



Dean, College of Biological Sciences Position Profile

The [University of California, Davis](#) (UC Davis) seeks a dynamic, effective, and forward-thinking leader to serve as its next Dean of the College of Biological Sciences. The Dean must be prepared to lead the College through a time of transition in higher education and opportunity for innovation and creativity.

Established in 1908 as a university farm, UC Davis has continually branched out, challenged the way things are done, and gained recognition for solving complex problems related to health, environment, culture and society. UC Davis is among the most comprehensive campuses in the University of California system, with four colleges and six professional schools that offer over 100 undergraduate majors and more than 100 graduate and professional degrees. UC Davis enrolls about 40,000 annually, including international students from more than 110 countries. In the 2024-25 fiscal year, the University exceeded \$1 billion in research funding for the third consecutive year, cementing its reputation as a tier one research university. The university also contributes over \$13.2 billion to the California economy each year.

The 5,300-acre campus borders the city of Davis, a vibrant college town of about 68,000 people living in Yolo County. The state capital is 20 minutes away, and world-class destinations such as the San Francisco Bay Area, Lake Tahoe and the Napa Valley are within a two-hour drive.

In addition to the main campus in Davis, CA, the University has research centers including the Tahoe Environmental Research Center, Bodega Marine Laboratory, and MBA programs in the San Francisco Bay Area. The UC Davis Medical Center in Sacramento is a multispecialty academic medical center and serves over 33 counties from California to Oregon and Nevada. In addition to a top cancer center, a pediatric trauma center, and the MIND Institute, UC Davis Health also includes the School of Medicine, School of Nursing, and the Medical Group.

About the College of Biological Sciences

The UC Davis College of Biological Sciences (CBS) is a national leader in foundational and applied life sciences research, education, and workforce preparation. Spanning five departments, three research centers, and eight interdisciplinary graduate groups, the college advances discovery from molecules to ecosystems and translates basic science into innovations that strengthen health, agriculture, and environmental resilience. The College's operating budget is approximately \$85 million and current annual research expenditures exceed \$150 million.

Home to 125 active faculty, 175+ career staff, 6,700 undergraduates, and 475 graduate students, the College fosters a collaborative academic community grounded in immersive experiential learning and success of students and trainees. Supported by seven research core facilities, comprehensive advising, strong research funding, and growing philanthropic investment, the College is consistently ranked among the top programs in the nation and world. These strengths—together with a global alumni network of more than 48,000—position the College of Biological Sciences as a cornerstone of UC Davis's mission and a catalyst for life-changing scientific breakthroughs. For more information about the UC Davis College of Biological Sciences, please visit <https://biology.ucdavis.edu/>.

Role of the Dean of the College of Biological Sciences

The College of Biological Sciences is dedicated to offering innovative undergraduate and graduate programs, cultivating future leaders through excellent graduate and postdoctoral training, and fostering an expansive research environment that advances discovery and expands the frontiers of knowledge in nearly all sectors of the biological sciences. To advance this mission, the Dean serves as the chief academic and administrative officer of the College, with responsibility for the academic leadership and the supervision of its resources, including faculty and staff, physical facilities, and budget.

In leading the College, the Dean will provide leadership through the department chairs, faculty, staff and college committees to develop and improve the high-quality programs of instruction, research, and public service. To this end, the Dean must also be prepared to partner with and garner support from faculty members to be successful in the shared governance model that exists at UC Davis. The Dean will be responsible for making academic personnel decisions delegated to the College including hiring faculty, and making recommendations on actions under the authority of the Provost or Chancellor.

The Dean participates in campuswide policy development through membership on the Council of Deans, the Provost's Leadership Council, and on other campus committees, work groups, and task forces. The Dean oversees all operations including student recruitment student services, the operation of the College's central administrative and technology functions, and external relations. The Dean also oversees cutting-edge research and educational programs that address scientific challenges in California, the nation, and the world.

The Dean is charged with overseeing the development and implementation of innovative programs and strategies to enhance student success and improve learning outcomes in collaboration with the faculty and campus partners. The Dean will play a key role in representing the College to the campus and university administration, as well as external stakeholders including alumni, media, constituent groups, and the public. Moreover, the Dean must be prepared to serve at the forefront of the College's efforts to sustain and seek additional resources from revenue-generating programs and

fundraising. This includes coordination with the college development staff on fund-raising and development activities.

The College supports 11 undergraduate majors and eight graduate programs with enrollment of more than 400 graduate students. The College's organizational structure includes:

- Five departments: [Evolution and Ecology](#); [Microbiology and Molecular Genetics](#); [Molecular and Cellular Biology](#); [Neurobiology, Physiology and Behavior](#); and [Plant Biology](#)
- Three centers: [Center for Neuroscience](#); [Center for Population Biology](#); and the [Genome Center](#)
- Six research core facilities: [Bioinformatics Core](#), [Biological Electron Microscopy Facility](#), [DNA Technologies and Expression Analysis Core](#), [Light Microscopy Imaging Facility](#), [Metabolomics Core](#), and [Proteomics Core](#)
- Two undergraduate advising units: The [Biology Academic Success Center \(BASC\)](#) advises the college's students; [Health Professions Advising \(HPA\)](#) supports all undergraduates on campus.

Opportunities and Challenges

UC Davis' College of Biological Sciences has had the good fortune of experiencing strong leadership in the Deanship for the past 10 years. As a result, the College benefits from processes that are well defined, strong morale and an esprit de corps among faculty and staff, as well as solid financial footing. The College is now poised for future growth and success, however, like most other higher education institutions, the College and UC Davis are undoubtedly entering a period in which future financing for research is in question and higher education finds itself seemingly under attack. The next Dean must be sensitive to the gravity of these issues as they guide the College into the future and navigate the shifting higher education landscape.

To that end, the next Dean must be prepared to address a set of key opportunities and challenges, as detailed below:

- **Vision for the Future** – Like many institutions across the nation, UC Davis and the CBS have emerged from a period of significant challenges encompassing a global pandemic, economic fluctuation, and civil and political change. The next Dean must serve as an inspirational force amongst its constituencies and foster an environment that builds and strengthens the College's impact and community. To do so, the Dean must collaborate with College stakeholders to develop a thoughtful and comprehensive vision for ensuring the CBS' long-term success.
- **Increasing Research Productivity** – The new Dean will help renew and affirm the CBS' commitment to research, while also exploring new opportunities to secure additional resources in a rapidly changing research funding environment. This work will fuel the CBS' efforts to seek partnerships beyond traditional funding sources, including private industry, foundations, non-profit organizations,

and others, to secure the College's future by diversifying and expanding its research portfolio.

- **Responding to Current Trends in Higher Education** – The CBS' next Dean must be a forward-thinking leader with a current understanding of the trends affecting higher education and an eye for future shifts on the horizon. The Dean must be proactive and employ this knowledge to adapt the College's strategic responses and resource allocation to enrollment, academic programming, research and creative activity, and student success-related initiatives.
- **Fundraising and Relationship Building** – As the CBS' most passionate advocate, the Dean will play a critical role in the College's fundraising and external relations efforts to secure additional resources to support students, faculty, and programs. The Dean will have the opportunity to showcase CBS' achievements and impact, and to advocate on behalf of the College with donors, alumni, and others. By providing outstanding leadership in this area, the Dean can expand existing relationships and build new partnerships and collaborations with critical College constituencies, both domestic and international.
- **Promoting Interdisciplinary Collaboration** – The Dean will serve as a catalyst 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 CBS 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 and collaborative community for which the campus is known.
- **Fostering a Positive Work Environment** – A prominent feature of the CBS is the quality of its people and its collegial nature. The Dean will lead efforts in the continued recruitment and professional development of an exceptional faculty and staff. The CBS has developed a working environment that is engaging, exciting, and supportive, and the Dean must take great care to maintain and enhance the College's existing culture. The Dean must bring an ability to work well within a structure of shared governance and a commitment to fostering a culture of inclusion, transparency, and trust.

Qualifications

- An earned doctorate with a record of distinguished research, teaching, and scholarly activities in the biological sciences or related disciplines for appointment as a Professor.
- Demonstrated ability for creative leadership and management, including management of human and financial resources
- Demonstrated ability to work with faculty to develop a vision and plans for the future in an environment of shared governance.
- Ability to collaborate and function well as part of the campus leadership team.

- Ability to communicate effectively in writing and verbally to build and enhance relationships with the community and actively participate in development efforts.
- Ability to inspire, lead, and to further collegiality among faculty members; ability to attract and recruit world-class faculty.
- Demonstrated excellent financial and administrative skills with experience working in a university environment.
- An appreciation for and commitment to the value of diverse backgrounds and approaches in the ranks of faculty, staff, trainees, and students.
- Possess an aptitude for planning, budget management, implementation of new programs and policies, and change management.
- Experience and success with fundraising, including donor cultivation and stewardship.

Personal Qualities and Characteristics

In addition to the qualifications listed, the successful candidate will possess many of the following qualities and characteristics:

Proven Leadership Skills

- An authentic and genuine leadership style that is visible, open, and accessible to faculty, staff, students, and members of the CBS community.
- A strong appreciation for and commitment to shared governance.
- A demonstrated capacity for strategic, ethical, and effective leadership, evidence-based decision making, and curricular and programmatic vision and innovation.
- A highly relational, community-oriented approach that supports and promotes a college culture and environment focused on caring for each of the University's stakeholder groups.
- Knowledge of the changing landscape of higher education and the ability to adapt to changing and conflicting demands.

Intellectual Curiosity and a Commitment to Innovation

- Demonstrated commitment to and support of research, scholarship, and creative activity.
- An innovative and entrepreneurial leader who will serve as a catalyst for new and compelling academic, research, and creative activity initiatives that energize the CBS' community.
- Commitment to interdisciplinary scholarship and programs.
- A passion and enthusiasm for the College's mission and goals as demonstrated through a visionary, compassionate, and genuine leadership style.
- A genuine interest in partnering with administrators, faculty, and staff to support academic and research excellence, student success, and impactful programs that meet stakeholders' needs.

Interpersonal and People Skills

- An engaged and active listener; an effective communicator with a high level of integrity and emotional intelligence.

- Strong interpersonal skills and the ability to collaborate effectively within the College of Biological Sciences, the University, and the community.
- The ability to build relationships, inspire enthusiasm, cultivate and maintain key constituencies, and attract strategic partners.
- The ability to foster an inclusive environment that solicits input, seeks innovative solutions, and enables the implementation of new ideas.

Location

UC Davis is situated in Yolo County within in California's Central Valley, one of the world's most productive farming regions. Sacramento, the state capital, is 20 minutes away, and the San Francisco Bay Area, Lake Tahoe, Napa Valley, Silicon Valley and the Pacific Coast are all within a two-hour drive. Davis is noted for its desirable quality of life, its community-oriented atmosphere and its plentiful parks and open spaces. Known as an environmentally aware and socially innovative city, Davis boasts more than 50 miles of bicycle paths and more bicycles per capita than any other city in the nation. Davis and the broader Sacramento region are also home to a thriving and engaged business community, fueled by UC Davis, that is eager to partner and give back. With a mild Mediterranean climate, the UC Davis campus enjoys an average of 265 days of sunshine a year. The nearest major airport is the Sacramento International Airport. UC Davis is also home to a commuter airport — the only one in the UC system.

About the University of California

In the 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 \$41 billion. The UC comprises 10 campuses: Berkeley, Davis, Irvine, Los Angeles, Merced, Riverside, San Diego, San Francisco, Santa Cruz and Santa Barbara. 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. Today, the UC system has more than 295,000 students and 265,000 faculty and staff, with 2 million alumni living and working around the world. UC Davis is supported by more than 312,000 alumni. Another half 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 College of Biological Sciences at UC Davis lies within UC Dean's Salary Band 2, for which the annual salary range is \$239,600 to \$611,100. The budgeted annual salary that UC Davis reasonably expects to pay for this position is \$400,000 to \$450,000.

Applications, Inquiries, and Nominations

The Recruitment Advisory Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current resume and/or curriculum vitae and a letter of interest.

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-DeanCBS" in the subject line

SP&A Executive Search

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