



Search for the Dean
College of Natural and Agricultural Sciences



ISAACSON, MILLER

THE SEARCH

The University of California, Riverside (UCR) seeks an exceptional leader and scholar to serve as the next Dean of the College of Natural and Agricultural Sciences (“the College” or “CNAS”).

One of 10 campuses within the prestigious University of California (UC) system and a member of the Association of American Universities, UCR is a top-tier research university that excels at providing access to higher education while also contributing significant intellectual and social capital to the community, state, nation, and world. It is lauded for the successful outcomes of its ethnically and socioeconomically diverse student population and is repeatedly recognized for the strength of its faculty and research through competitive awards and extramural funding. In 2023, U.S. News and World Report ranked UCR second among universities in the United States for social mobility, enrolling and graduating a large proportion of Pell Grant recipients, and setting a national standard for how a university can educate a diverse population, conduct research, and engage the broader community.



The next Dean of CNAS will join the College at an opportune moment for expanding its impact. Issues that CNAS researchers seek to understand include the complexities of diverse organisms, cells, molecules, and their interactions; the sustainability of the earth’s natural resources including food, water, and air; and the forces that shape the earth and universe, among many others. These are key determinants of our planet’s future and call for innovative approaches. The College’s unique structure spans the life sciences, natural and agricultural sciences, and physical sciences and mathematics, embedding interdisciplinary

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collaboration in all its practices and encouraging groundbreaking team science. With access to California's diverse geographies and populations, talented faculty, staff, and students, and the resources of the UC system, CNAS is poised to lead the way in answering the pressing questions of our time. This is an extraordinary opportunity to impact the future of science and society.

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

- Steer a cohesive vision and shared mission for the sciences in CNAS and across UCR
- Support and elevate world-class research, teaching, and service enterprises
- Generate and steward resources to support the health and growth of the College
- Lead and develop a high-performing staff to sustain excellence across CNAS
- Ensure inclusive excellence and the success of a diverse student population
- Advocate for and champion CNAS across UC Riverside and beyond
- Foster and strengthen external relationships in support of the College's aspirations

A list of the desired qualifications and characteristics of the Dean can be found at the conclusion of this document, which was prepared by the search 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 over 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 \$51 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 nearly 300,000 students. The system also operates six academic health centers — at UC Davis, UC Irvine, UCLA, UC Riverside, 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 256,000 faculty and staff, and they boast 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 RIVERSIDE

UCR's roots trace to 1907, when the California State Legislature established the Citrus Experiment Station in Riverside to research agricultural issues facing Southern California. In 1948, the University of California Regents approved the establishment of the College of Letters and Science on the campus. UCR marks its founding in 1954, when the UC Board of Regents approved its status as a general campus incorporating the Agricultural Experiment Station (AES) and formalizing it as one of three land-grant campuses of the

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UC. From its inception, UCR has been a dynamic institution. The scope of the academic program continues to grow and evolve, including the establishment of a school of medicine in 2008 – the first new public school of medicine in California in 40 years – and a school of public policy in 2015.

Today, UCR is an outstanding research and educational institution with a distinct commitment to access, social mobility, and public service. As a member of the Association of American Universities and part of the world's most prestigious public university system, UCR stands among the top 1% of universities worldwide. In fiscal year 2023, the university generated \$200 million in research expenditures. It is one of fewer than 20 public U.S. universities to boast multiple Nobel Laureates on its faculty, both of whom are faculty in CNAS. UCR is ranked second among all U.S. universities for social mobility by U.S. News & World Report, first for Hispanic enrollment among selective universities by the Urban Institute, and first in freshmen retention rates for Pell Grant recipients by the Chronicle of Higher Education. In 2022, UCR was named an Innovation and Economic Prosperity (IEP) Designee by the Association for Public and Land Grant Universities. In 2024, UCR received the Carnegie Elective Classification for Community Engagement in recognition of its strong community-engaged research, as well as collaborations with area schools, non-profit organizations, businesses, and other organizations.

UCR is unusually racially and economically diverse among public universities and is one of the most diverse campuses in the UC system. In fall 2023, UCR enrolled 22,646 undergraduates and 3,780 graduate students. Among students seeking undergraduate degrees, 40.3% were Chicano or Latino, 35.7% were Asian, 10.5% were White, 3.3% were Black, and 5% identified as multi-racial. 38.9% of students are Pell Grant recipients, more than nearly every other university in the country. 43% of UCR undergraduates identify as first-generation college students.



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UCR offers more than 100 bachelor's degree programs, 55 master's programs, and 42 Ph.D. programs, as well as 13 credential programs. The campus has eight academic units: College of Humanities, Arts, and Social Sciences; College of Natural and Agricultural Science; School of Education; Marlan and Rosemary Bourns College of Engineering; School of Business, home of the A. Gary Anderson Graduate School of Management; School of Medicine; School of Public Policy; and UCR Extension. The faculty includes two Nobel Laureates, 48 Fulbright Fellows, 19 Guggenheim Fellows, 49 National Endowment for the Humanities Fellows, and 13 members of the National Academies. The faculty also includes 200 current or former fellows of the American Association for the Advancement of Science (AAAS).

The UC Riverside Division of the UC Academic Senate is the voice of the faculty and represents tenured and tenure-track faculty in the shared governance of UCR. The University of California Academic Senate is one of the most highly developed and influential faculty governments in any university. It is the one organization through which the faculty, as a whole or on any of the campuses, can express its views on an issue. The Senate guides the university's educational course and is responsible for determining academic policy; setting conditions for admission and granting of degrees; authorizing and supervising curricula and courses; and advising on faculty appointments, promotions and budgets. The Senate works in concert with the university administration, which is responsible for the finances and organization of the institution. These roles overlap and are frequently interdependent.

In fiscal year 2023, the University's operating budget was \$1.2 billion, with a core budget of \$742 million for research and teaching operations. As of June 2023, the University's total endowment value was over \$734 million. In recent years, UCR has migrated to a performance- and incentive-based budget model, which more directly and transparently ties enrollment to college funding. The new budget model, a derivative of responsibility-centered management, has helped create a more straightforward resource allocation model, elevated the role of deans to determine funding priorities, streamlined and improved financial management processes, and fostered university-wide collaboration and stakeholder engagement.

UCR maintains close connections to the local community. It is one of the largest employers in the city of Riverside and the only R1 university in the area. UCR's economic impact in the state of California is about \$1.9 billion annually, with more than 70 percent of this economic activity benefiting Inland Southern California.

The university's strategic plan, [UCR 2030](#), outlines three key strategic goals for the campus:

- Build financial stability, resilience, and sustainability;
- Invest in the success of the people who teach, do research, work, live, and learn at UCR; and
- Expand the visibility and scope of influence of UCR locally, nationally and globally.

To learn more about UC Riverside, visit <https://www.ucr.edu/>.

ABOUT THE COLLEGE OF NATURAL AND AGRICULTURAL SCIENCES

CNAS grew from the original Citrus Experiment Station in Riverside and remains central to UCR's ambition to transform California and the world. Today, CNAS is home to globally renowned scholars pursuing research that deepens human knowledge of the universe and improves the quality of life for inhabitants of the state, nation, and world. Central to this research is educating the students who come to CNAS to learn science, and who leave with an integrated grasp of how they can change the world. Students and faculty benefit from a structure that is unique among land-grant colleges: the three divisions of CNAS – agricultural and natural resources, life sciences, and physical sciences and mathematics – encompass a remarkable scientific breadth and depth. This structure encourages an extraordinary degree of collaboration, reflected in the College's interdisciplinary research centers and cooperatively taught degree programs. Modern science is team based, and CNAS embodies that principle in everything it teaches and practices.



The College's 13 departments include Biochemistry; Botany and Plant Sciences; Chemistry; Earth Sciences; Entomology; Environmental Sciences; Evolution, Ecology, & Organismal Biology; Mathematics, Microbiology & Plant Pathology; Molecular, Cell, & Systems Biology; Nematology; Physics & Astronomy; and Statistics. Undergraduate students have 17 majors available, with a total of 29 options or tracks. The College also offers 19 graduate programs at the master's and doctoral level. Approximately 308 faculty, of which 284 are tenured and tenure track, serve 6,184 undergraduate and 904 graduate students. There

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are 346 permanent staff within the College. In 2022, CNAS faculty generated \$98.8 million in contract and grant awards.

Public service and outreach are central to CNAS's land-grant mission. Approximately 116 CNAS faculty have appointments in the Agricultural Experiment Station (AES), which discovers and disseminates applied research-based knowledge related to food production and quality, protection of natural resources, healthy people and communities, and economic and ecological sustainability. Cooperative Extension specialists 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. CNAS offers multiple outreach and enrichment programs to train educators, inform and engage the public, and support the community in scientific endeavors, in addition to mentoring programs for current and prospective students.

CNAS facilities are located across the UCR campus and region. They include the [UCR Botanic Gardens](#), six natural reserves spanning 17,184 acres of land, and seven major specimen collections containing some of the oldest and most important scientific specimens in the world. The College's nine [instrumentation facilities](#) provide state-of-the-art laboratory space for campus-wide research. CNAS is also home to 20 [centers and institutes](#) that serve as hubs for interdisciplinary research and service.

The [CNAS Strategic Plan](#), part of the UCR 2030 strategic plan, sets forth a vision "to enhance our position as a preeminent research college that epitomizes excellence in all that we do." Its pillars include advancing and communicating knowledge, developing and inspiring future leaders, transforming communities, and demonstrating that diversity is both a measure of excellence and a means of achieving it. These commitments align with campus-wide goals and call for pathbreaking, transdisciplinary science. With its track record of collaborative innovation, legacy of service to diverse populations, and wealth of talent, CNAS is poised to play a defining role in the future of UCR and modern science.

To learn more about CNAS, please visit <https://cnas.ucr.edu>.

ROLE OF THE DEAN

Reporting to the Provost and Executive Vice Chancellor, the Dean will advance the CNAS 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 manage all College resources, including faculty and staff, physical facilities, and budget. In addition, the Dean and their appointee, the Divisional Dean for Agricultural Sciences, will regularly engage with the Vice President of the University of California Division of Agriculture and Natural Resources (UC ANR) to coordinate agricultural programs, strategy, hiring, and other shared needs.

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The Dean will direct an administrative team that includes divisional deans for agriculture and natural resources, life sciences, physical sciences and mathematics, and student academic affairs; the chief financial and administrative officer; the assistant dean of communications and strategic initiatives; the College's grants facilitator; and a development team, in collaboration with the Vice Chancellor of University Advancement. The annual budget for the College is approximately \$114 million.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

Steer a cohesive vision and shared mission for the sciences in CNAS and across UCR

The broad-ranging areas of study across CNAS are bound together through a common mission of transforming lives through discovery, communication, translation, application, and preservation of scientific knowledge. The major challenges facing California and the world require the interdisciplinary solutions that CNAS is uniquely able to provide, and scientific education is critical for tomorrow's leaders. Understanding this common purpose, the Dean will work collaboratively with faculty, staff, students, and stakeholders to craft a compelling vision for the College. In alignment with UCR 2030, the Dean will harness the distinct perspectives and strengths of each unit in the College to form and implement a strategy that can advance CNAS through and beyond 2030. The Dean will bring an understanding of and appreciation for the individual needs and challenges of the College's departments, including an awareness of leading-edge research across disciplines, and will have the capacity to understand, facilitate, and support leadership in each division. They will strengthen communications and lead with a commitment to shared governance, transparency, and integrity. In doing so, the Dean will foster a spirit of collaboration, capitalize on the College's existing strengths, and continue to enhance CNAS's national and international reputation.



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Support and elevate world-class research, teaching, and service enterprises

CNAS offers an expansive operation in which foundational and applied research, undergraduate and graduate education, and public service are meaningfully intertwined. This reflects the direction of modern science, and the Dean will have a significant opportunity to bolster the College's reputation as a national and international leader in multiple fields. The Dean will holistically assess CNAS's strengths and resources and strategically invest in emerging research areas within and between disciplines. The Dean will be a distinguished scientist, able to champion excellent research in established fields while advancing and promoting new areas for research investment, interdisciplinary endeavors, innovative pedagogy, and service to the community. In partnership with college leadership, the Dean will continue building structures that support collaboration, strengthen instruction, and translate research into meaningful public impact.

In support of this mission, the Dean will enable the recruitment and retention of a highly qualified, diverse, and dedicated faculty across academic areas. The Dean will promote research and teaching excellence as befits each discipline and provide resources for ongoing professional development, mentoring, and collaboration. They will work collaboratively within the shared governance system, consulting and engaging with faculty to proactively address challenges and communicate clear goals. The Dean will ensure that faculty and academic staff have the resources needed to envision and sustain groundbreaking research and teaching. In doing so, the Dean will position CNAS as a leader in research, teaching, and service addressing critical challenges across the region, nation, and world.

Generate and steward resources to support the health and growth of the College

CNAS encompasses a complex array of physical, financial, and human resources. The next Dean will strategically steward the College's existing assets while finding new avenues to provide for world-class research, teaching, and public service. The Dean will drive major fundraising and development efforts to bolster core commitments, shape and expand academic programs in line with strategic priorities, build new facilities, and address deferred maintenance. To be successful, the Dean will be a skillful manager of scientific labs, facilities, and resources. They will be an experienced and creative 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. Within UCR's budget model there is a significant opportunity for the Dean to drive revenue generation, and the successful Dean will bring an entrepreneurial mindset, actively pursuing opportunities in undergraduate enrollment, graduate programs, extramural grants, and philanthropy. Through skillful financial management, the Dean will increase the College's ability to fulfill its ambitions.

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Lead and develop a high-performing staff to sustain excellence across CNAS

CNAS's staff span multiple focus areas and work environments and are indispensable to its mission. As the College further grows and develops, the Dean will drive the recruitment and retention of a highly qualified and diverse staff and demonstrate exceptional management skills. The Dean will proactively seek avenues to increase staff numbers and balance workloads. They will foster a healthy working environment, maintain a culture of transparent and collaborative decision making, and cultivate open lines of communication throughout the College. To be successful, the Dean will foster and appropriately recognize outstanding performance. They will have experience with diversity, equity, and inclusion best practices, change management, and conflict resolution. The Dean must also be a visible advocate for CNAS staff, promoting their expertise and ensuring their interests and contributions remain central to broader initiatives throughout the College and UCR.



Ensure inclusive excellence and the success of a diverse student population

UCR is committed to launching a new generation of diverse, innovative thinkers, and CNAS will play a vital role in this endeavor. Working with partners across UCR, the Dean will support efforts to attract and retain the most talented undergraduate and graduate students from a variety of backgrounds and build systems and supports for an inclusive College environment. There is an opportunity to recruit students from the fast-growing Inland Empire, particularly students from backgrounds historically underrepresented in the sciences, and enable them to impact the region during and after their time at CNAS. In addition to providing high-caliber learning and resources, the Dean will lead efforts to identify and address barriers to student success, providing transparent, accessible pathways for degree programs. The Dean will also help navigate recent changes to the UC-wide collective bargaining agreements governing employment of

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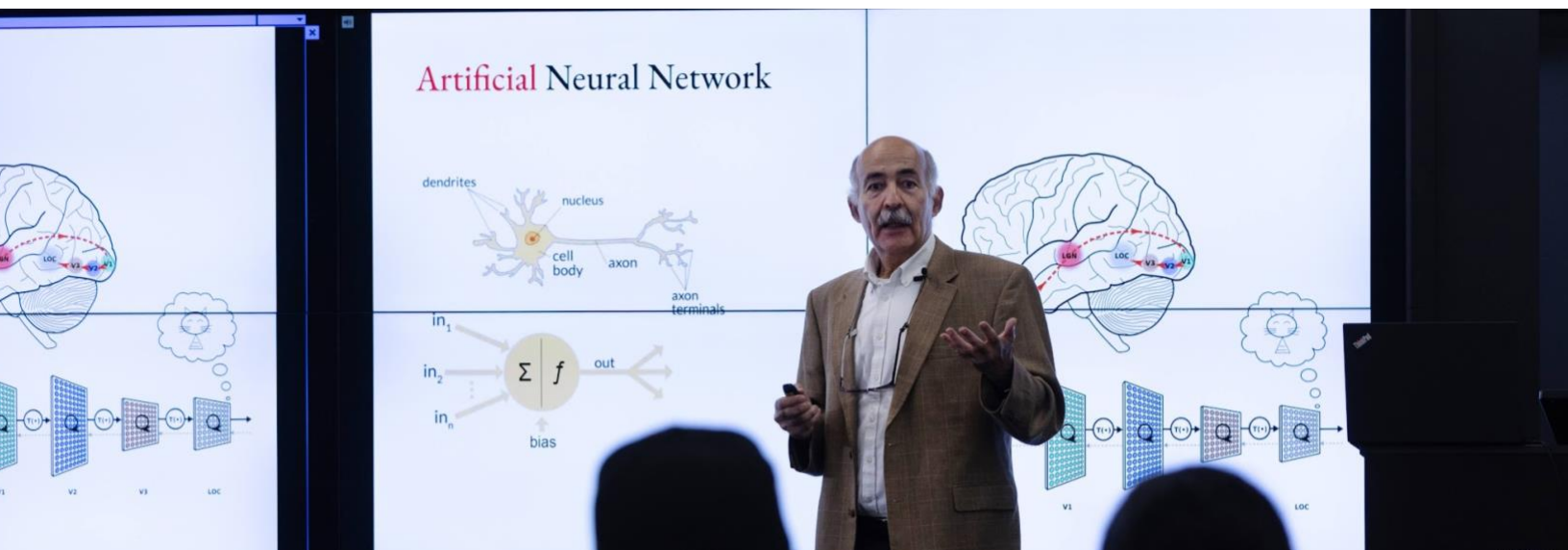
Academic Student Employees (ASEs), Graduate Student Researchers (GSRs), and Postdoctoral Scholars to maintain healthy graduate student enrollment and ensure fruitful working relationships between students and faculty. Harnessing College resources in support of experiential education, the Dean will augment the value of a CNAS education and ensure its graduates remain highly sought after.

Advocate for and champion CNAS across UC Riverside and beyond

The Dean will be an active and engaged member of the campus leadership team, working closely with colleagues across all areas of the university to drive forward UCR's mission of embodying and empowering global transformation. As the College's primary representative internally and externally, the Dean will be an effective advocate and storyteller, communicating the College's distinctive mission and strengths to the campus and UC system while identifying opportunities for further development and collaboration. The Dean will model an entrepreneurial approach, thinking creatively about ways that new partners—across UCR, the UC system, Southern California, and nationally—can contribute to and expand offerings that will meet growing and changing needs.

Foster and strengthen external relationships in support of the College's aspirations

The CNAS Dean holds a large external role, augmenting existing relationships, finding new opportunities for partnership, and working closely with University Advancement on philanthropic relationships. The next Dean will sustain and expand partnerships that benefit CNAS faculty, students, and staff through applied research opportunities, internship and employment opportunities, and resources to support College programs and initiatives. Given the college's critical role in educating California's diverse population and future workforce, collaborating with K-12 institutions, industry partners, and potential donors is a priority. Further, the Dean will steward the college's reputation with a variety of stakeholders and audiences and expand CNAS's reputation for producing high-caliber research and graduates. By broadcasting the College's story and value, the Dean will continue to expand its potential.



QUALIFICATIONS AND CHARACTERISTICS

UCR is a world-class research university with an exceptionally diverse undergraduate student body. Its mission is explicitly linked to providing routes to educational success for underrepresented and first-generation college students. A commitment to this mission is a preferred qualification.

To ensure CNAS's continued success, the new Dean will meet many, if not all, of the following qualifications and characteristics:

- An earned doctorate with a distinguished record of research, teaching, and scholarly activities appropriate for appointment as a full professor.
- Familiarity with the disciplines relating to agricultural, life, and physical sciences.
- Understanding and appreciation of the mission of a land-grant university, including the roles of the Agricultural Experiment Station and Cooperative Extension.
- Demonstrated ability to lead and manage a large multi-disciplinary academic unit, including management of human and financial resources.
- Highly developed financial, strategic planning, and administrative skills, including substantial experience in planning, budgeting, management and evaluation of programs and personnel.
- Demonstrated commitment to shared governance, including the ability to work collaboratively with faculty, staff, and administrators to cultivate a collegial environment and advance goals.
- Experience and success with fundraising, including donor cultivation and stewardship.
- A deep understanding of, appreciation for, and commitment to the values of diversity, equity, belonging, and inclusion among the ranks of faculty, staff, and students.
- Ability to collaborate effectively and build strong relationships as a member of the campus leadership team.
- Ability to communicate effectively in writing and verbally in ways that build and enhance relationships with the staff, community, and constituent groups.
- Familiarity with a collective bargaining environment.

LOCATION

UC Riverside respectfully acknowledges and recognizes our responsibility to the original and current caretakers of this land, water, and air: the Cahuilla, Tongva, Luiseño, and Serrano peoples and all of their ancestors and descendants, past, present, and future. Today this meeting place is home to many Indigenous peoples from all over the world, including UCR faculty, students, and staff, and the University community is grateful to have the opportunity to live and work on these homelands.

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With a population of more than 300,000, the City of Riverside is the 12th largest city in California and the 6th largest city in Southern California; it is the seat of the second fastest growing county in the nation, and leads the region in virtually every measure of economic power. Riverside is within an hour's drive of the coastal towns of Laguna Beach, Newport Beach, and Manhattan Beach; hiking or skiing in the San Jacinto and San Bernardino Mountains; surfing in San Clemente; and rock climbing in Joshua Tree National Park. Both Los Angeles and San Diego are within easy driving distance, as are the resort cities of Palm Desert, Palm Springs, and Indian Wells.

The city is host to diverse events, such as The Riverside Festival of Lights, Smithsonian Week, The Riverside International Film Festival, and the Mariachi Festival. Other attractions in Riverside include the Fox Performing Arts Center; Riverside Metropolitan Museum, which houses exhibits and artifacts of local history; the Cheech Marin Center for Chicano Art & Culture; the historic Mission Inn; the UC Riverside California Museum of Photography; and the California Citrus State Historic Park. The campus and city are easily accessible via Ontario International Airport.

To learn more about Riverside and the region, please visit <https://riversideca.gov/explore-riverside>.



COMPENSATION

The posted [University of California Deans' Salary Bands](#) sets the pay ranges for deans. This position is included in Band 1: \$199,700-\$509,900. The annual salary the university reasonably expects to pay for

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this position is \$350,000-\$400,000. Compensation will be commensurate with a final candidate's qualifications and experience.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Complete applications will include a CV, cover letter, and a Statement of Contributions to Diversity. In a Statement of Contributions to Diversity, we ask applicants to 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 UCR. There are numerous ways to contribute, and a commitment to this part of our mission can be reflected through research, teaching, supervision, mentoring, community engagement, service, and any of the other varied activities that are a part of an academic career.

Complete electronic submission of materials is required. Applicants must apply directly to UC Riverside through AP Recruit: <https://aprecruit.ucr.edu/JPF01950>. **For best consideration, please submit materials by October 1, 2024.**

Inquiries, nominations, and referrals should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-california-riverside-college-natural-agricultural-sciences/dean>.

Cati Mitchell-Crossley, Aku Ammah-Tagoe, Thea Kosmack
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, sexual orientation, gender identity, national origin, age, disability, protected veteran status, or any other characteristic protected by law.

