The University of California, Davis seeks a dynamic and accomplished individual to serve as Dean of the College of Biological Sciences.

The Dean of the College of Biological Sciences (CBS) will provide vision, direction, and leadership for one of the nation’s only colleges devoted exclusively to the study of biological sciences. Today, as it celebrates its 10th anniversary, the college’s faculty, researchers and students are addressing fundamental questions in biology through cutting-edge techniques. Divided into five departments, the College of Biological Sciences serves 5,800 undergraduate students; it also houses eight graduate programs with more than 400 graduate students. CBS is a collaborative hub for the campus and is an anchor for several interdisciplinary centers, including the Genome Center, the Center for Neuroscience, the Center for Population Biology, and the Coastal and Marine Sciences Institute.

The University of California, Davis (UC Davis) is a premier land-grant public research university in Northern California. The University encompasses 5,300 acres, making it the second largest UC campus by acreage, and with over 35,000 undergraduate, graduate, and professional students, the third largest by enrollment. In addition to the College of Biological Sciences, the campus is home to highly-regarded Schools of Medicine and Veterinary Science, the Graduate School of Management, the Betty Irene Moore School of Nursing, the School of Law and the School of Education, as well as the Colleges of Engineering, Agricultural and Environmental Sciences, and Letters and Science. UC Davis is a member of the prestigious Association of American Universities and is ranked 11th among public research universities nationwide, according to the 2016 U.S. News & World Report. The National Science Foundation ranks UC Davis 15th in the nation in research funding among public universities and 22nd among public and private universities. Annual external research funding reached an all-time high of $786 million in 2014-15.

The Dean is the chief academic and administrative officer of CBS, with responsibility for the leadership of the College and the management of its resources, including faculty and staff, physical facilities, and budget. This includes the leadership and oversight of more than 650 academic positions, including 125 ladder faculty and 380 staff. S/he represents the College to the campus administration, and participates and provides leadership in campus-wide policy and program decisions through membership in the Council of Deans and Vice Chancellor and other leadership groups. The successful candidate will realize unique opportunities and address key challenges, which are detailed further in this profile. In summary, the Dean will:

- Articulate and implement a strategic vision for the College that builds on its strengths in research and academic excellence
- Facilitate and maximize research potential by recruiting and retaining world class faculty who elevate the prestige of the College
- Strengthen partnerships and interdisciplinary programs within the College and across campus
- Further enhance the educational experience for undergraduate and graduate students, leading and supporting innovative instruction
- Advance the commitment to community and diversity
- Provide leadership in fundraising and advancement to support the College’s aspirations and priorities
- Address infrastructure needs required to sustain and grow the College’s research and teaching enterprise
- Advocate on behalf of the College within the University, UC System, and foster outreach to the wider community

This document was prepared by the Recruitment Advisory Committee with the assistance of Isaacson, Miller, a national executive search firm, to provide background information and to detail the key opportunities and challenges facing the next Dean of the College of Biological Sciences. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

About University of California, Davis

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 Law School 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. Its veterinary school is ranked #1 by US News & World Report. The University is ranked first in the world by the Centre for Science and Technology Studies at Leiden University for its research impact in life and earth sciences. In addition, it has strengths in neuroscience and molecular biology, and some top-ranking programs include entomology, evolutionary biology, plant biology, and ecology. 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. Additional rankings and programs of note can be found at: http://ucdavis.edu/about/facts/rankings/index.html.

To learn more about UC Davis, please see www.ucdavis.edu.

About the College of Biological Sciences

The University of California Board of Regents voted unanimously to create the College of Biological Sciences (CBS) in July 2005. It had previously existed as a Division of Biological Sciences, shared
between two colleges, since 1971. UC Davis is the only University in the UC System with a college exclusively devoted to the study of biology, and the College of Biological Sciences is one of very few such colleges in the nation. Its biology programs consistently rank in the top ten in the nation; notably the Ecology/Evolutionary Biology was ranked #3 by U.S. News & World Report’s 2015 “Best Global Universities” report.

The College of Biological Sciences is organized into five departments: Evolution and Ecology; Microbiology and Molecular Genetics; Molecular and Cellular Biology; Neurobiology, Physiology, and Behavior; and Plant Biology. The College is home to three interdisciplinary cross-campus centers: the Center for Neuroscience (http://neuroscience.ucdavis.edu); the UC Davis Genome Center (http://genomecenter.ucdavis.edu); and the UC Davis Center for Population Biology (http://cpb.ucdavis.edu/index.html), and it is affiliated with the Coastal Marine Sciences Institute and the Bodega Marine Laboratory (http://cmsi.ucdavis.edu). CBS offers nine undergraduate majors: Biochemistry and Molecular Biology; Biological Sciences; Cell Biology; Evolution, Ecology and Biodiversity; Genetics and Genomics; Marine and Coastal Science - Marine Ecology and Organismal Biology; Microbiology; Neurobiology, Physiology and Behavior; and Plant Biology, as well as seven minors.

Biological Sciences is the most popular area of study at UC Davis. CBS offers a freshman cohort program that provides a first year experience for students in the College to build a community while pursuing their degree. The College is also host to the Biology Undergraduate Scholars Program (BUSP) (http://www.busp.ucdavis.edu), which promotes the academic and professional success of disadvantaged and underrepresented students who are interested in biology. BUSP provides students with academic enrichment, personal support, and practical experience in the form of part-time employment in a research laboratory. It is supported by grants from the Howard Hughes Medical Institute and the National Institutes of Health-Initiative for Maximizing Student Development. The College of Biological Sciences is also the only College at UC Davis to offer a holistic academic resource center to undergraduate students, the Biology Academic Success Center.

The eight graduate (M.S. and Ph.D) programs in biology-related disciplines at UC Davis are managed by interdisciplinary graduate groups housed in the College of Biological Sciences and include faculty from multiple schools and colleges. Through these groups, the college hosts over 400 graduate students, graduating between 35 and 45 PhD students each year.

CBS is home to 130 faculty, many of whom are decorated scholars/distinguished professors or members of esteemed academies. This includes fourteen faculty over the history of the college who are members of the National Academy of Sciences, five American Academy of Microbiology Fellows and eight California Academy of Science Fellows. Additional awards can be found at: http://biosci.ucdavis.edu/awards-and-recognition/faculty-awards/index.html. Faculty scholarship is supported by grants from NIH, NSF, DOE, and other federal agencies as well as foundations including Gates, Howard Hughes Medical Institute, and Packard. The average h-index for faculty at CBS is 25.8, and the College’s faculty publish approximately 400 papers per year. In 2014-2015 CBS had $52 million in contract/grant expenditures, including expenditures by non-CBS faculty whose grants run through major centers that are administered by the College. The high caliber of the CBS faculty has allowed the college to attract and recruit outstanding new junior and senior faculty.

The College’s vision is to take its place at the forefront of scientific innovation and discovery. With the highest standards of excellence in teaching, research, and community involvement, CBS will continue efforts to forge interdisciplinary partnerships in order to transform the discoveries made through the dedicated study of basic biology into applied solutions to global challenges.
Role of the Dean of the College of Biological Sciences

The Dean is the chief academic and administrative officer of the College of Biological Sciences. S/he is responsible for research and academic leadership, the external relations of the College, as well as the management of its resources, including faculty and staff, physical facilities, and budget. The Dean is expected to lead the college committee of faculty chairs and center directors and to participate as an ex officio member of the College Executive Committee. S/he represents the College to the campus administration, particularly in gaining approval and financial support for the implementation of programs and initiatives, while also participating in and providing leadership in campus-wide policy and program decisions through membership in the Council of Deans and Vice Chancellors, the Council of Deans, the Undergraduate Deans Council, and the Administrative Coordinating Council of Deans. The Dean works with department chairs, center directors and college committees to provide leadership to the faculty in the development and implementation of new research and academic programs and in the implementation of program improvement plans in the areas of instruction, research and public service. S/he administers undergraduate academic advising and student relations and oversees graduate education and research matters. Additionally, the Dean provides academic leadership and resource stewardship for major inter-college centers.

The Dean oversees more than 650 academic positions, including 130 ladder faculty and 380 staff. S/he leads and directs the recruitment and retention of outstanding faculty, department chairs, center faculty directors and associate deans, and coordinates the Academic Experiment Station (AES) faculty and budget issues with the lead AES dean. The Dean manages the resources of the College, including faculty and staff, physical facilities and the budget in accordance with University policy and procedures and accreditation requirements. The Dean is the chief fundraiser and lead resource developer for the College and plays a key role in securing endowed chairs, graduate student support, and faculty research and teaching program support. S/he is the spokesperson for the College, working with University Development to articulate and champion its goals and programs to the University community and the general public, in particular by expanding the alumni network and engaging alumni more fully to cultivate more giving.

Key Opportunities and Challenges for the Dean

The next Dean of the College of Biological Sciences will address a set of key opportunities and challenges, as detailed below:

Articulate and implement a strategic vision for the College that builds on its strengths in research and academic excellence

With among the broadest and strongest collection of life science researchers in country, the College of Biological Sciences is at a critical moment in its development. The next dean will be charged with strengthening the College’s already solid reputation in both research and teaching and fully realizing its fundamental role in key areas of global concern: health, the environment, energy, and food security. To achieve this, the next Dean will collaborate with faculty, staff and students to craft a strategic plan and vision that will help the College of Biological Sciences maximize its potential and which will reflect its dual mission, to conduct world class research and to train future biologists. The Dean must be inspiring and optimistic, offering College-wide leadership and support to help CBS chart a course for its future. S/he will recognize and support the collective and individual contributions that the five departments, multiple centers and extraordinary faculty housed within the College make to the field of Biology, the UC Davis community and the world.
Facilitate and maximize research potential by recruiting and retaining world class faculty who elevate the prestige of the College

The Dean will be responsible for growing and retaining a world class faculty in CBS and supporting the College in its aspiration to hire at least 40 new faculty members over the next five years, some of whom will be focused on teaching. To help nurture and leverage an elevated number of teaching faculty members, the Dean will help the College fulfill its plans to develop a Center for Innovative Teaching in Biology that will focus on developing and implementing creative and effective instructional practices and activities. The Dean will also help with the College’s long term plans to invest in senior hires, to enable the College to move strategically into rapidly emerging areas of particular significance. The Dean will facilitate this endeavor by recruiting and retaining individuals who already have achieved top international recognition and assisting departments in their efforts to recruit leading scientists in their fields. To this end, s/he will particularly focus on increasing the number of endowed chairs within the College to support current faculty.

The Dean will also develop and augment financial support, staff assistance, and infrastructure in order to maximize faculty time dedicated to research endeavors. S/he will provide enhanced grant application support for focused multi-PI and interdisciplinary awards. The Dean will highlight the achievements of faculty to maximize awards and honors to CBS faculty.

Strengthen partnerships and interdisciplinary programs within the College and across campus

The Dean will work to enhance the sense of community within the College of Biological Sciences. This will include increasing communication, cooperation and collaboration between departments, as well as transparency from the Dean on issues such as budgeting, hiring, and teaching load, in order to maximize collegiality, collectivity, and a sense of shared purpose. The Dean will also support faculty-initiated grants and projects that bring multiple disciplines and departments together. In addition, UC Davis is home to exceptional Schools of Medicine and Veterinary Medicine, Colleges of Engineering, and Agricultural and Environmental Sciences, among others. These schools in particular present the potential for numerous partnership opportunities with the College of Biological Sciences. The next Dean will work across the University to ensure that partnerships between colleges effectively enhance and further the success of all stakeholders and further augment of the culture of collaboration at UC Davis. S/he will act as a unifier and will foster greater interdisciplinary work by supporting faculty, researchers, and graduate students in their efforts to work across colleges and departments.

Further enhance the educational experience for undergraduate and graduate students, leading and supporting innovative instruction

As the college with the most popular majors on campus, CBS can play a defining role in the future of the undergraduate academic experience at UC Davis. The next Dean will continue to emphasize undergraduate research opportunities within the College and will help promote these experiences by working to provide more funding and lab spaces to facilitate undergraduate participation in research initiatives. At the graduate level, CBS is home to desirable and aspirational graduate programs that attract some of the top students from around the world. The Dean will be looked upon to leverage financial support to attract and fund graduate students and allow them to focus on their research. In addition, the Dean will work to increase graduate students’ opportunities to develop individualized, creative research programs that allow them to work in multiple labs and across disciplines.
Advance the commitment to community and diversity

UC Davis enrolls a remarkably talented and diverse student body and faculty and is proud of its efforts to achieve and sustain diversity in its myriad forms. The new Dean will have the opportunity to use the University's diversity to enrich the College and to ensure that all students, staff and faculty benefit from studying and working in a diverse community. The Dean will work to encourage, organize, and lead campus-wide efforts to build an even more inclusive and welcoming campus community.

Provide leadership in fundraising and advancement to support the College’s aspirations and priorities

As the external representative of the College, the next Dean will expand the College’s advancement strategy. S/he will develop relationships and meet with key partners and donors to the lay groundwork for major financial and in-kind support for the College’s endeavors. Through an entrepreneurial spirit, s/he will leverage the work being done within the College to attract and excite potential supporters of CBS as well as corporate and community partnerships. S/he will champion and facilitate faculty in their efforts to bring new grant-funds to the College. By diversifying sources of revenue to the College, the Dean will help maximize the success of individual and joint programs within the College.

Address infrastructure needs to sustain and grow the College’s research and teaching enterprise

The next Dean will be charged with expanding the physical footprint of CBS. As the College continues to grow its faculty corps, research portfolio and student body, the need and demand for laboratory and office space is exceeding availability. While most CBS faculty members are located in three buildings, others are housed in buildings and centers across campus. Recent University reports have indicated that the College has an efficient use of space, but it is constrained for growth. The next Dean will be expected to lead planning, fundraising, and execution efforts around expanding and renovating the College’s facilities to meet its future needs.

Advocate on behalf of the College within the University, the UC System, and foster outreach to the wider community

The next Dean will be an excellent communicator, who serves as the face and voice of CBS on campus and to external audiences. S/he will promote and publicize the exceptional research being done at CBS, highlighting individual faculty, cohorts and departments, centers, field stations and student projects. The Dean will represent and advocate on behalf of the College to University administration and in a system-wide context. S/he will be a thoughtful listener, who will engage with faculty, staff and students, to better understand and articulate the needs and accomplishments within the College. The Dean will also be an active participant across the UC system, as a resource, a representative, and a collaborator. The Dean will ensure CBS is a full partner in cross-campus and interdisciplinary initiatives.

Qualifications and Characteristics

- A terminal degree in a relevant field and a record of distinction in teaching, research, and service, with academic qualifications appropriate for appointment as a professor at the University of California, Davis.
- Demonstrated leadership and management ability, including management of human and financial resources and the ability to work with faculty to develop a vision and plans for the future in an environment of shared governance.

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Experience in building partnerships, trust, and confidence with the College and campus community.

Ability to communicate effectively verbally and in writing in order to build and enhance relationships with the staff, community, and various constituent groups.

An understanding and appreciation for and commitment to the value of diversity in the ranks of faculty, staff, and students.

Ability to recruit and retain talented and diverse faculty to the College.

Deep commitment to academic excellence, demonstrated ability for creative leadership and management, and the energy and vigor to translate ideas into action.

Distinguished record of success in obtaining extramural funding for both department/college academic priorities and for individual research.

Ability to motivate and inspire faculty.

Ability to work cooperatively and effectively with other deans and vice chancellors.

Experience of manifest capacity for fundraising from individual donors and foundations.

Unimpeachable sense of ethics and integrity.

Location

UC Davis is located in California’s Central Valley, one of the world’s most productive farming regions. The campus comprises an unincorporated area adjacent to the 65,000 person college town of Davis. It is 15 miles west of the state capital, Sacramento, 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 a year.

Applications, Inquiries, and Nominations

The University of California, Davis, is an Affirmative Action/Equal Opportunity Employer with a strong institutional commitment to the achievement of diversity. Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: www.imsearch.com/5539. Electronic submission of materials is strongly encouraged.