



Opportunity and Challenge Profile

Search for the Dean
University of California Berkeley, Haas School of Business
Berkeley, CA

The University of California, Berkeley, the nation's premier public research university, invites nominations and applications for the position of Dean of the [UC Berkeley Walter A. Haas School of Business](#) (Berkeley Haas).

Berkeley Haas has a rich history of innovation and excellence. Founded in 1898 as the first U.S. business school at a public university, the School is one of the world's leading producers of new ideas and knowledge in all areas of business that influence both business and society. In recent years, Berkeley Haas has celebrated milestones such as [record-setting philanthropic support](#), the launch of innovative academic programs, and an increased focus on interdisciplinary initiatives like [sustainability and climate innovation](#). Among its many exciting initiatives, Berkeley Haas also was recently chosen to lead a transformative regional research innovation hub, [supported by a \\$15 million grant from the National Science Foundation](#), to bridge the gap between academia and entrepreneurship across the Northwest.

As the [highest ranked public business school in the country](#) by U.S. News and World Report, Berkeley Haas stands at the forefront of innovation, entrepreneurship, and academic excellence. Situated within the vibrant San Francisco Bay Area, Berkeley Haas offers unmatched opportunities for its students, faculty, and alumni through its proximity to Silicon Valley, global financial markets, and key public policy hubs. With its vibrant entrepreneurial context, globally recognized faculty, and deep dedication to social impact, Berkeley Haas has a powerful foundation to advance its aspirations for continued excellence and positioning as a global leader in business education.

Building on the School's many strengths, the next Dean will be an inclusive and strategic visionary who listens deeply and excels at fostering collaborations across diverse stakeholders – including the School, University, alumni network, and business community. This leader will need to navigate the complexities of a public university, serve as a dynamic public advocate for both Haas and UC Berkeley, deeply value shared governance, and promote campus-wide partnerships to successfully advance the University's mission. By skillfully balancing the School's priorities in research, teaching, and fundraising in this context, the next Dean will define Berkeley Haas's north star and chart a bold path for the future that positions Berkeley Haas at the forefront of innovation, social responsibility, and global impact in today's

dynamic global business education landscape. To be successful, the Dean will address the following set of opportunities and challenges, outlined below:

- *Develop, communicate, and execute a bold shared vision for Berkeley Haas that positions it for the future of business, technology, and society*
- *Strategically steward and grow the School's resources to achieve the vision and ambitions of the Berkeley Haas community*
- *Build on the School's academic excellence and embrace innovation*
- *Continue to prioritize, embrace, and promote diversity and inclusion across the School*
- *Recruit, retain, and support an exceptional faculty and staff*
- *Support the academic and professional success of Berkeley Haas students*
- *Elevate and position Berkeley Haas's distinct brand to amplify its impact locally, nationally, and globally*

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

ABOUT THE UNIVERSITY OF CALIFORNIA, BERKELEY

Founded in 1868, the University of California, Berkeley is the oldest of the 10 research universities in the University of California system. As the University of California has expanded across the state, the flagship campus at Berkeley has maintained its prominence within the system and among public universities around the world. Home to more than 33,000 undergraduates, and 12,800 graduate students, and roughly 1,600 Senate faculty, UC Berkeley is consistently ranked among the best universities nationally and globally.

UC Berkeley offers nearly 400 degree programs across 15 schools and colleges, including the Haas School of Business; College of Chemistry; College of Computing, Data Science, and Society; School of Education; College of Engineering; College of Environmental Design; School of Information; Graduate School of Journalism; School of Law; College of Letters and Science; Raussier College of Natural Resources; Wertheim School of Optometry & Vision Science; School of Public Health; Goldman School of Public Policy; and the School of Social Welfare.

In the fiscal year ending June 30, 2023, [UC Berkeley attracted \\$1.07 billion in new awards from external funding for research](#), including \$486 million from federal sources, \$74 million from industry, \$224 million from state and local government funds, \$244 million from non-profits, and \$41 million from the University of California. UC Berkeley is a leader in research addressing a variety of societal-scale issues. A focus on global issues is a hallmark of Berkeley, as a variety of international and area studies centers and institutes support research in every region of the world. The campus's proximity to Silicon Valley and

national centers of innovation puts it at the epicenter of advances in biotechnology, digital health, and big data.

On December 31, 2023, UC Berkeley concluded its historic capital campaign, [Light The Way: The Campaign for Berkeley](#), far surpassing its goal and raising \$7.37 billion to advance the University's institutional goals. With the recent appointment of [Dr. Richard K. Lyons](#), former Dean of Berkeley Haas, as Berkeley's 12th Chancellor in July 2024, the stage is set for transformative leadership in the years to come.

ABOUT THE HAAS SCHOOL OF BUSINESS

Founded in 1898, Berkeley Haas is the second-oldest business school in the country and the oldest at a public university. Berkeley Haas is home to a distinguished faculty, including over 90 ladder-rank scholars, more than 190 professional faculty members, two Nobel Laureates, and a global network of over 45,000 living alumni across 80 countries. Berkeley Haas faculty have been [recognized globally for their influence on public policy](#), producing two of the top 10 most impactful business school research papers shaping global policy. Today, Berkeley Haas is supported by a team of 300 staff members and enrolls [over 2,700 students](#) annually across six rigorous degree programs that are consistently ranked among the world's best, including its [newly expanded four-year undergraduate program](#), the [top-ranked Master of Financial Engineering program](#), the [newly launched Michaels Graduate Certificate in Sustainable Business](#), the [MBA/MCS \(Master of Climate Solutions\)](#), and its [internationally-recognized MBA offerings](#).

The School's mission – to develop leaders who redefine how we do business – is rooted in its distinctive culture and a commitment to values-driven leadership. This unique culture was codified nearly 15 years ago into four [Defining Leadership Principles](#) that have become integral to the School's identity, internally and externally:

- *Question the status quo*
- *Confidence without attitude*
- *Students always*
- *Beyond yourself*

These principles underpin the innovative culture of Berkeley Haas and its global brand, which inspires students, faculty, and alumni to lead with curiosity, focused on having a meaningful impact.

All six of Berkeley Haas's degree programs are ranked nationally, with three regularly placing first or second and the others consistently ranking in the top 10. The School offers a wide range of graduate programs, including several MBA program options: the [Full-time MBA](#), [Evening and Weekend MBA](#) which includes [a new Flex option](#), and the [MBA for Executives](#). In addition, the School offers a top-ranked [Master of Financial Engineering](#) program, as well as a highly competitive [Ph.D. program in](#)

[Business Administration](#) with six fields of study: Accounting; Business and Public Policy; Finance; Management of Organizations; Marketing; and Real Estate.

Berkeley Haas's [undergraduate program](#) offers a Bachelor of Science in Business Administration. In 2022, Berkeley Haas announced the expansion of its undergraduate business program from a two-year to a four-year program. Through a transformative gift from Haas alumnus Warren "Ned" Spieker, Berkeley Haas welcomed its first four-year cohort to the Spieker Undergraduate Business Program in fall 2024.

The undergraduate program has three additional specialized interdisciplinary offerings. The first is the [Global Management Program \(GMP\)](#) for first-time, first-year admitted students, which combines the expertise of Berkeley Haas academics with engaging project-based travel opportunities to help students cultivate a global perspective. Additionally, the School offers the [Robinson Life Science, Business, and Entrepreneurship \(LSBE\) program](#), a dual degree program with the College of Letters and Science designed to help students bridge scientific inquiry and research with entrepreneurship and commercial application. Finally, Berkeley Haas offers the [Management, Entrepreneurship, & Technology \(M.E.T.\)](#) program, a dual-degree undergraduate program for students interested in the intersection of engineering and business.

Berkeley Haas also offers short-form and intensive learning opportunities for individuals, groups, colleagues, or organizations through its [executive education programs](#), along with several other certificate and summer programs.

Faculty members at Berkeley Haas are internationally recognized leaders in the study of the business, economic, social, political, and technological forces shaping global markets. Haas is conducting cutting-edge research through its research centers and institutes, run by faculty, and which serve as intellectual hubs for faculty, students, and members of the business community. Research programs at Berkeley Haas include the Berkeley Center for Economics and Politics, the Center for Financial Reporting and Management, the Center for Social Sector Leadership, the Fisher Center for Real Estate + Urban Economics, the Institute for Business Innovation, the Institute for Business and Social Impact, the Energy Institute, and the Clausen Center for International Business & Policy. In addition to these research leaders, Haas's professional faculty—who are experienced industry professionals and practitioners—are a valuable part of the Haas teaching community. They enrich Haas by providing valuable networking opportunities and bringing diverse, real-world perspectives into the classroom.

To read more about Berkeley Haas, please visit: <http://haas.berkeley.edu/>

ROLE OF THE DEAN

Reporting directly to the Executive Vice Chancellor and Provost, the Dean will serve as the chief academic and executive officer of Berkeley Haas, overseeing all areas of its operation and a budget of

roughly \$180 million. Reporting to the Dean is a 12-person management team comprised of the following: Senior Vice Dean for Instruction; Vice Dean of MBA Programs; Vice Dean and Chief Development Officer; Vice Dean and Chief Financial Officer; Chief Diversity, Equity, and Inclusion Officer; Chief Operating Officer; Chief Administrative Officer; two Co-Associate Deans for Academic Affairs; CEO of Berkeley Executive Education; Chief Marketing Officer; and Chief of Staff. The Dean also sits on the board of Berkeley Executive Education.

The Dean serves on the campus's Council of Deans, a body that plays an important role in the campus's governance.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

The Berkeley Haas community seeks an exceptional leader who has the vision, judgement, and values to meet and advance several key opportunities and challenges, outlined below.

Develop, communicate, and execute a bold shared vision for Berkeley Haas that positions it for the future of business, technology, and society

Berkeley Haas has had an impressive trajectory, and the School seeks to further enhance its impact, as well as its standing in national and international rankings. To shape Berkeley Haas's vision for the future, the Dean will prioritize and integrate the values and ambitions of faculty, staff, students, alumni, and external stakeholders and embrace emerging opportunities, including the advancement of technology and rise of artificial intelligence. This work will be guided by the Defining Leadership Principles and a deep commitment to shared governance and inclusivity. The Dean will prioritize transparency and work to ensure all community members feel valued, heard, and engaged in this process and will nurture Berkeley Haas's culture and sense of belonging, inspiring a shared purpose across the School's community. By galvanizing the community around a cohesive, forward-thinking strategy, the Dean will position Berkeley Haas for a bold future.

Strategically steward and grow the School's resources to achieve the vision and ambitions of the Berkeley Haas community

The next Dean must be a compelling ambassador for Berkeley Haas and will be a tireless advocate, internally and externally, for the resources necessary to realize the School's ambitious mission and aspirations. Fundraising will be a central focus, and the Dean must be a persuasive storyteller and compelling face for Berkeley Haas. The Dean will build on Haas's recent fundraising successes by engaging its extensive alumni network, strengthening relationships with corporate partners, and pursuing new opportunities to increase philanthropic and/or financial support in a competitive funding landscape. Resources acquired will help address critical needs of the School, which include expanding and supporting the faculty, investing in new areas of growth, increasing financial support for Berkeley Haas students, tackling deferred maintenance and new capital projects. By establishing and cementing

long-term, synergistic relationships with foundations, corporate donors, and key individuals, as well as looking for opportunities to foster entrepreneurial initiatives, the Dean will strengthen fundraising, alumni engagement, and endowment growth.

Build on the School's academic excellence and embrace innovation

The Dean will build on Berkeley Haas's long legacy of innovation, entrepreneurship, and academic distinction to ensure the School continues thriving in the highly competitive business education arena. This will require a Dean who will support faculty to produce impactful research across all the School's areas of expertise, foster interdisciplinary collaborations, and expand offerings in fields garnering significant attention, like data science, artificial intelligence, and sustainability. To that end, in partnership with other academic units at the University, the Dean will build synergies across campus to establish and strengthen interdisciplinary initiatives and joint programs to remain rigorous, relevant, and responsive to industry and societal needs. Additionally, the Dean will work closely and consult with faculty, staff, and students to identify opportunities to refresh and expand curricular offerings, particularly within the MBA program, building off of its existing foundation.

Continue to prioritize, embrace, and promote diversity, equity, and inclusion across the School

The Berkeley Haas community is dedicated to advancing values of diversity, equity, and inclusion. The Dean will share this deep commitment to fostering a community that embraces diverse cultures and perspectives. In particular, the Dean will build on efforts to increase representation among students, faculty, and staff, with a particular focus on advancing gender equity and increasing funds toward financial aid to recruit and yield more students from low-income and underrepresented backgrounds. Berkeley Haas also has a unique opportunity to explore creative ways to develop programs and offerings that attract and support a community that reflects the rich diversity of California. By increasing representation across identities and academic disciplines, the Dean must also address the academic and social needs of its diverse population, ensuring a safe, welcoming, and accepting environment where every Berkeley Haas student, staff, and faculty member feels included in the School's culture and is positioned to thrive.

Recruit, retain, and support an exceptional faculty and staff

In recent years, Berkeley Haas has added nearly 40 new faculty to its ranks, greatly expanding, diversifying, and strengthening the School's scholarly community. To sustain and advance Berkeley Haas's reputation for academic excellence and success, the next Dean will continue to prioritize attracting, retaining, and developing a world-class faculty and staff. The Dean will invest in conditions for faculty that support innovative research, interdisciplinary collaboration, and impactful teaching, while ensuring clear pathways for promotion and tenure. Equally important, the next Dean will advance a workplace that values the professional development of staff and recognizes their critical role in achieving the School's mission. Furthermore, the Dean should strive to be accessible, inclusive, and consultative,

fostering open communication, supporting Berkeley's strong tradition of shared governance, and cultivating a sense of belonging to continue to strengthen the School's culture and empower both faculty and staff to continue driving Berkeley Haas's excellence across all areas.

Support the academic and professional success of Berkeley Haas students

The Dean will champion efforts to ensure that Berkeley Haas students receive an exceptional educational experience that positions them for success both during their time at Haas and in their careers beyond graduation. The Dean will work to enhance pathways to industry and post-graduation opportunities through internships, mentorship, and career advancement initiatives to prepare the School's students for long-term success. Working collaboratively with staff, students, faculty, and campus leadership, the Dean will also work to refine and enhance its programs to meet the needs of the School's student body. The Dean will lead initiatives regarding programmatic updates and, in partnership with staff, students, faculty, and campus leadership, will ensure continuous improvement and investment in expanding the diversity of course offerings, broadening learning modalities and accessibility, increasing retention and graduation rates, and meeting industry demand.

Elevate and position Berkeley Haas' distinct brand to amplify its impact locally, nationally, and globally

As a thought leader, the Dean will engage with the public – including local, regional, national, and international audiences – on the value of a business education and the unique position of Berkeley Haas as the top-ranked public business school with a distinct social impact mission. The next Dean will elevate Berkeley Haas's visibility and impact by clearly articulating the School's strengths, identity, and brand to local, regional, national, and international audiences. As Berkeley Haas's primary external advocate, the Dean's approach and efforts will highlight not only the value of business education but also the unique elements and qualities that set Berkeley Haas apart. The Dean will build new and strengthen existing partnerships between the School and the business world, particularly within the Silicon Valley ecosystem, to ensure Berkeley Haas graduates enter the business world well-prepared for success. The Dean will also leverage Berkeley Haas's unique location to amplify its contributions to public policy and address societal challenges.

QUALIFICATIONS AND CHARACTERISTICS

The search committee seeks a collaborative and forward-thinking leader with the leadership, management, fundraising, and scholarly abilities necessary to succeed as the Dean of Berkeley Haas. In keeping with its deep commitment to equity and inclusion, the University seeks a broad and diverse pool of candidates. A doctoral degree (or equivalent international degree) and a distinguished record of scholarship and teaching appropriate for a tenured appointment as a full professor at the University of California, Berkeley are required.

While no single candidate will possess all the ideal qualifications, the successful candidate will bring many of the following experiences, knowledge, and abilities important to the role:

- A commitment to public service and the mission of a public university;
- A sincere appreciation of the full breadth of research activity in an academic setting and the ability to support initiatives for transformative scholarship and research;
- A record of success in or aptitude for external relations and development; an ability to solicit and steward private financial and other support from alumni, the philanthropic community, firms, and other friends of Berkeley Haas;
- A leadership style based on integrity, transparency, and inclusiveness, with a proven ability to influence others beyond formal authority;
- A record of advancing diversity and inclusion in academic institutions;
- Experience in strategic planning processes, managing complex budgets, and developing strategies for long-term financial sustainability;
- An ability to engage effectively with multiple constituencies, internal and external; to communicate a compelling vision and sense of mission across many constituencies;
- A demonstrated record of developing creative strategies for recruitment, retention, and development of faculty and staff;
- A deep dedication to students, working on their behalf, with demonstrable commitment to student success, wellness, and outcomes;
- An ability to navigate effectively in a complex campus environment with a strong tradition of shared governance and within a large, ten-campus university system;
- Excellent people management and supervisory skills; and
- The political acumen needed to work collaboratively with faculty, campus leadership, and deans of other UC Berkeley colleges and schools in a strong shared-governance institution.

APPLICATIONS

Applicants must have a doctoral degree (or equivalent international degree) at the time of application and submit a CV or resume; a letter of interest addressing the themes in this profile is strongly encouraged. This position is open until filled; however, for best consideration, please submit materials by January 21, 2025.

Applicants must apply directly to UC Berkeley at: <https://aprecruit.berkeley.edu/JPF04497>. Electronic submission of materials is required.

Inquiries, nominations, and referrals should be sent to the Isaacson, Miller team, listed below.

Cati Mitchell-Crossley, David Bellshaw, Leslie Lemus, and Cara Meyers
Isaacson, Miller

<https://www.imsearch.com/open-searches/university-california-Berkeley-Haas-school-business/dean>

COMPENSATION

The posted University of California Deans' Salary Bands (<https://www.ucop.edu/academic-personnel-programs/compensation/deans-salary-structure/deans-salary-bands.html>) set the pay ranges for deans. The Dean of the Haas School of Business position is in Band 3: \$287,500 - \$800,400.

Diversity, equity, inclusion, and belonging are core values at UC Berkeley. Our excellence can only be fully realized by faculty, students, and academic and non-academic staff who share our commitment to these values. Successful candidates for our academic positions will demonstrate evidence of a commitment to advancing equity, inclusion, and belonging.

The University of California, Berkeley is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status. For the complete University of California nondiscrimination and affirmative action policy see:
<http://policy.ucop.edu/doc/4000376/NondiscrimAffirmAct> .

This position is a sensitive position and is subject to a criminal background check.