



Search for the Dean of the College of Agricultural and Environmental Sciences
University of California, Davis
Davis, California

The University of California, Davis (UC Davis), one of the top public research institutions in the world, seeks a visionary leader, exceptional administrator, and highly respected scholar to serve as the next Dean of the College of Agricultural and Environmental Sciences (“the College” or “CA&ES”).

The College is dedicated to solving real-world problems in the agricultural, environmental, and human sciences to produce a better world, healthier lives, and an improved standard of living for everyone. Distinguished by the depth of its land-grant mission and global reach, the College is at the forefront of research, teaching, and public service addressing the greatest challenges to humans and the environment. The next Dean will have an unparalleled opportunity to impact the future of agriculture and the environment across the world.

A leader in both fundamental and applied research, the College is ranked first in the U.S. and second in the world for agricultural sciences and forestry; first in the world for plant and animal sciences; first in the world for agricultural economics and policy research; and in the top 10 in agronomy, biodiversity education, ecology, entomology, environmental sciences, horticulture, human development, nutrition, soil science, and toxicology. CA&ES regularly engages with industry leaders and regulators on issues related to state and national policy, and it partners with Cooperative Extension personnel to serve statewide citizens and stakeholders.

The Dean will join CA&ES at a time of extraordinary opportunity for translating its research into public impact. Issues at the heart of the College’s portfolio—water use, climate change, air quality, and the need for sustainable food systems, equitable communities, and ecosystem viability—are key to the fate of humanity and our planet. With the highest caliber faculty, staff, and students, the history and resources of the University of California system, and a distinctive position among those working on agricultural and environmental research globally, there is no better place than UC Davis to address these challenges. The Dean will be an experienced and collaborative leader, prepared, and excited to direct this work.

To be successful, the Dean will address the following opportunities and challenges:

- Drive an ambitious vision that enables excellence, innovation, and meaningful public impact as a global leader in agricultural, environmental, and societal research
- Effectively engage external stakeholders to ensure the support necessary to fully achieve the College's aspirations
- Catalyze ongoing development of a distinctive and vital research and teaching enterprise
- Sustain and grow the College's physical, financial, and human resources
- Ensure high-quality, inclusive learning environments to support the success of a diverse student population and meet the challenges of a changing world

A list of the desired qualifications and characteristics may be found at the conclusion of this document, which was prepared by the recruitment advisory committee with the assistance of Isaacson, Miller, a national executive search firm. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

ABOUT THE UNIVERSITY OF CALIFORNIA

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

ABOUT UC DAVIS

The UC Davis campus, originally known as the University Farm, was established by an act of the California State Legislature in 1905. UC Davis embraces its land-grant heritage, seeking to transform lives through education, research, and community outreach and service. The University's more than 2,100 distinguished faculty include members of the National Academies of Sciences, Engineering and Medicine; American Academy of Arts and Sciences; American Law Institute; and other renowned academies. Among many other honors, University faculty, alumni, and researchers have won the Nobel Prize, World Food Prize, Presidential Medal of Freedom, Pulitzer Prize, MacArthur Fellowship, National

Medal of Science, Blue Planet Prize, and Presidential Early Career Award for Scientists and Engineers. UC Davis is supported by more than 293,000 alumni.

UC Davis is the most comprehensive and largest campus in the University of California system and the fourth largest by enrollment. The University enrolls more than 40,000 undergraduate, graduate, and professional students, employs nearly 27,000 academic and administrative staff, and has an annual operating budget of roughly \$6.7 billion. UC Davis offers more than 100 undergraduate majors and more than 95 graduate programs in its array of academic programs — one of the most diverse and comprehensive in the American academy. The University comprises four colleges (Agricultural and Environmental Sciences, Biological Sciences, Engineering, and Letters and Science), six professional schools (Betty Irene Moore School of Nursing, Graduate School of Management, School of Education, School of Medicine, School of Law, and School of Veterinary Medicine), and interdisciplinary graduate studies programs. The University also operates UC Davis Health, which includes a nationally ranked acute-care teaching hospital with more than 640 beds, a 1,000-member physician's practice group, and research facilities across the region.

The University is home to many centers of innovation and culture, including the world-famous Robert and Margrit Mondavi Center for the Performing Arts, Jan Shrem and Maria Manetti Shrem Museum of Art, Tahoe Environmental Research Center, UC Davis Bodega Marine Laboratory, California Lighting Technology Center, Clinical and Translational Research Center, Comprehensive Cancer Center, One Health Institute, and the UC Davis Institute of Transportation Studies.

UC Davis is highly ranked in the nation and the world, according to influential university ranking publications like *U.S. News and World Report*, *QS World University Rankings*, and *The Princeton Review*. A member of the prestigious Association of American Universities (AAU), UC Davis ranks fifth among public research universities nationwide, according to the latest *Wall Street Journal/Times Higher Education* rankings. The campus is also recognized for excellence across a wide array of disciplines and measures. *Washington Monthly* has recognized UC Davis as a top 10 national university based on contributions to the public good in terms of social mobility (recruiting and graduating low-income students), research (producing cutting-edge scholarship and PhDs) and service (encouraging students to give something back to their country). Research, teaching, and service for the public good is supported by a campus-wide office of Public Scholarship and Engagement. UC Davis also ranks highly nationally among the most affordable elite colleges. UC Davis provides an excellent return on investment and ranks 37th among the top 50 U.S. universities and colleges for money its students earned over 20 years after earning a degree.

For more information about UC Davis, please visit <https://www.ucdavis.edu/>.

Leadership

UC Davis is led by Gary S. May, seventh Chancellor of UC Davis, who was appointed on August 1, 2017. An accomplished scholar and member of the National Academy of Engineering, May came to UC Davis from the Georgia Institute of Technology in Atlanta, where he had been for nearly three decades, most recently as dean of the institute's highly-ranked College of Engineering. Prior to being dean, May was the Steve W. Chaddick Chair of Georgia Tech's School of Electrical and Computer Engineering. He also served as the executive assistant to then-Georgia Tech President G. Wayne Clough.

Provost and Executive Vice Chancellor Mary Croughan joined UC Davis on July 1, 2020. Previously, Croughan served as vice president for research and economic development at the University of Nevada, Las Vegas, where she was instrumental in helping the University achieve status as an R1 institution in 2018. Prior to joining UNLV, Croughan served the University of California for 30 years as a faculty member at the University of California, San Francisco, in the School of Medicine. Croughan served as chair of the University of California systemwide Academic Senate from 2008 to 2009 and as executive director of the Research Grants Program Office at the UC Office of the President from 2010 to 2017. She is a member of the American Academy of Arts and Sciences.

A point of distinction for the University of California is a tradition of shared governance in which the faculty share responsibility for guiding the operation and management of the University while preserving the authority of the governing board, the University of California Board of Regents, to ultimately set policy. Chiefly responsible for the University of California's high-quality education, the Academic Senate approves and oversees courses and curricula, and establishes requirements for admissions, certificates, and degrees. It also advises the administration on budgetary, personnel, and other matters pertinent to UC operations. In addition to the Academic Senate, UC Davis hosts a professional academic organization, the Academic Federation, composed of academic appointees who are non-Academic Senate members. They also play a critical role in education, research, and public service, providing another respected voice when collaborating with campus and constituent leadership.

Strategic Growth

UC Davis is one of the world's leading transdisciplinary research and teaching institutions. Its current trajectory is guided by a strategic plan, "[To Boldly Go](#)," that outlines the aspirations and methods for guiding the University to new levels of distinction over the next 10 years. It draws on the campus' responsibility as a public land-grant university and maximizes its opportunities as a driver of innovation and economic growth for the public good. As part of its plan, UC Davis launched an enterprise master brand themed [Outgrow the Expected](#), to continue raising its national profile and showcasing its research and advocacy.

In addition, [Aggie Square](#), UC Davis' ongoing \$1.1 billion addition to its Sacramento campus, was approved by the UC Board of Regents in 2020 and began construction in 2022. The first phase of the

project's plans includes over 1 million square feet of research, wet labs, commercial space, public engagement space, and housing. Aggie Square will bring world-class researchers and the communities they serve together with entrepreneurs, technical experts and industry partners who guide ideas from concept to market. By providing high-tech labs and large-scale facilities, Aggie Square will create the infrastructure needed to make discoveries not only possible but scalable. Later phases could eventually span 25 acres of University-owned land.

In October 2020, UC Davis publicly launched a \$2 billion fundraising campaign, the largest philanthropic endeavor in its history. [Expect Greater: From UC Davis, For the World](#) supports the University's work to prepare future leaders, sustain healthier communities, and bring innovative solutions to today's most urgent challenges. In 2024, the campaign concluded, having exceeded its goal by raising \$2.09 billion.

UC Davis' new focus on [Grand Challenges](#) brings together practitioners, communities, and world-class scholars from all areas of study to find innovative solutions to wicked problems — significant and complex threats to human society and planetary health that demand collaborative action. Built from a foundation of grassroots work and prioritized by leaders across UC Davis, Grand Challenges aims to catalyze critical breakthroughs. These efforts support a compelling model of transdisciplinary collaboration, moving the world forward with equity and resilience. UC Davis' current focus areas include [emerging health threats](#), [the climate crisis](#), [sustainable food systems](#), and [reimagining the land-grant university](#).

An Inclusive and Diverse Community

UC Davis is known for its friendliness and sense of community. At the heart of that is its diverse student body. In fall 2023, the University enrolled 40,848 undergraduate, graduate, and professional students. Over 60% of its undergraduates identified as people of color and over 37% as the first in their families to attend college. The campus is known for its relaxed and collegial identity, and its faculty and staff are dedicated to supporting and developing students in their quest to grow academically and personally.

UC Davis welcomes diverse students, faculty, and staff and has thoughtfully fostered an inclusive campus community, which earned the University the top spot among universities in the nation for campus diversity, inclusiveness, and internationalization, according to [QS USA University Rankings](#). The University has adopted a [strategic plan for diversity and inclusion](#), a clear plan to move UC Davis toward its goal of inclusive excellence. In 2016, Forbes named UC Davis first in the nation for launching women into STEM professions, and the University is well on its way to earning the U.S. Department of Education's Hispanic Serving Institution designation with 23.3% Hispanic enrollment as of fall 2023. UC Davis has been highly ranked for equity in STEM and received recognition for its LGBTQ-inclusive policies, programs, and practices.

Economic Impact of the Campus

UC Davis is a powerful economic engine for California, generating billions of dollars in statewide economic activity and supporting tens of thousands of jobs statewide. Together, UC Davis' two campuses—in Davis and Sacramento—constitute the second largest individual employer in the Sacramento region, behind only the State of California. According to economic impact studies, UC Davis Health is a major driver of economic prosperity in the Sacramento region and Northern California.

THE COLLEGE OF AGRICULTURAL AND ENVIRONMENTAL SCIENCES

In 1938, the University Farm was designated The College of Agriculture at Davis, offering 106 courses taught by 76 faculty. By 1959, UC Davis had grown into a general campus with its own personality and strengths, but its history of agricultural research remained central. This history is reflected in the use of “Aggies” as a nickname for Davis students and in the legacy of service to California that is a cornerstone of the campus.

The contemporary mission of the College of Agricultural & Environmental Sciences is to promote agricultural, environmental, and social sustainability through research, teaching, and public engagement to meet the challenges of global change in the 21st century. The College comprises three divisions (Agricultural Sciences, Environmental Sciences, and Human/Social Sciences), 14 academic departments, and 18 centers and institutes. With approximately 380 faculty and roughly 730 staff, the College supports 30 undergraduate majors with enrollment of more than 7,400 undergraduate students and 23 graduate programs with enrollment of more than 1,000 graduate students. Departments include Agricultural and Resource Economics; Animal Science; Biological and Agricultural Engineering; Entomology and Nematology; Environmental Science and Policy; Environmental Toxicology; Food Science and Technology; Human Ecology; Land, Air, and Water Resources; Nutrition; Plant Pathology; Plant Sciences; Viticulture and Enology; and Wildlife, Fish, and Conservation Biology.

The quality and impact of CA&ES research, teaching, and public service are of paramount importance to its community. UC Davis is among the most published and cited U.S. research universities in agricultural sciences, plant and animal sciences, environment/ecology, food science and nutrition, and soil sciences. The College is home to 23 faculty who are American Association for the Advancement of Sciences Fellows and seven who are National Academy of Sciences members. Approximately 250 CA&ES faculty have appointments in the Agricultural Experiment Station (AES) at UC Davis, which provides research and solutions to address challenges in food and agriculture, natural resources, community development, and other areas. Cooperative Extension specialists on the faculty work with county and regional Cooperative Extension advisors and community partners to address challenges, conduct applied research, provide outreach and training, and create opportunities across California.

The College of Agricultural and Environmental Sciences has a long history of fostering interdepartmental research and outreach activities. The [centers and institutes](#) within the college serve as

interdepartmental focal points to address emerging and critical issues; advance the research and outreach goals of the college and its many researchers and units; facilitate engagement of stakeholders; and serve as information centers for industry partners, alumni, donors, and other stakeholders.

The College maintains close relationships with industry and government partners, serving as a trusted source of information and partner in discussions between state agencies, national legislative committees, agricultural organizations, constituent groups, and the public. The Dean contributes scientific expertise and networking ability to the development of state and national policy for science and technology, including food production, agriculture, nutrition, environment, natural resources, and economic and social issues. The Dean's Advisory Council consists of California citizens, industry leaders, and policy makers representing agricultural, environmental, and consumer groups who have an interest in the College's teaching, research, and extension programs.

CA&ES [facilities](#) are located throughout the UC Davis campus, encompassing more than 1.4 million assignable square feet of building space in addition to approximately 2,300 acres of land used for agricultural research and teaching. Research support facilities include the Contained Research Facility; Genomics Facility; Agricultural and Environmental Informatics Facility; Russell Ranch Sustainable Agricultural Facility; more than 160 greenhouses; and multiple field and animal facilities. There are also faculty located at UC research and extension centers and other off-campus research and field stations throughout California. The College is currently engaged in several projects to improve and enhance resources and operations.

Amidst the national landscape of skepticism for higher education, CA&ES's direct work with government, industry, and community stakeholders is a critical avenue for sustaining the land-grant mission in our time. In 2015 and 2020, the CA&ES Academic Strategic Planning Committee identified four core priorities for the College: Sustainable Agriculture and Food Systems; Equitable, Healthy Communities; Ecosystem Viability and Functionality; and Meeting the Challenges of Climate Change. These core priorities serve as bold directives for research, teaching, and addressing issues that currently threaten the fate of humanity. They define substantive areas for the College's ongoing growth and provide pathways for outreach that will make the societal value of CA&ES, UC Davis, and academic research unambiguously clear.

THE ROLE OF THE DEAN

Reporting to the Provost, the Dean will advance the CA&ES mission by serving as the chief academic and administrative officer, with responsibility for leading and managing academic, research, and public service efforts. The Dean will be responsible for managing all College resources, including faculty and staff, physical facilities, and budget. The Dean will seek to recruit and retain a diverse student body, staff, and faculty, and will be responsible for implementing the UC Davis [Principles of Community](#) and putting them into practice at the College. As the Associate Director for the Agricultural Experiment Station (AES) at UC Davis, the Dean will manage resources that enable the AES to conduct research for

the purpose of developing new knowledge and technologies that address specific problems of importance to the people of California. The Dean will coordinate programs with the Vice President of the University of California [Division of Agriculture and Natural Resources](#) (UC ANR), who serves as the UC system's AES Director.

The Dean will direct an administrative team of six associate deans, two assistant deans, 14 department chairs, and directors of the College's institutes and centers. The annual budget for the College is approximately \$330 million. Of that total, approximately \$150 million is related to externally funded contracts and grants. CA&ES includes approximately 289 tenure-track faculty, 325 non-tenure-track academics, 46 Unit 18 lecturers, 900 student staff, 160 research staff, and 450 operational staff.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

To be successful, the next Dean will embrace the following opportunities and challenges:

Drive an ambitious vision that enables excellence, innovation, and meaningful public impact as the global leader in agricultural, environmental, and societal research

CA&ES provides transformative research and education by positioning itself at the intersection of agricultural, environmental, and human sciences. The large-scale, intractable challenges facing California and the world—including the College's focal areas of sustainable food systems, healthy and equitable communities, ecosystem viability, and climate change—require the transdisciplinary approaches that CA&ES is uniquely equipped to provide. The Dean will work closely with the CA&ES community to develop a contemporary vision of the College that harnesses its strengths in specialized fields to solve broad and interconnected problems, and that stays true to its core social mission while capitalizing on opportunities for growth. The Dean will lead strategies to translate academic research into public impact and maximize its visibility.

To ensure success, the new Dean must be sensitive to the breadth of activities within CA&ES, engage all stakeholders in implementing a shared vision, capitalize on the College's presence across the state, and plan strategically for global shifts in research, policy, and culture. In line with the land-grant mission, the Dean will steer the College's focus to issues affecting California's distinct environment, communities, and stakeholders. A successful leader will continue to leverage California's status within global agriculture and environmental sciences, ensuring that CA&ES remains a respected and sought-after partner around the world.

Effectively engage external stakeholders to ensure the support necessary to fully achieve the College's aspirations

As the primary ambassador for CA&ES, the Dean communicates the College's distinctive mission and value to the campus and University administration while providing strategic partnerships throughout the

ecosystem of agricultural and environmental stakeholders. Given the College's central role in multiple industries, state and national policy, and public discourse on critical issues, the importance of the Dean's role as a diplomat cannot be overstated. The next Dean will maintain this large external presence, working closely with development and external relations staff to provide strategy, augment existing relationships, and secure new partnerships. This will include policy advising, public relations, and collaborations with industry to support the future of agricultural research and education. To be successful, the Dean will be a deft communicator with a capacious intellect and exceptional interpersonal skills, able to listen to a wide variety of perspectives, garner trust, and be seen as a reliable leader within an ever-changing political and regulatory environment.

Catalyze the ongoing development of a distinctive and vital research and teaching enterprise

CA&ES offers an expansive, renowned research operation with strengths across foundational and applied research. However, there is room to bolster the College's reputation as a leading source of expertise and anticipate opportunities in emerging fields. The next Dean will foster the culture and systems to elevate the College's existing strengths. Within CA&ES, the Dean will champion a broad definition of research and teaching excellence, identify and invest in pathbreaking research areas, create structures to support transdisciplinary collaboration, and strengthen the environment for experiential learning. Taking advantage of UC Davis' vibrant intellectual community, the Dean will facilitate connections and enable partnerships with other colleges and professional schools. The Dean will also assess the global research landscape and build international affiliations, positioning CA&ES faculty, staff, and students as essential partners in tackling issues around the world.

The Dean will drive recruitment and retention of the most qualified faculty and staff—nationally and internationally—to build capacity in existing and emerging fields. There is an opportunity to develop a comprehensive hiring plan to fill gaps left by recent and upcoming faculty departures, meet the needs of next-generation scholars, and advance innovative teaching and learning. The Dean will also work on strategies for creating additional faculty lines, cultivate a diverse and inclusive pipeline within the agricultural and environmental sciences, and invest in professional development opportunities for faculty and staff. The Dean will ensure that faculty and staff have the resources needed to envision and sustain groundbreaking research and teaching.

Sustain and grow the College's physical, financial, and human resources

CA&ES is home to a complex array of resources, and the next Dean will strategically steward the College's existing assets while finding new avenues to provide for world-class research, teaching, and extension. The Dean will drive major fundraising and development efforts to support student scholarships and fellowships, endowed chairs, research funding and seed capital for new initiatives, new facilities, and the further expansion of extension programs, which are core to the mission of the University. To be successful, the Dean will be an experienced administrator with strong financial acumen

who is able to prioritize and make the most of available resources while navigating the realities of public university funding cycles.

The collegial and highly functional working environment at CA&ES is well regarded across UC Davis and integral to the College's mission. The Dean will foster a healthy working environment for all levels of faculty and staff, maintain a culture of transparent and collaborative decision making, and effectively manage operational changes that come from the campus and system level. The Dean must also be a visible advocate for CA&ES faculty and staff, promoting their expertise and ensuring CA&ES's interests and contributions remain central to University-wide initiatives.

Ensure high-quality, inclusive learning environments to support the success of a diverse student population and meet the challenges of a changing world

The Dean will champion the College's core commitment to providing an effective learning environment that is inclusive, accessible, and equitable. The Dean will support efforts to attract and retain the most talented undergraduate and graduate students from a variety of backgrounds, leveraging the many partners and resources available at UC Davis to do so. In addition to providing high-caliber academic programs and resources, the Dean will navigate recent changes to collective bargaining agreements governing employment of Academic Student Employees (ASEs), Graduate Student Researchers (GSRs), and Postdoctoral Scholars to maintain healthy graduate student enrollment and ensure fruitful working relationships between students and faculty.

As with many peer public institutions, there is a challenge of maintaining the high quality of experiential education given current financial constraints. The ideal candidate will commit to ongoing review of the educational model, partner in steering curriculum and programming to prepare graduates for evolving industry needs, and remain open to innovation in the service of students, whose success is at the heart of the College's mission.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will be an inspiring, collaborative, and inclusive leader. They will possess outstanding management and relationship-building skills, an understanding of the past, present, and future of agricultural and environmental sciences, and an expansive vision for research and teaching at CA&ES. To ensure the College's continued success, the new Dean will meet many, if not all, of the following qualifications and characteristics:

- An earned doctorate with a record of distinguished research, teaching, and scholarly activities for appointment as a Professor.
- Demonstrated ability to lead and manage, including management of human and financial resources.

- Demonstrated ability to work with faculty to develop a vision and implement plans in an environment of shared governance.
- Ability to serve as a collaborative member of the campus leadership team.
- Experience in building partnerships, trust, and confidence with the agricultural community.
- Ability to communicate effectively in writing and verbally in ways that build and enhance relationships with the staff, community, and various constituent groups.
- Demonstrated excellent financial and administrative skills.
- Experience working in a university environment.
- Possess an understanding of, appreciation for and commitment to the value of diversity, equity belonging, and inclusion in the ranks of faculty, staff, and students.
- Ability to recruit and retain talented and diverse faculty to the College.
- Knowledge of the disciplines relating to agricultural, environmental, social, and economic issues.
- Understanding of and vision for the actions necessary to meet the future needs for environment, natural resources, food production, nutrition, health and social needs, quality of life issues, and human and economic development.
- Possess an aptitude for planning, budget management, implementation of new programs and policies, and change management.
- Knowledge of government policy, advocacy organizations, and legislative processes that influence and impact agricultural, environmental, and human sciences.
- Experience and success with fundraising, including donor cultivation and stewardship.

LOCATION AND COMPENSATION

The city of Davis is California's college town. It is situated in Yolo County, which is in northern 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, less than 30 minutes away. UC Davis is also home to a commuter airport — the only one in the UC system.

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. The full annual salary range for the Dean of the College of Agricultural and Environmental Sciences is \$239,600 to \$611,100. 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 will be commensurate with a final candidate's qualifications and experience. The annual salary the University reasonably expects to pay for this position is \$400,000 to \$475,000.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

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: <https://www.imsearch.com/open-searches/university-california-davis/dean-college-agricultural-and-environmental-sciences>

Complete applications will include a resume, cover letter, and a Statement of Contributions to Diversity. In the Statement of Contributions to Diversity, applicants should describe their past and/or potential future contributions to promoting a diverse, equitable, and inclusive environment, which is a key requirement of the role of every faculty member and administrator at UC Davis. Complete electronic submission of materials is required.

David Bellshaw, Joe Kralick, Aku Ammah-Tagoe, Salem Adisu
Isaacson, Miller
www.imsearch.com

The University of California is an Equal Opportunity / Affirmative Action Employer with a strong institutional commitment to the achievement of excellence and diversity among its faculty and staff. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, disability, protected veteran status, or any other characteristic protected by law.