in Higher Education:** Significant senior human resources leadership experience in higher education is strongly preferred, particularly experience serving as a chief human resources officer or senior human resources executive reporting directly to a president, chancellor, chief executive officer, or comparable executive leader.

- **California Public Higher Education and CSU Experience:** Experience in the California State University system or another large public higher education system is preferred, including knowledge of systemwide policies, executive orders, collective bargaining structures, administrative practices, and the operating dynamics of a large, public, unionized, and consultative academic environment.
- **Faculty Employment, Civil Rights, and Compliance:** Experience working with faculty employment matters and collaborating effectively with academic leadership is desirable, as is experience overseeing Civil Rights, Title IX, equal employment opportunity, or related compliance functions within a complex institutional setting.
- **Human Resources Systems:** Demonstrated experience implementing or improving enterprise human resources information systems is preferred.

About the California State University System

Cal State LA is part of the California State University system, the nation's largest and most diverse four-year public university system. In 2026, the CSU includes 22 universities stretching 800 miles from Humboldt to San Diego and serves more than 470,000 students supported by more than 61,000 faculty and staff. The system offers more than 4,000 in-person, hybrid, and online degree programs aligned with California's workforce needs and maintains a global alumni network of more than 4.5 million graduates.

As a system, the CSU plays an essential role in California's educational, civic, and economic vitality. It awards nearly half of the bachelor's degrees earned in the state, confers more than 123,000 degrees annually, and serves as a powerful engine of access, affordability, upward mobility, and workforce development. More than one-quarter of CSU undergraduates are the first in their families to attend college, and more than half of CSU students come from traditionally underrepresented backgrounds. This systemwide mission and scale provide an important context for Cal State LA's distinctive role as a public urban university serving greater Los Angeles.



About California State University – Los Angeles

Overview

Founded in 1947 in the heart of Los Angeles, California State University, Los Angeles is one of the nation's premier comprehensive public universities and a vital anchor institution for greater Los Angeles. Located minutes from downtown Los Angeles and adjacent to the San Gabriel Valley, Cal State LA is deeply rooted in one of the most dynamic, diverse, and influential regions in the country.



The University advances a powerful mission: to transform lives and foster thriving communities across greater Los Angeles. Cal State LA cultivates and amplifies students' unique talents, life experiences, and intellect through engaged teaching, learning, scholarship, research, and public service that support student success, well-being, and the greater good.

In 2026, Cal State LA continues to be recognized nationally as an engine of upward mobility and economic opportunity, including a No. 1 ranking for upward mobility. The University serves approximately 22,000 students, is home to approximately 2,500 faculty, staff, and management personnel, and has a global alumni community of more than 260,000 graduates. It offers a broad portfolio of academic programs, including approximately 100 undergraduate programs, more than 100 graduate-level master's, certificate, and credential programs, and four doctoral programs. Cal State LA's students and alumni reflect the extraordinary diversity, energy, and aspirations of Los Angeles and the surrounding region.

A federally designated Hispanic-Serving Institution, Minority-Serving Institution, and Asian American and Native American Pacific Islander-Serving Institution, Cal State LA has long embraced the transformative power of public higher education. The University's historic commitment to access, belonging, and excellence is reflected in its academic distinction, community partnerships, and enduring focus on preparing graduates to contribute meaningfully to civic, cultural, and economic life.

Mission

Cal State LA transforms lives and fosters thriving communities across greater Los Angeles. We cultivate and amplify our students' unique talents, diverse life experiences, and intellect through engaged teaching, learning, scholarship, research, and public service that support their overall success, well-being, and the greater good.

Academics

Cal State LA offers rigorous and relevant academic programs across the arts, business, education, engineering, health and human services, natural and social sciences, and ethnic studies. Its academic offerings are designed to meet the needs of today's students and the evolving workforce, while remaining grounded in the University's commitments to access, excellence, public service, and the greater good.

Colleges and Schools

The University's academic enterprise includes the [College of Arts and Letters](#), the [College of Business and Economics](#), the [College of Education](#), the [College of Engineering, Computer Science, and Technology](#), the [College of Ethnic Studies](#), the [Rongxiang Xu College of Health and Human Services](#), the [College of Natural and Social Sciences](#), the [College of Professional and Global Education](#), and [The Honors College](#) as well as the [University Library](#).

Leadership

Berenecea Johnson Eanes, President



Berenecea Johnson Eanes became the ninth president of California State University, Los Angeles, in January 2024 and is the first woman to serve as president in the University's history. Since assuming the presidency, she has led Cal State LA with a focus on student success, institutional advancement, and deepening the University's impact across Los Angeles.

Under President Eanes' leadership, Cal State LA has continued to build significant momentum. In 2026, the University introduced *One LA, One Path Forward: Career. Community. Connection.*, its strategic plan through 2030, centered on career readiness, community impact, and connection and belonging. Cal State LA also achieved its most successful fundraising year, securing \$55.8 million in philanthropic commitments, including a landmark \$48 million grant from Ballmer Group—the largest philanthropic commitment in the University's history.

Previously, President Eanes served as president of York College of the City University of New York, where she provided strategic leadership focused on academic excellence, student success, and institutional advancement. She also served as Vice President for Student Affairs at California State University, Fullerton. A scholar and administrator in the field of social work, she has held faculty and leadership roles at institutions across the United States and internationally. She earned a bachelor's degree in public health from Dillard University, a master's degree in social work from Boston University, and a doctorate in social work from Clark Atlanta University. Beyond her professional and academic accomplishments, President Eanes and her husband are the proud parents of two college students.



Los Angeles

Los Angeles is one of the world's most influential metropolitan regions and a global center for culture, commerce, creativity, education, health care, technology, entertainment, logistics, and public service. The city of Los Angeles is home to nearly four million residents, while Los Angeles County—the nation's largest county by population—serves nearly 9.7 million people. The region's scale, diversity, and global reach create an extraordinary context for Cal State LA's mission as a public urban university deeply connected to the communities it serves.

Located minutes from downtown Los Angeles and adjacent to the San Gabriel Valley, Cal State LA is positioned within one of the most diverse and economically significant regions in the United States. Los Angeles County is majority Hispanic or Latino, more than one-third of residents were born outside the United States, and more than half of residents speak a language other than English at home. This rich cultural and linguistic diversity is reflected in Cal State LA's student body and reinforces the University's role as a destination for access, opportunity, belonging, and educational mobility.

The region's economy is broad and resilient, anchored by major industry clusters including health care, education, entertainment and media, trade and logistics, advanced manufacturing, professional services, technology, the creative economy, and the public and nonprofit sectors. The Ports of Los Angeles and Long Beach remain central to international trade and the West Coast supply chain, while the region's cultural and creative industries continue to shape national and global markets. At the same time, Los Angeles faces urgent challenges common to major metropolitan areas, including housing affordability, workforce mobility, environmental resilience, and widening opportunity gaps.

For Cal State LA, this regional context is central to its identity and impact. The University prepares graduates to lead and serve across Los Angeles and beyond, advances research and public service responsive to community needs, and partners with organizations across sectors to support workforce development, civic engagement, and regional progress. For the Vice President for Human Resources and Chief Human Resources Officer, Los Angeles offers a compelling environment in which to support a mission-driven workforce, strengthen organizational capacity, and help advance one of the region's most important public institutions.

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as two separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Cal State LA in this search. For fullest consideration, candidate materials should be received by **November 5, 2026**.

Please submit all applications, nominations, and inquiries to the search team through the WittKieffer Candidate Portal by [clicking here](#). New users should select “Register Here” to create an account before proceeding. After logging in, navigate to “Open Positions,” then locate the role by entering the institution’s name and clicking the search wheel.

Nominations and inquiries can be directed to:

Toni Davis, Ben Haden, Sarah Palmer

CSULA-VPHR@wittkieffer.com

The anticipated salary range for this role is \$280,000 - \$310,000

Salary is commensurate with the background and experience of the individual selected. This position is eligible for a broad range of benefits, including medical, dental, vision, life, and disability insurances, retirement (CalPERS), tuition waiver, vacation, and sick leave. In addition, 15 paid holidays are offered each year; 14 scheduled on specific days and a Personal Holiday that may be taken any time during the year. A comprehensive benefits summary for this position is available online by visiting our [Benefits Portal](#). The CSU Total Compensation Calculator demonstrates the significance of the benefits package. Following a conditional offer of employment, satisfactory completion of a background check (including a criminal records check) is required prior to beginning employment. Any offer of employment is rescinded if the background check reveals disqualifying information, and/or if it is discovered that the candidate knowingly withheld or falsified information. Failure to satisfactorily complete the background check may affect the continued employment of a current CSU employee who was conditionally offered the position.

Cal State LA is an equal opportunity employer that provides equal employment opportunities to all individuals, regardless of their protected characteristics. All qualified applicants and employees are encouraged to apply and will receive consideration for employment without regard to race, color, religion, age, sex, sexual orientation, gender identity, gender expression, national origin, ancestry, citizenship status, physical disability, mental disability, medical condition, military and veteran status, marital status, pregnancy, genetic information or any other characteristic protected by state or federal law.