



Dean, School of Law Position Profile

The [University of California, Davis](#) (UC Davis) seeks a dynamic and accomplished individual to serve as its next Dean of the School of Law following the extraordinary tenure of Dean Kevin Johnson who plans to step down from the role in July 2024.

UC Davis is a premier land-grant public research university in Northern California. With over 40,000 undergraduate, graduate, and professional students, it has the fourth largest enrollment in the University of California system. In addition to the School of Law, the campus is home to highly regarded Schools of Medicine, Veterinary Medicine, the Graduate School of Management, the Betty Irene Moore School of Nursing, the School of Education, as well as the Colleges of Engineering, Agricultural and Environmental Sciences, Biological Sciences, and Letters and Science. UC Davis is a member of the prestigious Association of American Universities and is ranked 6th nationally among public universities in U.S. News and World Report's 2024 Best Colleges Rankings and 5th among public research universities nationwide according to the 2022 Wall Street Journal/Times Higher Education College Rankings. In addition, UC Davis has been designated as both an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI) and an emerging Hispanic-Serving Institution (HSI). UC Davis is also ranked 1st in the nation for campus sustainability by [UI GreenMetric World University Rankings](#) and 1st for diversity, inclusiveness and internationalization in the United States by [QS World University Rankings](#)' USA rankings. Annual external research funding exceeded \$1 billion in fiscal years 2021-22 and 2022-23.

About the School of Law

UC Davis' School of Law is home to approximately 600 J.D. students (190+/instructional year) and 50 LL.M. students; 45 full-time faculty; between 60 and 80 part-time faculty each academic year; a staff of 85 including the Law Library; and a budget of approximately \$50 million. The School of Law receives approximately 3,500 applications each year for the J.D. program and has 10+ specialized programs of instruction encompassing five clinical programs, six academic centers including the University of California Immigrant Legal Services Center, five student journals, and more than 50 student organizations. The School of Law also has joint degree programs with units on campus, including a joint J.D./M.B.A. program.

The mission of UC Davis' School of Law is to be a nationally and internationally recognized leader in the development and dissemination of legal knowledge, as well as the education of students to become socially responsible lawyers committed to professional excellence and high ethical standards, and to provide significant public service through law reform and professional activities. Through its faculty, students, and

graduates, the School of Law seeks to make substantial contributions toward solving the complex legal problems confronting our society. For more information about the UC Davis School of Law, please visit <https://law.ucdavis.edu/>.

Role of the Dean of the School of Law

The Dean is responsible for the academic and administrative leadership and operation of the School, including the Law Library. In collaboration with faculty and administrators, the Dean develops a scholarly and educational vision for the School that enhances its professional profile nationally and internationally, increases the School's reputation as an academic and professional leader, and strengthens its engagement with national and international issues related to the legal system and social justice. The Dean also contributes to campuswide policy and program decisions through membership on the Council of Deans and the Provost's Leadership Council and as a member of numerous other campus committees, workgroups, and task forces.

The Dean is responsible for the recruitment, hiring, and retention of a diverse student body, staff, and faculty and the overall management of School staff and faculty including the continued development of their respective teaching, scholarship, and University, public, and professional service. The Dean is also responsible for implementing the [UC Davis Principles of Community](#) and putting them into practice at the School of Law. The Dean oversees student matters including recruitment, admissions, financial support, career planning, and progress of students at the School as well as alumni relations, development activities, and outreach to local and national legal professional organizations. The Dean has a continuing role in creating a strong endowment for the School and, working with School and campus development staff, takes a leading and central role in seeking additional financial resources for the School of Law. These resources come from the UC Davis campus, the State of California, the Office of the President of the University of California, and other private and public sources, that include grants, alumni contributions, and major private donors. The Dean is responsible for meeting the accreditation requirements of the American Bar Association, the Association of American Law Schools and the Western Association of Schools and Colleges (WASC).

Direct reports to the Dean include:

- Senior Associate Dean – Academic Affairs
- Associate Dean – International Programs
- Senior Assistant Dean – Administration
- Senior Assistant Dean – Student Affairs
- Assistant Dean for Career Services
- Executive Director of Development
- Director of the Law Library
- Director of the California Environmental Law and Policy Center
- Executive Director of the UC Immigrant Legal Services Center
- Executive Co-Director of UCD Center for Labor and Community

The Dean is responsible for all media relations and seeks to publicize the School positively in the media and in state and national academic forums. Furthermore, the Dean represents the School of Law nationally and internationally in professional and academic legal organizations including the State Bar of California, California Board of Bar Examiners, American Law Deans Association, Association of American Law Schools (AALS) and the American Bar Association's (ABA's) Section of Legal Education and Admission to the Bar, at events including the annual meetings of these organizations and other law organizations and workshops.

Opportunities and Challenges

The next Dean of the School of Law will address a set of key opportunities and challenges, as detailed below:

- **Enhancing the School of Law's Vision for the Future** – The School of Law has thrived under the leadership of a long-serving Dean whose efforts have provided an exceptional foundation upon which the next Dean could expand the School's influence and level of success. The new Dean will have the opportunity to partner with School stakeholders to develop a vision for the future that enhances the School's mission of making substantial contributions toward solving society's complex legal problems. To do so, the Dean must bring the School's stakeholders together and lead these groups through a process that carefully examines the School's current position and achievements and identifies areas for future growth. The Dean will serve as a driving force for the School's continued upward trajectory and maintain its deeply held commitments to academic excellence, student success, and social justice.
- **Capitalizing on the School of Law's Location** – The next Dean will have the unique opportunity to capitalize upon the School's proximity to Sacramento, the state capital of California, and highlight its programs and strengths to create new local opportunities for distinction. The School's presence and reputation within the region will allow the Dean to leverage the School's impact to strengthen existing and create new partnerships with legal, governmental, and business leaders in addition to recruiting high-caliber faculty and students in an increasingly competitive academic environment.
- **Continued Excellence** – Ranked within the top 20 law schools in the nation by QS World University Rankings in 2023 and #4 among the top 25 schools for public interest law by PreLaw Magazine in 2021, the School of Law has established a strong reputation of academic excellence, engaged scholarship, and public service. With this in mind, the Dean will lead the School toward further enhancing its performance and increasing its national rankings and recognition.
- **Fundraising and Relationship Building** – As the School of Law's most passionate advocate, the Dean will play a critical role in the School's fundraising and external relations efforts to secure additional resources to support students, faculty, and programs and elevate the visibility of the School. Given UC Davis'

long-standing traditions of scholarship, teaching, and commitment to public service, the Dean will have the opportunity to showcase the School's achievements and impact and advocate on behalf of the School with donors, alumni, and others. By providing outstanding leadership in this arena, the Dean can expand existing relationships and build new partnerships and collaborations with critical School of Law constituencies.

- **Advancing Diversity, Equity, and Inclusion** – Being home to a majority-minority faculty and a diverse student body, the next Dean must be an ardent champion for, and have a proven track record of, addressing issues of diversity, equity, and inclusion across the academic and societal spectrum. The Dean must be a skilled and articulate communicator with the ability to translate the School of Law's longstanding commitment to and efforts toward supporting social justice into a compelling narrative that inspires internal and external stakeholders, including local community leaders, state and federal legislators, not-for-profit organizations, governmental agencies, and private industry to action. The new Dean must be a visible and vocal leader willing to serve as an influential voice and presence working toward effecting positive change.
- **Promoting Interdisciplinary Collaboration** – The Dean will serve as a critical figure in developing new partnerships and initiatives supporting interdisciplinary and cross-divisional endeavors that take advantage of the University's myriad academic strengths. This will allow the School of Law and UC Davis to continue fostering an environment that attracts world-class faculty, staff, and students; supports stakeholders' personal, professional, and intellectual growth; and continues the University's commitment to supporting the vibrant community for which the campus is known.

Qualifications

- Distinguished record as a scholar and teacher.
- J.D. degree with experience in legal education, administration, and fundraising.
- Expertise in the field of law and a national scholarly reputation in the legal academy.
- Experience working in an academic/university environment.
- Experience in and commitment to recruiting and sustaining a diverse faculty, staff, and student body.
- Commitment to and evidence of significant contributions to diversity, equity, and inclusion.
- Strong leadership and planning skills.
- Managerial experience or ability.
- Ability to work effectively with faculty, staff, students, alumni, leaders of the legal profession, and campus leadership and administration.
- Knowledge of federal and state policies and procedures.
- Ability to communicate effectively in writing and orally to build and enhance relations with the campus, professional, and local community, and lead development efforts.

- Knowledge of the rules and regulations of the American Bar Association and the Association of American Law Schools.

Personal Qualities and Characteristics

- A demonstrated capacity for strategic, ethical, and effective leadership, evidence-based decision making, and curricular and programmatic vision and innovation.
- A deep appreciation for the legal profession, legal scholarship, and public interest law.
- An engaged and active listener; an effective communicator with a high level of integrity and emotional intelligence, and the ability to motivate, inspire, and create a strong sense of community among School of Law faculty, staff, students, alumni, and donors.
- Strong interpersonal skills and the ability to collaborate effectively within the School of Law, the University, and the larger legal community.
- A genuine interest in partnering with administrators, faculty, and staff to ensure student success, academic excellence, and responsive services and programs that meet ongoing changes and challenges in legal education.
- The ability and desire to promote professional development activities related to academic leadership, classroom instruction, instructional technology, research and scholarship, and staff development.
- A strong appreciation for and commitment to shared governance.
- The ability to build relationships, inspire enthusiasm, cultivate and maintain key constituencies, and attract strategic partners.
- A principled and forthright individual with the highest standards of ethical behavior.
- A passion for the mission of the School of Law and its commitment to public service.

About the University of California, Davis

UC Davis was first conceptualized in 1905, when the California state legislature passed the University Farm Bill, calling for the establishment of a farm school.

Peter J. Shields, Secretary of the State Agricultural Society, had lobbied on behalf of the idea of a “University Farm” after he recognized that California students were leaving the state in pursuit of agriculture degrees. University Farm began accepting non-degree students in October 1908 and enrolled its first 40 degree-seeking students from UC Berkeley in January 1909. In 1922 the campus was renamed the Northern Branch of the College of Agriculture and that same year, the first four-year undergraduate general academic program was established, graduating its first class in 1926.

Following rapid growth, the Regents of the University of California declared UC Davis the seventh general campus in the University of California system in 1959. Two years later, UC Davis added a graduate school, followed by the College of Engineering in 1962. The School of Law opened for classes in 1966, and the School of Medicine began instruction in fall 1968.

Today UC Davis is recognized for excellence across a wide array of disciplines. Drawing on its strengths in the sciences and its legacy in agricultural studies, UC Davis has recently been named the greenest university in the United States and the fourth greenest in the world by Green Metric UI. UC Davis also has a strong Humanities, Arts and Cultural Studies division, with the University's writing program recently ranking among the top 17 in the nation for instruction of writing across the disciplines, our Fine Arts program 27th among America's Best Graduate Schools, our English program 26th and our Psychology program 21st. UC Davis is also home to the Mondavi Center for the Performing Arts and the Jan Shrem and Maria Manetti Shrem Museum of Art, two world-class venues offering rich programs of diverse artists and performers.

UC Davis has an exceptionally strong commitment to research across all disciplines and offers nationally ranked programs that inspire incomparable work at the university – and diverse collaborations across divisions, across campus, and across the globe. UC Davis brings the best and brightest together: to create new ideas, new work and inspired solutions to our globe's most pressing problems. Additional information on rankings and programs of note can be found at <https://www.ucdavis.edu/about/rankings>.

Location

UC Davis is located in Northern California. The campus comprises an unincorporated area adjacent to the 65,000 person college town of Davis. It is 15 miles west of Sacramento, the state capital and a family-friendly city with major cultural resources, and a 25 minute drive from Sacramento International Airport. UC Davis is within a two hour drive of San Francisco, Napa Valley, Lake Tahoe, Silicon Valley, and the coast. With a mild Mediterranean climate, the UC Davis campus enjoys an average of 265 days of sunshine each year.

About the University of California

In the nearly 150 years since its founding, the University of California has evolved into the world's preeminent public research university system, with an annual operating budget of more than \$46 billion. The UC comprises 10 campuses — Berkeley, Davis, Irvine, Los Angeles, Merced, Riverside, San Diego, San Francisco, Santa Cruz and Santa Barbara — which collectively enroll over 300,000 students. The system also operates five medical centers — at UC Davis, UC Irvine, UCLA, UC San Diego and UCSF — as well as three affiliated national laboratories: Lawrence Berkeley National Laboratory, Los Alamos National Laboratory and Lawrence Livermore National Laboratory. Together, UC institutions employ more than 184,000 faculty and staff, and they boast more than 2 million living alumni around the world. Half a million people annually benefit from UC continuing education courses, as well as from the services and discoveries of UC-affiliated research centers and educational programs operating throughout California.

Compensation Range

The University of California, Davis is required to provide a reasonable estimate of the compensation range for this role. This range takes into account the wide range of factors that are considered in making compensation decisions, including but not limited

to experience, skills, knowledge, abilities, education, licensure and certifications, and other business and organizational needs. It is not typical for an individual to be offered a salary at or near the top of the range for a position. Salary offers are determined based on final candidate qualifications and experience.

The Dean of the School of Law at UC Davis lies within UC Dean's Salary Band 3, for which the annual salary range is \$287,500 to \$800,400. The budgeted annual salary that UC Davis reasonably expects to pay for this position is \$470,000 to \$530,000.

Applications, Inquiries, and Nominations

The Recruitment Advisory Committee will begin reviewing applications in February 2024 and continue to accept applications and nominations until the position is filled. Applicants must submit a current resume and/or curriculum vitae, a letter of interest describing relevant experience, and a statement of contributions to diversity, equity, and inclusion. Specifically, we invite candidates to discuss their past, present, and future contributions to promoting equity, inclusion, and diversity in their professional careers. Submission of materials via e-mail is strongly encouraged. Nomination letters should include the name and contact information of the nominee. All nominations and applications will be handled in confidence. Applications and letters of nomination should be submitted by email to:



Alberto Pimentel, Managing Partner

Sal Venegas Jr., Partner

Email: apsearch@spaexec.com

Refer to code "UCD-LAW" in the subject line

SP&A Executive Search
6512 Painter Avenue
Whittier, CA 90601

The University of California is an Equal Opportunity/Affirmative Action Employer advancing inclusive excellence. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories covered by the UC nondiscrimination policy.