



*University of California, Davis
Search for the Dean of the School of Education
Position Profile*

The School of Education marshals the knowledge and resources of the University of California, the world's pre-eminent public research university, to confront and eliminate inequities among people and communities through the generation of impactful knowledge and the promise of education.

The University of California, Davis (UC Davis) seeks a dynamic and accomplished individual to serve as its next Dean of the School of Education. The new Dean will be joining UC Davis and the School of Education at a very exciting time of growth and diversification of intellectual activities across the campus and beyond. With the unique advantage of being located close to California's state capitol, UC Davis is in an ideal position to serve as a powerful voice in the conversation around education reform and state and national policy. In addition, the School of Education has been a champion for social justice and educational equity over the past twenty years, and remains committed to serving students from all socioeconomic and cultural backgrounds. The new Dean will be charged with strengthening the School's already stellar reputation, continuing its mission of advocating for all learners, and positively changing the way we as a nation think about how best to educate an increasingly diverse student population to live and thrive in a complex global landscape.

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 third largest enrollment in the University of California system. In addition to the School of Education, the campus is home to highly-regarded Schools of Medicine, Veterinary Medicine, the Graduate School of Management, the Betty Irene Moore School of Nursing, and the School of Law, 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 2nd among public universities in the Washington Monthly 2022 College Guide and 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 emerging Hispanic-Serving Institution (HSI) and 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 reached an all-time high of over \$1 billion in 2022.

About the School of Education

The UC Davis School of Education was founded in 2002, after many decades as a division in the College of Letters and Sciences. Building on UC Davis's mission of working to strengthen public education through teacher education and professional development, Founding Dean, Harold Levine, created and implemented a model for a different kind of school of education. A

school that focuses on making a concrete, identifiable and relevant difference for educators, policymakers, students, and communities. Since that time, the UC Davis School of Education has grown, in size and stature, under the leadership of our current Dean, Lauren Lindstrom, with faculty and other stakeholders partnering with their colleagues across the University of California and statewide on impactful policy matters. Ranked 32nd in 2022 by US News and World Report, the School is in the top 12% of Graduate Schools of Education nationally.

The UC Davis School of Education marshals the knowledge and resources of the University of California, the world's preeminent public research university, to confront and eliminate inequities among people and communities through the generation of impactful knowledge and the promise of education. This is accomplished by engaging in research and policy analysis that supports student attainment and success; by preparing and mentoring high quality teachers and educational leaders who serve as advocates for all learners; by forging partnerships and collaborations that make a difference in students' lives; by broadening definitions of learning and the locations in which it takes place; and by offering interdisciplinary programs that position graduates to provide leadership and insight into the greatest challenges facing educators in California, in our nation, and around the world.

The School of Education does not have multiple departments, but rather functions as a single interdisciplinary department with emphasis areas in School Organization and Educational Policy, Learning and Mind Sciences, Language Literacy and Culture, as well as Science, Agriculture and Mathematics Education. Serving over 650 students, the School offers preparation for the California teaching credential, masters and doctoral-level programs for both educational researchers and practitioners, and professional development for educators and educational leaders throughout California. It is comprised of 34 Academic Senate faculty, 6 full time and 15 part time lecturer/supervisors in teacher education, approximately 15 other academics, and 75 staff. The annual operating budget for the School of Education is approximately \$21 million, and includes state general funds, tuition, and self-supporting revenue.

While there is currently no undergraduate major in Education, there is a large and growing undergraduate minor that serves as a pathway for students into the post-baccalaureate Teacher Education program and M.A in Education. The Teacher Education curriculum offers California teaching credential programs in Multiple Subjects (elementary) and Single Subject programs in Science, Mathematics, History/Social Studies, Agricultural Sciences and English as well as the Spanish and Mandarin bilingual authorizations. The CANDEL (Capital Area North Doctorate In Educational Leadership) Ed.D. program is designed to prepare exemplary educational leaders in schools, community colleges, and related educational capacities in Northern California.

In addition to academic programs, the School of Education is home to [eight research and innovation centers](#) that investigate critical issues in the field from pre-K to higher education, exploring how students, teachers and education leaders can best learn and grow, support each other, and make lasting change in their schools and communities. Many centers also provide programming, curricula and other resources that have a direct impact on thousands of learners in California and beyond. Faculty of the School of Education also actively collaborate with the [UC Davis MIND Institute](#), a preeminent center for research on neurodiversity and individual differences in learning across the lifespan.

The School of Education operates the College Opportunity Programs, designed to increase student preparation for postsecondary opportunities through academic enrichment, academic advising, motivational activities, and K-12 partnerships. These programs open college and career pathways for California students who are low income, may be English language learners, and in many cases, are the first in their families to go to college. These federally funded programs — Educational Talent Search, GEAR UP and Upward Bound — serve over 7,000 middle and high school students in ten Northern California counties.

To learn more about the School of Education, please see <http://education.ucdavis.edu/>.

Role of the Dean of the School of Education

As the School of Education's chief academic and administrative officer, the Dean serves as a strategic and inspirational leader with responsibility for the overall management and operation of the School, including management of its faculty and staff, physical facilities and budget. The Dean is also responsible for leading efforts to develop and implement a strategic plan and for solidifying the vision, mission, and goals for the School, as well as leading development efforts. The School's current leadership team includes an associate dean for academic programs and instruction, an assistant dean for finance, a department chair, the director of research and partnerships, senior director of student affairs and senior director of development. Academic program chairs report to the Associate Dean.

The Dean represents the School to the campus and its leadership, particularly in working with other academic and research units on innovative ventures, and securing resource support for the School's activities. The Dean participates in campus-wide policy and program decisions through membership on the Provost's Leadership Council and the Council of Deans. The Dean also represents the School to the outside world, including alumni and donors, and is responsible for persuasively articulating the goals and programs of the School to the University community, external stakeholders and the general public. The Dean provides leadership in sustaining and obtaining additional resources from donors and corporate partners, as well as from revenue-generating programs. In coordination with the School's advancement team, the Dean leads the development of fundraising strategies for cultivation, solicitation and stewardship of donors. The Dean leads the School's advancement efforts in communications, donor relations, and fundraising with external stakeholders.

The Dean will:

- Provide strategic leadership to enhance the School of Education's mission and impact;
- Support the School's deep commitment to diversity, equity, inclusion, community engagement, and social justice;
- Recruit, retain, and develop excellent and diverse faculty and staff;
- Lead and inspire excellence in research and instruction;
- Develop far-reaching partnerships and educational programs to extend the impact of the School in the region, across California and beyond;
- Develop collaborations with other units of the University to facilitate the multidisciplinary approaches necessary for transformative education science.
- Seek and develop the financial resources necessary to meet the aspirations of the School;
- Build and sustain partnerships across UC Davis and in the community.

Key Opportunities and Challenges for the Dean

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

Provide strategic leadership to enhance the School of Education's mission and impact –

As the visionary lead for the School of Education, the Dean will engage members of the School in a broad conversation focused on understanding the current state of affairs and shaping a clear vision and set of priorities to guide the School of Education's future. The Dean will encourage and facilitate faculty, staff, and student dialogue about academic programs, research and community engagement priorities, ensure a shared model of governance and lead efforts to solicit external support to implement these priorities. By guiding these conversations, the Dean will build consensus on the direction and implementation of these approaches, and will in turn provide strategic guidance to further enhance the academic prominence of the School of Education within UC Davis, the UC system, and beyond.

Support the School of Education's deep commitment to diversity, equity, inclusion, community engagement, and social justice –

The School of Education has a deep commitment to confronting and eliminating inequities through the promise of education. In order to continue this practice, the next Dean must embrace and expand the historical legacy of engaged student, staff, and faculty participation around issues of educational equity and justice. The Dean will promote diversity through pursuit of stated goals for students, staff and faculty, and all recruitment and retention will include attention to and engagement in diversity in myriad ways. The Dean will clearly demonstrate a personal commitment to equity, community, and inclusiveness and serve as a strong social justice advocate who will consistently and proactively take the lead on publicly responding to the unique needs of underserved students in California and across the country.

Recruit, retain, and develop excellent and diverse faculty and staff –

In collaboration with the Associate Dean, Department and Program Chairs and faculty, the Dean will lead efforts in the recruitment and professional development of an exceptional faculty and staff. By creating and sustaining an environment that is engaging, exciting, and innovative, the Dean will help attract increasingly distinguished and diverse faculty to the School of Education. This will include fostering a culture of inclusion, transparency, and shared decision making. The Dean will bring management experience and talent to the position, and the ability to work well within a structure of shared governance.

Lead and inspire excellence in research and instruction –

The School of Education has a strong reputation for exceptional research around timely and relevant issues that inform education policy and practice. The next Dean will continue to strengthen the research enterprise of the School of Education by supporting a diverse portfolio of faculty research and scholarship and promoting innovation in education both in developing research-infused best practices and new delivery models. The Dean will further compliment the School's research practice by bringing a robust and active record of scholarship of their own, and by cultivating and expanding new research opportunities and partnerships to drive academic excellence.

Develop far-reaching partnerships and educational programs to extend the impact of the School of Education across California and beyond – The School of Education is deeply committed to strengthening public education. The Dean will uphold this mission by supporting and guiding diverse initiatives to enhance educational opportunities in the Sacramento region and the greater California community. In doing so, the Dean will also serve as a strong external spokesperson and thought leader, raising awareness of the research being done at the School of Education while also being an active contributor to national conversations around education policy and reform.

Facilitate development and fundraising activities and seek financial resources necessary to meet the aspirations of the School of Education – While the School of Education is financially solvent, the collective desire to expand programs, personnel and facilities requires that the Dean play an active role in fundraising. The Dean will be responsible for guiding and supporting all fundraising efforts on behalf of the School of Education, including providing leadership for the development team while actively pursuing potential funding opportunities, and directly overseeing a \$17 million operating budget while guiding decisions around the investment of the School's resources. The Dean will provide leadership in sustaining and obtaining additional resources from donors, foundations and corporate partners, as well as from revenue-generating programs. Historically, the School of Education has benefitted greatly from the generous support of its alumni and in coordination with the School's development team, the Dean will build upon the School's existing strengths and serve as an active partner for all fundraising and communications strategies as they relate to cultivation, solicitation and stewardship of donors.

Build and sustain partnerships across UC Davis and in the community – The next Dean will be an excellent communicator, who serves as the face and voice of the School of Education on campus and to external audiences. They will promote and publicize the exceptional work of the School of Education, highlighting individual faculty, academic programs, research centers, partnerships and initiatives that foster student success. The Dean will also represent and advocate on behalf of the School to University administration and in a system-wide context. They will be a thoughtful listener, who will engage with faculty, staff and students, to better understand and articulate the needs and accomplishments within the School.

Qualifications

The Dean will be an active participant across the UC system, as a resource, a representative, and a collaborator, and will ensure the School of Education is a full partner in cross-campus and interdisciplinary initiatives. The Dean will actively seek out opportunities to further elevate UC Davis and the School of Education as a thought leader in education by building partnerships and leveraging networks in Sacramento and beyond.

Furthermore, it is desired that the Dean possess a number of the following experiences, abilities, and skills, as well as a willingness to discuss and develop strategies to address any areas in which the candidate needs to develop:

- Credentials appropriate for tenured professional appointment in the School and an established and respected scholar in education.
- A record of effective administrative experience, including demonstrated abilities in leadership and management, including management of staff and financial resources; the ability to work with faculty to develop a vision and plans for the future in an

environment of shared governance; and an ability to function well as part of the campus leadership team.

- A track record of serving as a strong facilitator with experience in building partnerships, trust, and confidence with key stakeholders and colleagues through an open and transparent management style.
- Demonstrated financial and administrative skills; experience in leading an organization in an environment of limited financial resources, optimizing budget resources, and making fiscal decisions consistent with campus values and strategic goals.
- Experience leading an organization through a period of change, institutional growth, and cultural change.
- Experience working in a research university environment.
- Distinguished record of success in obtaining extramural funding and grantsmanship for both department/college academic priorities and their own research.
- Successful development and fundraising experience.

Personal Qualities and Characteristics

- An understanding of the importance of the School of Education's and UC Davis' teaching, research, and outreach missions and the opportunities they present.
- A respect and appreciation for the expertise, commitment, and passion the School of Education's faculty and staff possess.
- A commitment to diversity, equity, and inclusion in the ranks of faculty, staff, and students and ability to recruit and retain talented and diverse faculty and staff for the School.
- The ability to provide leadership in developing the vision and strategic planning activities associated with the growth and development of the School of Education.
- The ability to energize, champion, and lead the School of Education's faculty and staff with a forward-thinking mindset in the post-COVID context.
- Ability to communicate effectively in writing and verbally to build and enhance relationships with the staff, community and various constituent groups and serve as an ambassador for the School in regional, national and international forums.
- Deep commitment to academic excellence, demonstrated ability for creative leadership and management, and the energy and vigor to translate ideas into action.
- Ability to motivate and inspire faculty to excel in teaching, research and procurement of extramural funds.

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 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. 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, a state-of-the-art performing arts venue offering a rich program of diverse artists and thinkers in public performance, as well as educational and engagement programs across the campus.

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: <http://ucdavis.edu/about/facts/rankings/index.html>.

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

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 capitol 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.

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 Education at UC Davis lies within UC Dean's Salary Band 1, for which the annual salary range is \$199,700 to \$509,900. The budgeted annual salary that UC Davis reasonably expects to pay for this position is \$240,000 to \$310,000.

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Applications, Inquiries, and Nominations

The Recruitment Advisory Committee will begin reviewing applications immediately. 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-SOE" 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.