



## **Dean, College of Letters & Science Position Profile**

The University of California, Davis (UC Davis) seeks a dynamic leader to serve as the Dean of the College of Letters & Science. Building upon UC Davis' global reputation and upward trajectory, this leader will guide the College of Letters & Science toward a bold vision of excellence. The University seeks candidates who are inspirational, creative, and accomplished leaders in their fields, with a strong commitment to academic excellence and shared governance.

### **The College of Letters & Science**

The College of Letters & Science is the largest of the schools and colleges in one of UC's most academically diverse and comprehensive universities. The College consists of approximately 558 Senate faculty and 223 non-Senate faculty members who together teach the core curriculum for virtually all 28,016 undergraduate students in the university – of whom 12,201 are majors in the College of Letters & Science – in addition to mentoring more than 1,447 graduate students pursuing degrees in 26 graduate programs or groups, as well as numerous designated emphases. The College offers 56 undergraduate majors leading to BA or BS degrees, 26 graduate programs and graduate groups offering Ph.D. and master's degrees, and additional interdisciplinary programs. Through a fundamental emphasis on developing students' capacity for critical thinking, the College strives to create future leaders, great thinkers, accomplished scholars, and global citizens. The College comprises three divisions, housing more than 50 departments and programs, which together offer a broad scope of disciplines and cover a breadth of areas of study in the humanities, sciences, mathematics, and social sciences:

#### **The Division of Humanities, Arts and Cultural Studies (HArCS)**

HArCS examines human cultures through the study of language, literatures, new media and the arts; the varieties of human affiliation and identity; and the practices of the creative arts. Attending to past, present and emergent cultural formations—interpreting culture to itself—becomes ever more important as global communication technologies, transnational political forces and environmental concerns reshape our knowledge both of ourselves and of others.

The division includes the study of languages and literatures, and their relation, broadly construed, to history and culture. The arts explore both the making of art and its history and theory, in a range of media and disciplines, including art studio and art history, design, music, and theatre and dance. The newly-formed program in Cinema and Digital Media explores digital media and digital cultures in ways that bridge the arts, humanities, technology and the sciences.

The division is also home to departments and programs that foster interdisciplinary work in African American and African Studies, American Studies, Asian American Studies, Chicana/o Studies and Native American Studies, as well as in Gender, Sexuality and Women's Studies, and Religious Studies.

Two museums and collections are also part of the division: the C.N. Gorman Museum and Collection, and the Design Museum and Collection. A third museum, the Richard L. Nelson Gallery and the UC Davis Fine Arts Collection, which recently transitioned to the Jan Shrem and Maria Manetti Shrem Museum of Art under the purview of the Provost and Executive Vice Chancellor, continues active partnerships with many College departments and programs.

### **The Division of Mathematical and Physical Sciences (MPS)**

MPS provides the foundation to understand and solve some of our biggest questions regarding nature today and create new solutions for tomorrow. Frontiers of discoveries are advanced from the most primary structure of the subatomic world to the complexity of novel materials for clean energy and for health care, from the infinite universe (cosmology) to Earth (geology). Researchers are discovering energy solutions through the most natural of systems, such as photosynthesis. They are identifying bio-markers for a variety of diseases. They are determining mathematical models that are relevant to our understanding of the natural world. MPS students and graduates are developing models for inference and data analysis for science, medicine, business and society. They are helping us to understand the mystery of dark matter and dark energy that dominates the universe. They are involved with the earth and our solar system, forecasting the next earthquakes through complex statistical 3D modeling and exploring the surface of Mars. And throughout the division, every day, the departments in MPS are teaching the fundamental building blocks of future scientific research to undergraduate students who will make the discoveries of tomorrow.

### **The Division of Social Science (DSS)**

DSS encourages students to inquire, engage and discover the answers to the most intriguing questions about how we organize ourselves and our world. DSS brings together leading scientists, scholars and teachers to inspire students to explore a wide range of subjects and disciplines, all of which are fundamental to understanding the past, present and future of the world in which we live.

World-renowned faculty lead today's students along distinctive pathways of study—from examining the history of humankind through anthropologists' research across the seven continents, to studying human interaction and communication, the variables of economics, society, culture and politics, and ultimately to solving the intricate mysteries of the mind in psychology and neuroscience.

With its stellar reputation for engaging faculty, outstanding students, state-of-the-art facilities and a breadth of academic programs, DSS educates the next generation in seeking to understand all aspects of humans and human behavior and in developing solutions for the world's problems, both today and in the future.

For information regarding the College of Letters & Science's numerous highly ranked undergraduate and graduate programs, please visit: <http://www.ls.ucdavis.edu/about/news-and-research/college-rankings-2015.html>. To learn more about the College of Letters & Science, please visit <http://www.ls.ucdavis.edu/>.

## **The University**

Few institutions can match the comprehensive excellence of UC Davis; the campus is recognized for its superb accomplishments across its entire academic spectrum. Its distinctive graduate-group structure and exceptionally collegial culture promote strong interdisciplinary cooperation. An ethos of partnership and service, in addition to its proximity to California's state government, have made the university an invaluable resource for policy makers and state agencies and home to several state and federal research facilities, as well as a nationally-known performing arts center. UC Davis' physical presence extends from main campuses in Davis and Sacramento to centers from Bodega Bay to Lake Tahoe, through the Central Valley, up and down the California coast. Combining its own advantages with the resources and prestige of the 10-campus UC system, UC Davis is a community that provides exceptional support for world-changing research and education.

UC Davis offers a high-quality environment for faculty and staff members and their families. The general campus is adjacent to the City of Davis, with a population of 65,000. Davis is an environmentally aware and socially innovative community, with excellent public schools, more than 103 miles of dedicated bike lanes and paths, and nearly 500 acres of parks and greenbelts. Campus and community cultural assets include the Robert and Margrit Mondavi Center for the Performing Arts, the under-construction Manetti-Shrem Museum of Art, the Pence Gallery and Davis Art Center. The UC Davis Health System and campus is located in nearby Sacramento, California's state capital. Sacramento is the core cultural and economic engine of a four-county metropolitan area exceeding 2.1 million residents—the fourth largest metropolitan area in the state—with diverse cultural offerings and popular recreational opportunities around and on the American and Sacramento rivers. The greater Sacramento area, including Davis, has been cited as one of the five most livable regions in America. Located near Lake Tahoe, the Napa and Solano Valleys, and the Mendocino coast, and about an hour away by train from the San Francisco Bay Area, the region offers an attractive intellectual, family, and recreational lifestyle.

Over the past decade, UC Davis has experienced extraordinary growth in research activity, admissions selectivity, campus life, and reputation. UC Davis was ranked 9<sup>th</sup> among public research universities nationwide, according to *U.S. News & World Report's* 2015 "Best Colleges" report. UC Davis was ranked 16<sup>th</sup> in *Washington Monthly's* 2014 national rankings based on contributions to the public good in Social Mobility, Research, and Service. The National Science Foundation reports that UC Davis ranks 15<sup>th</sup> in the nation in research funding among public universities, and 22<sup>nd</sup> among public and private universities. It is one of only 36 public institutions of higher education admitted to the prestigious Association of American Universities. UC Davis has the 5<sup>th</sup> highest number of international scholars of all U.S. universities, and it was an early member of the Association of Pacific Rim Universities.

Under the leadership of Chancellor Linda P.B. Katehi, a distinguished scholar and member of the National Academy of Engineering, UC Davis has continued to experience a collective momentum. Annual research awards have more than doubled since 2000, to \$786 million in 2014–15, and the Chancellor has challenged UC Davis to transform its research enterprise and increase total research awards to \$1 billion annually. The College of Letters & Science will play an important and visible role in accelerating UC Davis research, reaching across the campus to expand its research portfolio.

In 2014, the university completed its first comprehensive fundraising campaign. This ambitious campaign exceeded its goal of raising \$1 billion from 100,000 donors a full year earlier than planned and provided a foundation for future capital campaigns. UC Davis is the recipient of an NSF Institutional Transformation ADVANCE award, with the goal of increasing the participation and advancement of women in academic science and engineering careers.

With a culturally diverse student population (see: <https://www.ucdavis.edu/sites/default/files/upload/files/uc-davis-student-profile.pdf>), UC Davis strives to be a place where a broad spectrum of students learn from and support one another, guided by our Principles of Community (<http://occr.ucdavis.edu/poc/poc-brochure.pdf>). In addition to cultural diversity, UC Davis is a socioeconomically diverse campus, with at least 43% of students receiving Pell grants. The campus is committed to providing an affordable, world-class education. Current average loan indebtedness at UC Davis is nearly \$10,000 lower than the national average. Our Internship and Career Center provides assistance with career exploration and facilitates employer connections, while our Undergraduate Research Center coordinates research opportunities and highlights achievements in student research.

For more information about UC Davis, please visit <http://www.ucdavis.edu/>.

### **Position Summary**

The Dean is the chief academic and administrative officer for the College of Letters & Science, with responsibility for the academic and outreach leadership of the College and management of its resources, including faculty and staff, physical facilities and budget. The Dean has responsibility for managing an administrative team to work cohesively to support the College as a whole. The Dean serves as the lead in representing the College on campus and to the outside world, including alumni, donors, and other external stakeholders and is accountable for campaign and related fundraising goals. The Dean takes the lead in strategic planning and in solidifying and implementing the vision, mission, and goals for the College.

The Dean oversees all academic and budgetary aspects of the College's 29 departments, 15 programs, 11 centers, and 2 institutes, including:

- Faculty: 558 Senate faculty and 223 non-Senate faculty
- Undergraduate Student Majors: 12,201
- Graduate Students: 1,447
- Alumni: 85,000
- 56 major programs (of 110 at UC Davis)
- Ten of the top 20 most popular majors (by degrees conferred)
- 26 graduate programs and graduate groups
- Research awards: \$53.9M (2014-2015)
- Philanthropic dollars received: \$8.26M (2013 – 2014)

The Dean oversees a budget of \$179M and a \$34M endowment. In addition, the Dean is responsible for managing approximately 803,000 assignable square feet of space.

### **Position Responsibilities**

As the chief executive and academic officer of the College, the Dean will set the standard of intellectual engagement and accomplishment for the College, provide strategic vision and operational leadership to all aspects of the academic and scholarly programs, promote synergies within the College and university and encourage opportunities for distinctive programmatic innovation. In addition, the Dean will be responsible for:

- Providing leadership in sustaining and obtaining additional resources from donors and corporate partners, as well as from revenue-generating programs. In coordination with the College advancement team, developing a fundraising strategy for cultivation, solicitation, and stewardship of donors. Leading fundraising for the College as well as broader advancement efforts in communications, relations, and with external stakeholders.
- Working in concert with the Dean's leadership team and the L&S Executive Committee to:
  - provide academic leadership in planning and developing academic programs and in the implementation of plans and program improvements in the areas of instruction, research, academic advising, and public service.
  - manage the resources of the College, including faculty and staff, physical facilities, and budget, in accordance with University policy and procedures.
  - manage the overall operations of the College of Letters & Science, including the shared service activities of development, marketing and communications, and advising.
- Representing the College to the upper administration, particularly in securing resource support for the College's activities.
- Participating in campuswide policy development and decision-making through membership on the Council of Deans and Vice Chancellors and the Council of Deans.
- Persuasively articulating the vision, mission, goals, and programs of the College to the University community, external stakeholders and the general public.
- Providing leadership to ensure excellence through diversity in undergraduate and graduate programs and faculty recruitment. Providing leadership to the faculty in developing, maintaining, and improving high-quality programs of instruction, research, creative activity, outreach, and public service.
- Supporting the University's research mission, the Dean will advance the faculty's scholarly activities and encourage and advocate for interdisciplinary opportunities.

### **Current Opportunities**

The Dean will work with faculty to strengthen UC Davis' distinctive educational mission and enhance its national and international reputation for excellence in fundamental and interdisciplinary research and creative activities. Leading the College during this important period of institutional growth and transition, the new Dean will play a critical role in effectively integrating the three Divisions that comprise the College of Letters & Science, articulating and implementing a strategic plan, and guiding the College through the process of instituting a new budgetary and management model.

Specific challenges and opportunities for the next Dean of the College of Letters & Science include:

- Enhancing the shared identity, cohesion, and collaboration among the varied units that comprise the College.
- Enhancing and implementing a strategic and academic planning process that inspires the College to envision and support a bold strategy for the future.
- Recruiting and retaining excellent faculty.
- Building a strong leadership team and faculty.
- Leading fundraising and development efforts for the College.
- Strengthening interdisciplinary connections among the units of the College.
- Building and sustaining interdisciplinary connections between the College of Letters & Science and other colleges within the University.
- Enhancing the quality and reputation of the graduate programs in the College.
- Encouraging and facilitating greater external funding of fundamental and interdisciplinary research.
- Articulating and advancing the College's commitment to diversity.
- Developing new and existing relationships between the College and the surrounding communities of Davis, CA and Sacramento, CA.
- Communicating the vision of the College to prospective students, alumni, foundations, industry, and external partners.

### **Qualities and Characteristics**

The Dean of the College of Letters & Science will provide critical guidance in the future growth of the College and its work in furthering UC Davis' vision of excellence. The successful candidate will possess a distinguished record of leadership, organizational management, and academic service; a dynamic vision for the future of the College; and a demonstrated passion for the College and University's land-grant mission.

The successful candidate will value collaboration, transparency, and entrepreneurship, and will be a dynamic and energetic leader who embraces the mission of the College and its multidisciplinary and interdisciplinary teaching and research. In addition, successful candidates will possess:

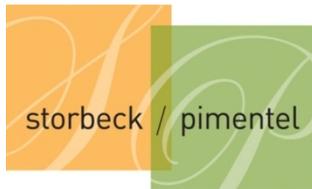
- an earned doctorate; a record of distinguished research, teaching, and scholarly activities; administrative and/or leadership experience in a research university.
- a demonstrated ability to lead and manage, including management of human and financial resources; the ability to work with faculty to develop a vision and plans for the future in an environment of shared governance; the ability to function well as part of the campus leadership team.
- a track record of success in fundraising and securing private support from donors.
- a commitment to fostering and sustaining a culturally diverse academic environment; a demonstrated ability to relate effectively to a wide variety of people of diverse backgrounds, including an understanding and respect for cultural, ethnic, gender, sexuality, and individual differences.
- the ability to think strategically and bring together diverse groups of interests to coalesce in a unified vision.

- the ability to communicate effectively to build and enhance relationships with the staff, community, and various constituent groups.
- a record of success and ability in recruiting and retaining talented and diverse faculty.
- a deep commitment to academic excellence, demonstrated ability for creative leadership and management, and the energy and vigor to translate ideas into action.
- quantifiable success in major development and fundraising initiatives within a large, complex organization.
- the ability to inspire faculty to excel in teaching, research, and creative activities and to reward excellence in these areas.
- the ability to work cooperatively and effectively with other Deans and Vice Chancellors.
- a record of success in leading a large and complex organization through innovative structural change in a transparent and inclusive manner.
- a demonstrated ability to act as a facilitator with faculty and staff, bringing together diverse ideas and people in a collaborative way; the ability to oversee Dean's Office administrative staff so as to make all feel needed and valued and willing to put forth their best effort.
- Superior listening, communication, and analytical skills.
- Integrity and high ethical standards.

### **Application and Nomination Process**

Applications will be accepted until the position is filled; however, the Search Committee will begin to screen applications immediately. Applications should include a letter of interest and a current curriculum vitae. Submission of materials electronically is strongly preferred. Nomination letters should include the name and contact information of the nominee. All applications and nominations will be handled in confidence.

Applications and letters of nomination should be submitted to:



executive search consultants

**Alberto Pimentel**, Managing Partner  
 Storbeck/Pimentel & Associates  
 6512 Painter Avenue  
 Whittier, CA 90601  
 Email: [apsearch@storbeckpimentel.com](mailto:apsearch@storbeckpimentel.com)  
 Refer to code "UCD-CLS" in subject line

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