



Dean, School of Veterinary Medicine 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 School of Veterinary Medicine (SVM). The Dean will have the extraordinary opportunity to lead the School through a time of transition and continued growth. The successful candidate will be a collaborative and energetic leader who will build upon the SVM's successes that have laid the foundation for leading the School on an exciting journey into the future. Furthermore, the next Dean will be a distinguished researcher and academic leader capable of inspiring and supporting the faculty toward increasing the SVM's research productivity while balancing its commitments to service and preparing veterinary professionals for successful careers in the field. This position presents a tremendous opportunity for the Dean to forge new pathways of excellence in clinical activity, research, and teaching, strengthen existing relationships throughout the region, and enhance the national and global reputation of the School.

University of California, Davis

Few institutions can match the comprehensive excellence of [UC Davis](#) and [UC Davis Health](#); the campus is recognized for its superb accomplishments across its entire academic spectrum. The academic campus is located in Northern California in the city of Davis, while UC Davis Health, home to the School of Medicine and the Betty Irene Moore School of Nursing, is headquartered about 30 minutes away in Sacramento. UC Davis Health is the region's only academic health center, a nationally ranked leader in health care education, research, and patient care. As part of a nationally renowned academic medical center, UC Davis' School of Medicine has earned a national reputation for excellence and is ranked amongst the top 50 medical schools in National Institutes of Health funding and by *U.S. News & World Report*.

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. Since its founding in 1908, UC Davis has grown from the University Farm of the University of California into the largest of the 10 University of California campuses and a powerful comprehensive research university with unparalleled disciplinary breadth over 10 schools and colleges. With its commitment to academic excellence and scholarship in service to the public good, UC Davis is uniquely positioned to be an international leader in addressing the most pressing problems facing humanity over the coming years.

Known for its commitment to sustainability, exceptional academics, and school spirit, and a part of the world's pre-eminent public university system, UC Davis is proud of its [nationally-ranked](#) resources and [research](#) used to tackle the most pressing issues facing the world today. UC Davis' educators, clinicians and researchers include partners working in the nation's best [School of Veterinary Medicine](#), the nation's best [College of Agricultural and Environmental Sciences](#), and one of the nation's best [Colleges of Biological Sciences](#) and [Colleges of Engineering](#) – all from within one of the top five "Best Public Universities" in the entire United States. 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 strives to build a community of change-makers and problem solvers committed to creating a place where people from all walks of life and backgrounds can learn, grow, and discover together. The 5,300-acre campus borders the city of Davis, a vibrant college town of about 68,000 people living in Yolo County, and offers a high-quality environment for faculty and staff members and their families. The University's community of faculty and staff are dispersed throughout the state, nation, and the world with a mission to advance the human condition through improving the quality of life for all. 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.

School of Veterinary Medicine

Home to more than 2,000 faculty and staff and supported by a budget of \$265 million, and with a mission to advance the health of animals, people, and the environment, the [School of Veterinary Medicine](#) at UC Davis has a rich history of educating veterinarians and veterinary scientists, discovering new knowledge through a robust and progressive research enterprise, and setting the standards in animal health care. The SVM is fully accredited by the AVMA Council on Education (2018) with its next site visit to occur in 2025.

The School of Veterinary Medicine's academic departments include:

- [Department of Anatomy, Physiology and Cell Biology](#)
- [Department of Molecular Biosciences](#)
- [Department of Medicine and Epidemiology](#)
- [Department of Pathology, Microbiology, and Immunology](#)
- [Department of Population Health and Reproduction](#)
- [Department of Surgical and Radiological Sciences](#)

Innovation and collaboration are at the core of the SVM's success and professional advancements and has led to its ranking as #1 in the nation by *U.S. News & World Report* and #2 globally by QS World University. The SVM has shaped the field of veterinary medicine, developed dynamic veterinary treatments, and made key discoveries related to animal, human and environmental health. Experts in dozens of scientific disciplines train future veterinarians and mentor leaders in veterinary practice, higher education, public health/food safety, research, environmental protection, and biotechnology. The SVM serves the people of California by providing educational, research, clinical service, and public service programs of the highest quality to advance the health and care of animals, the health of the environment and public health, and to contribute to the economy.

In support of the SVM's mission, in October 2017, UC Davis Chancellor Gary May and Dean Michael Lairmore announced plans to enter a new era of veterinary medicine with a transformative UC Davis Veterinary Medical Center (VMC). In October 2020, UC Davis publicly launched a \$2 billion fundraising campaign, "[Expect Greater: From UC Davis, For the World](#)" of which the SVM has committed to raise more than \$500 million in philanthropic support—the largest campaign ever undertaken by a veterinary school. To date, total funds raised toward this goal are approximately \$282 million. This bold goal will help create the [future Veterinary Medical Center](#), where clinical innovation, transformational research, and compassionate healing come together. Each animal and client will receive attentive and personalized care in the center of a world-leading biomedical research hub that will be composed of five major areas: a Livestock

and Field Service Center, an Equine Performance Center, an All-Species Imaging Center, an Equine Surgery and Critical Care Center, and a Small Animal Hospital.

Veterinary Medical Teaching Hospital

The [William R. Pritchard Veterinary Medical Teaching Hospital](#) (VMTH) at UC Davis delivers state-of-the-art clinical care while providing training opportunities and clinical experiences for DVM students and post graduate veterinarians training to be specialists. The VMTH is accredited by the [American Animal Hospital Association](#) – the only organization to accredit companion veterinary hospitals. The VMTH is open to the public and treats more than 50,000 animals a year, ranging from cats and dogs to horses, cows, and exotic species. The current hospital opened in 1970 and has had two major additions, the latest completed in 2004. The hospital is equipped with cutting-edge, modern technology and services, allowing the School's veterinarians to provide the best veterinary care possible while continuing to be innovators of the some of the latest advancements in veterinary medicine.

A team of more than 120 board-certified, internationally-recognized faculty veterinarians lead the VMTH. They are supported by more than 100 "house officer" veterinarians (residents, interns, fellows) participating in the world's largest veterinary hospital advanced training program. These "house officers" are training under the faculty's tutelage to be specialists in one of the more than 30 specialty disciplines offered at UC Davis. Rounding out the team are nearly 350 specially-trained technicians and staff members, as well as more than 135 senior veterinary school students. Together, this team works to achieve the optimal outcome for every patient.

Beyond the main hospital on the Davis campus, the SVM also has two satellite clinical facilities:

- [University of California Veterinary Medical Center - San Diego \(UCVMC-SD\)](#) – The UCVMC-SD is a center of excellence based on cooperation with the [UC Davis School of Veterinary Medicine](#), [UC San Diego Health Sciences](#), [UC San Diego Center for Veterinary Sciences and Comparative Medicine](#), and animal institutes of the San Diego region. The UCVMC-SD's mission is to discover, apply and disseminate new knowledge to promote animal health and welfare, and to advance the diagnosis, treatment, control and prevention of animal diseases—in addition to providing high quality veterinary medical care and client services for all. The center promotes and enhances animal health through interdisciplinary teaching, research, service, and outreach. As a satellite facility of the UC Davis Veterinary Medical Teaching Hospital, the UCVMC-SD brings three services to the Southern California community. As a specialty referral center, the UCVMC-SD works closely with local veterinarians, complementing the excellent care and service they provide for their patients and clients. The facility's specialized services in cardiology, nephrology/urology/hemodialysis, and clinical pharmacy are available to any and all pets in need of UC Davis' world-class veterinary intervention.
- [UC Veterinary Medicine Teaching and Research Center - Tulare \(VMTRC\)](#) – Capitalizing on its unique location in a major U.S. dairy production center, the VMTRC faculty have created active field-based research programs that complement laboratory-based programs to address dairy interests and needs in nutrition, reproduction, calf health, animal welfare, and food safety. The principal instructional focus of the VMTRC is large-scale dairy production medicine in a semi-arid climate. Diagnostic and research laboratories are available with capabilities in pathology, microbiology, milk quality and mastitis, clinical pathology, clinical chemistry, molecular biology, and parasitology support teaching and research programs.

California Animal Health and Food Safety Laboratory System (CAHFS)

The CAHFS is the backbone of California's early warning system that helps to protect the health of the state's livestock, poultry, and aquaculture industries. CAHFS serves the people of California by safeguarding public health with rapid and reliable diagnoses for animal diseases including those affecting humans. It also serves the equine industries by providing high-quality drug testing and pharmacology programs. CAHFS offers a multidisciplinary team approach using a comprehensive menu of tests and innovative services to protect animal health and commerce, public health, and the food supply. Diagnostic services offered include bacteriology, electron microscopy, food pathogen testing, pathology, serology/immunology, toxicology, molecular diagnostics, and virology.

Opportunities and Challenges

The Dean will have the exciting opportunity to join a University led by a strong executive leadership team that is home to a supportive campus community. Over the course of its history, UC Davis has continued on a strong upward trajectory in pursuit of academic excellence and student success and seeks a dynamic leader who will capitalize on this momentum and work in collaboration with the School of Veterinary Medicine's faculty, staff, and students to increase its regional, national, and global impact.

The next Dean will partner with UC Davis' Chancellor, [Dr. Gary May](#), and Provost and Executive Vice Chancellor, [Dr. Mary Croughan](#), in aligning the School of Veterinary Medicine with the University's new strategic plan, [To Boldly Go](#), focused on guiding the University toward new heights of distinction over the next 10 years and maximizing UC Davis' opportunities as a driver of innovation and economic growth for the public good. As a key leader within the University, the next Dean of the School of Veterinary Medicine will join an institution that is deeply committed to research, scholarship, statewide service, and teaching. Specifically, the new Dean will provide decisive and effective leadership in the following areas:

- **Vision for the Future** – The next Dean will play a crucial role in the SVM's development of a bold, new vision for the future. In partnership with dedicated faculty, staff, and students, the Dean will lead the School's efforts toward capitalizing on its myriad strengths in clinical activity, research, and teaching to increase the SVM's impact within and outside of the University. As a key leader on campus, within the state, and national and internationally, the Dean must be an innovative entrepreneurial thought leader who can leverage the University's and School's intellectual resources to bring UC Davis' strategic Plan to fruition and improve the lives of California's and the world's citizens.
- **Excellence in Clinical, Research, and Teaching Activities** – The new Dean will inherit an organization that is ready to build upon existing areas of excellence and identify new areas for enhancing the SVM's academic and research endeavors while strengthening its commitment to teaching and service. The Dean must be committed to communicating across the School's various academic and administrative units and actively seek new opportunities for collaboration and partnership. In doing so, the Dean will foster an environment committed to upholding the School's tripartite commitment to exceptional clinical activity, research, and teaching to effectively prepare students to serve as the leaders of the future. Through their work, the Dean will further bolster the School's reputation for advancing the quality of veterinary care within the region, nationally, and globally while enhancing the education of current and future SVM graduates.

- **Increasing Research Productivity** – By promoting a broad view of research and creative activity that engages all disciplines, the new Dean will help renew and affirm the SVM's commitment to research, while also exploring new strategic possibilities. In particular, the Dean must be ready to solicit, aggregate and coalesce a wide range of perspectives to promote increased collaboration and develop new initiatives to galvanize multidisciplinary and interdisciplinary research. In partnership with faculty, the Dean must employ a forward-thinking approach toward increasing and developing new research funding opportunities. Furthermore, by seeking partnerships with private industry, foundations, non-profit organizations and other sources of funding, the Dean will help secure the School's future by diversifying its research portfolio.
- **Continued Excellence** – Ranked #1 in the nation by *U.S. News and World Report* and #2 globally by QS World University, the SVM has a strong reputation for its creative research, engaged scholarship, and impactful teaching. To that end, the Dean will be empowered to take a bold and entrepreneurial stance in the leadership of the SVM in an effort to continue its role at the vanguard of the field of veterinary medicine. In order to maintain its current standing, the Dean must lead the School harmoniously and efficiently coordinate the various aspects of its mission while being attentive to new emerging practices and trends in clinical medicine, research, local issues facing the state of California and the region, and the significant global issues and challenges that merit the marshalling of the SVM's significant intellectual resources.
- **Fundraising and Developing New Revenue Streams** – To ensure that the SVM meets its goals and fulfills its role in upholding UC Davis' land-grant mission, the next Dean will serve as the School's most ardent champion in leading its fundraising and external relations efforts. Moreover, the new Dean will have the opportunity to play the lead role in bringing the SVM's \$500 million Veterinary Medical Center campaign, focusing on expanding and transforming the Veterinary Medical Teaching Hospital, to fruition. Launched in 2018, the campaign has currently raised more than \$282 million to date and the first building, the Large Animal Support Facility, is already in use.
- **Strengthening Ties Across the University** – The next Dean will serve as a key academic leader on campus and must strive to develop new and strengthen existing relationships across UC Davis by employing a collegial, transparent, and collaborative leadership style. By partnering with other senior University leaders, the Dean will be an important figure in the development of new partnerships and initiatives in support of interdisciplinary and cross-divisional endeavors. This will allow UC Davis to continue fostering an environment that attracts world-class faculty, staff, and students; supports their personal, professional, and intellectual growth; and continues UC Davis' commitment to supporting the vibrant community for which the campus is known for. That said, the Dean will have the unique opportunity to not only strengthen ties across the main campus, but to also serve as a key collaborator and leader in the strategic alignment of research priorities with UC Davis Health in Sacramento.

Position Summary

Reporting to the Provost and Executive Vice Chancellor, the Dean is the chief academic and administrative officer of the School of Veterinary Medicine with responsibility for the academic, outreach, and mission-driven leadership of the School and the management of its resources, including faculty and staff, physical facilities, patient care, and budget. In their role, the Dean will lead and oversee the SVM's six academic departments, centers and institutes, the Office of the

Dean, the California Animal Health and Food Safety System, and the Veterinary Medical Teaching Hospital. The Dean will also participate in campus-wide policy development through membership on the Provost's Leadership Council and the Council of Deans.

The Dean will serve as a catalyst for innovation in the SVM's clinical, research, and teaching endeavors and must be a tireless leader for an organization that is deeply committed to serving the needs of students and stakeholders and inspiring faculty and staff toward achieving continued heights of distinction. To that end, the new Dean will provide strategic direction in the development of a bold, new vision for the future, identifying areas for growth and resource generation, further enhancing the SVM's academic and research portfolio, and supporting its focus on service to the regional and global community.

The next Dean will play a pivotal role in serving as a strong and dynamic advocate on behalf of the SVM to internal and external stakeholders in leading its external relations and fundraising efforts. As the School's most passionate champion, the Dean will build strong relationships with, and generate support amongst, UC Davis' senior administration, key stakeholders in the local region, the state of California, and globally. Specific responsibilities include:

Leadership of the SVM

- Develop, in collaboration with the faculty and staff, the vision that sets the principal goals and priorities for the School of Veterinary Medicine's continuing development as a premier academic veterinary medical institution.
- Maintain an appropriate balance between the School of Veterinary Medicine's academic mission and its patient care responsibilities and ensure that the financial priorities and policies are aligned with this balance.
- Ensure the School is accredited by the American Veterinary Medical Association's Council on Education.
- Champion and ensure the diversity, equity, and inclusion of personnel and programs throughout the School of Veterinary Medicine.

Strategic Planning and Implementation

- In consultation with the school's faculty, staff and leadership, develop and implement a strategic plan for the optimal operation and growth of the school and the procurement and allocation of resources (fiscal, human, capital) required to further the vision.

Management and Administration

- Provide oversight, administration, and operations performance of the School of Veterinary Medicine.
- Ensure, in cooperation with department chairs, center and institute directors, and other appropriate officers and leaders of the SVM, that appropriate structures, policies, procedures, and controls are in place for the SVM to achieve its teaching, research, outreach, and clinical missions.
- Ensure that the SVM complies with regulatory requirements and standards of appropriate accrediting bodies and funding organizations.

External Affairs, Outreach, and Development

- Enhance the visibility of the SVM at regional, state, national, and global levels.
- Articulate SVM's vision, goals, and priorities to key constituencies at the local, state, and federal levels.

- Lead and oversee outreach programs including Agricultural Experiment Station and Cooperative Extension programs in the SVM. Oversee the state-wide California Animal Health and Food Safety Laboratory System.
- Lead significant philanthropic activities for SVM, including UC Davis comprehensive campaigns and increase private philanthropic support for the SVM in close collaboration with the VC-Development and Alumni Relations and the SVM and campus Advancement teams.
- Build confidence and trust with key constituencies within the university, as well as members of the diverse communities served by the SVM.
- Support and implement a collaborative, One Health approach within the SVM and serve as a One Health champion beyond the SVM, facilitating cross- and intercampus collaborations.
- Develop and maintain strong relationships with alumni and friends of the SVM; foster opportunities for these constituents to contribute to the further development of the institution.

Academic Affairs and Faculty Development

- Appoint, evaluate and mentor the associate and assistant deans, department chairs, center and institute directors, and other positions, as appropriate.
- Foster an academic environment that stimulates the scholarly conduct of research, teaching, outreach, and veterinary clinical care.
- Develop a plan for significantly advancing the academic reputation of the institution in consultation with SVM faculty and administration as well as university leadership.
- Provide strategic faculty FTE allocation and prioritization to achieve SVM's research, educational, outreach, and clinical goals.
- Oversee the recruitment, retention, and evaluation of SVM faculty, department chairs, and center and institute directors in consultation with faculty, staff, and nominating chairs of academic departments.
- Nominate the Director of the California Animal Health and Food Safety System and the Director/Chief Veterinary Medical Officer for the Veterinary Medical Teaching Hospital.
- Oversee clinical, departmental, center, and institute goal-setting and monitoring of performance to ensure an optimal use of SVM resources and advancement of SVM's academic and service missions and goals.
- Raise funds to support endowed chairs and professorships.

Education

- Ensure that the SVM delivers, in an optimal fashion, the approved curricula leading to the DVM, MPVM, and PhD and MS degrees in the Graduate Groups in Integrative Pathobiology, Epidemiology, and Immunology.
- Support the work of faculty and the appropriate governance bodies in reviewing and updating existing curricula and the development of new programs, as appropriate.
- Ensure that the residency and fellowship training programs are preeminent in value, reputation, and marketability.
- Foster an environment that encourages graduate students and post-doctoral scholars to thrive and to add to the scholarly atmosphere of the School.
- Oversee Continuing Professional Education for veterinary professionals to ensure the value, success, and high academic standards of these programs.
- Represent UC Davis locally, nationally, and globally in associations and efforts to guide policy for veterinary education.

Research

- Support the full spectrum of research conducted within the SVM.
- Recognize and promote interdisciplinary research and technological advancements to foster new and innovative frontiers in modern veterinary medicine.
- Leverage One Health principles to promote collaboration with human health, environmental, and agricultural research.
- Pursue new funding opportunities presented by industry, public funding sources, and collaborative research programs.
- Develop strategies to provide state-of-the-art capital equipment and facilities for advanced clinical training, service, and research.
- Set goals in collaboration with department chairs for development of critical scientific areas and to ensure a well-trained workforce.
- Ensure that the academic mission of the SVM is aligned with its clinical mission.
- Provide high-level oversight of the research mission and ensure coordination of research, facilities, and capital equipment planning.
- Promote and support cross-campus and cross-UC system research collaborations.
- Ensure that all protocols for research conducted by personnel in the SVM are in full compliance with the highest standards required by the University and by State and Federal agencies.

Qualifications and Characteristics

UC Davis seeks a Dean with exemplary academic achievements, together with strategic leadership ability; outstanding interpersonal and communication skills; entrepreneurial spirit and high energy with the ability to serve as a visionary and strategic thinker; and a passion for the mission of the School of Veterinary Medicine and the University. S/he will be able to work effectively with a broad range of constituents, including senior leadership, faculty, students, staff, alumni, donors, and external partners. The successful candidate must possess:

Required

- A DVM degree or equivalent veterinary professional qualification.
- Credentials to qualify as a tenured full professor including a record of distinguished research, teaching and scholarly activities required; national and/or international recognition as a scientist with exceptional credentials in his/her own field
- Demonstrated visionary and strategic thinking and leadership.
- Demonstrated ability for leadership, administration and management, including management of human and financial resources and facilities; administrative and leadership experience in a research university preferred.
- Keen interest in fundraising and proven ability to work with major donors and volunteers on development and fundraising activities.
- Ability to command the respect of students, staff, faculty, administrators, chairs, and institute/center directors; the ability to work closely with faculty in an environment of shared governance, having sensitivity to the changing dynamics of academic veterinary medicine.
- Experience with state-of-the-art research and education; the capability to integrate effectively the academic mission with the clinical enterprise.
- Demonstrated ability to utilize political processes effectively to promote institutional missions and goals.
- Business acumen to provide leadership to a variety of self-supporting research, service, and clinical enterprises within the School.
- Proven skills in education program development and interest and commitment to

- work with students, involving them in activities, programs, and service.
- Ability to build consensus, including an understanding of issues and options facing veterinary medical schools and teaching hospitals, as well as other health professional schools, with the interpersonal and communications skills required to form productive partnerships and build relationships.
- Appreciation, support, and enhancement of diversity, equity, and inclusion and the demonstrated ability to relate effectively to a wide variety of people of diverse backgrounds, including an understanding and respect for cultural, ethnic, gender, and individual differences.

Preferred

- Beyond a DVM or equivalent professional veterinary degree, additional advanced professional or academic degrees are highly desirable including advanced specialty board certification or comparable professional recognition.
- Distinguished record of success in obtaining external funding for the academic priorities of a department, school, or college, as well as for his/her own research.
- Knowledge and experience in leading veterinary medical teaching hospitals.
- Demonstrated experience and ongoing ability to engage with undergraduate and graduate education programs.
- Deep appreciation and understanding of translational and comparative veterinary medical research.

Application / Nomination Process

The Search Committee will begin reviewing applications immediately. Applicants must submit a current *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, Principal

Email: apsearch@spaexec.com

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

SP&A Executive Search
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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.