



Dean of the USC Iovine and Young Academy  
University of Southern California  
Los Angeles, California

## THE SEARCH

The University of Southern California (USC), one of the world's leading private research universities, seeks an ambitious, strategic, and collaborative leader to serve as the next Dean of the USC Iovine and Young Academy (the Academy). The Academy was created to be the pioneering and leading transdisciplinary school for design, technology, and business, and is a hub for innovation at the intersection of these disciplines. The next Dean will harness the Academy's entrepreneurial spirit, amplify its reputation as a model for transdisciplinary learning, and continue to prepare graduates for careers of the future. In partnership with a passionate faculty, staff, students, and leadership team, the Dean will chart a course that sustains the Academy's creativity and stability, ensuring that it continues to prepare graduates who are ready to lead in a world defined by artificial intelligence and rapid technological and social change.

Founded in 2013 by Jimmy Iovine and Andre "Dr. Dre" Young, the Academy, one of USC's newest academic units, currently stands at a pivotal moment in its evolution. Designed to disrupt traditional models of higher education, the Academy has successfully expanded its undergraduate and graduate programs and forged strong connections with industry partners and other schools within USC. As a relatively young organization with a startup ethos, the Academy now faces the dual imperative of sustaining innovation while building the structures and resources needed for long-term success. The next Dean will benefit from the ongoing support of the Academy's engaged founders and Board of Councilors, and the Academy's collective community of faculty, staff, students, alumni, and USC leadership. The Dean will articulate a unified vision, build internal systems and resources, and further the Academy's visibility and reach. This is a remarkable opportunity for a creative and visionary leader to activate bold ideas, support a passionate learning community, and leave a lasting impact on 21<sup>st</sup>-century education.

USC has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of the next Dean of the USC Iovine and Young Academy. Please direct all applications, nominations, and inquiries to Isaacson, Miller as indicated at the end of this document.

## ABOUT USC

Founded in 1880, the University of Southern California is a leading private research institution located in the heart of one of the biggest metropolises in the world. Over the span of its history, the University has pushed the frontiers of knowledge and achieved great advances in academic rigor and reputation, faculty prominence, the size and influence of its research portfolio, and the strength of its undergraduate and graduate education. The University was a co-founding institution of the Association of Pacific Rim Universities, a consortium of the 45 leading research universities linking the Americas, Asia, and Australasia. It combines an international commitment with the dynamism offered by the second-largest metropolitan region in the United States with an over \$1 trillion economy, and the presence and contributions of one of the largest international student bodies of any American university ([over 12,000](#)).

With over 4,600 full-time faculty and more than 19,000 staff, USC supports approximately 47,000 students, 26,000 of whom pursue graduate degrees. The University provides \$537.7 million annually in financial aid ([over \\$900 million](#) when including all sources of aid). In 2025, USC admitted 11.2% of the 83,488 undergraduate applications they received, with 21% of the incoming first-year class being first-generation college students. The University's diverse student body includes over 43% students of color, and over 26% international students, with the largest populations coming from China, India, and South Korea.

The University is home to 23 schools and academic units, bringing together world-class research and interdisciplinary educational offerings informed by global perspectives. Its distinguished faculty includes innovative artists, researchers, practitioners, scholars, clinicians, teachers, and mentors—among them Nobel laureates and recipients of prestigious national honors, such as the MacArthur “Genius” award, and winners of the National Medal of the Arts, the National Humanities Medal, the National Medal of Science, the National Medal of Technology and Innovation, among many other recognitions. Together, USC's faculty, schools, and academic units offer a wide range of undergraduate, graduate, and professional degrees that prepare students for success across diverse fields.

With an endowment of \$8.1 billion and an institutional budget of \$7.6 billion, USC is well-positioned to advance its impact and innovation. In 2023, USC achieved a [record-breaking \\$1.04 billion](#) in annual research expenditures, fueling critical studies in fields such as biotechnology, public health, biomedical engineering, cancer, and Alzheimer's disease. This achievement places USC as one of the top 13 private universities exceeding \$1 billion in research expenditures annually. Additionally, USC invests \$35 million annually in community initiatives, directly supporting 40,000 local residents through various programs and partnerships, including 31 Neighborhood Academic Initiative partners across both campuses.

A global university, USC has several international offices as well as innumerable global partnerships, including with the Hong Kong University of Science and Technology, Bocconi University, Peking University, and the London School of Economics. While global in reach, USC is anchored by its University Park and Health Sciences campuses in Los Angeles. In 2023, USC announced the [opening of its new Capital Campus in Washington, D.C.](#), which has helped expand the university's influence and presence.

For more information about USC, visit: <https://www.usc.edu/>.

## ABOUT THE USC IOVINE AND YOUNG ACADEMY

The USC Iovine and Young Academy was founded in May 2013 through a transformational \$70M gift from entrepreneurs and Beats co-founders Jimmy Iovine and Andre “Dr. Dre” Young. The Academy enrolled its inaugural class of freshmen in Fall 2014 and graduated its first class of seniors in Spring 2018. In Fall 2017, the Academy launched its first online master’s program. In 2019, the Academy celebrated the opening of Iovine and Young Hall, a 40,000 square foot, state-of-the-art building that serves as the full physical manifestation of the Academy’s unique educational vision.

Today, the Academy is home to 240 undergraduate students, 210 graduate students, 26 full- and part-time faculty, 2 postdoctoral fellows, and 24 staff. The Academy provides a professionally focused learning experience that prepares students to think critically, create, and innovate across industries. The Academy offers a Bachelor of Science degree in Arts, Technology and the Business of Innovation, a Bachelor of Science in Human Technology Interaction, a joint Bachelor of Science in the Business of Innovation with USC Marshall, five undergraduate minors, and a Master of Science in Integrated Design, Business and Technology. The Academy is distinguished by its [Challenge-Based Reflective Learning](#) (CBRL) framework—a unique blend of coursework, industry, and society-driven challenges—that encourages experimentation, iteration, collaboration, and reflection to advance human-centric solutions for the future. Through industry-specific projects and experiences, Academy students develop skills and sample portfolios that prepare them for advanced positions in multiple industries. Many secure post-graduate job placements at a higher level than typical graduates. The Academy’s enrollments have grown steadily, and it is known for its high student success rates and individualized academic environment combined with access to the expansiveness of a global research university.

The Academy’s students are not defined by a discipline and are drawn to the Academy because of its breadth, innovative and entrepreneurial spirit, and ability to develop and promote divergent convergent thinkers. Most students are placed in technology development, business strategy, and product innovation positions upon graduation, and many students successfully commercialize their own startups before they graduate. For example, [two of the Academy's students](#) started FoundHer House, an all-female hacker house in San Francisco providing female startup founders a space for innovation. The third annual [Venture Showcase](#) took place in Summer 2025, featuring 13 student-led ventures, ranging from AI shopping tools to high-protein snacks. Academy students demonstrate futuristic thinking at every turn, challenging the status quo and pushing boundaries.

The Academy’s faculty represent diverse disciplines including design, business, engineering, communication, and the arts, with additional expertise drawn from USC’s other professional schools. The high faculty-to-student ratio in the Academy ensures individual mentoring for each student and the ability to customize each pathway to the degree, leading to multiple career outcomes and an alumni network that currently spans startups, big tech, the creative industries, business and finance, consulting and public policy.

For more information, visit: <https://iovine-young.usc.edu/>.

## ROLE OF THE DEAN

Reporting to the Provost, the Dean will serve as the chief academic and administrative officer of the Academy and oversee all aspects of its academic programs, research activities, fundraising, finances, external relations, and other operations. The Dean is charged with the responsibility of maintaining the highest standards of research and teaching and fostering meaningful collaborations among the Academy, external partners, and USC. As the Academy's primary representative, the Dean will work closely with students, staff, faculty, university leadership, donors, alumni, and stakeholders to further the Academy's mission and vision. The Dean is responsible for an annual budget of approximately \$10 million and supervises a six-person senior leadership team.

## KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

The Dean will be responsible for building on the Academy's recent growth and charting a path forward that energizes and unites a diverse community, meets the institution's mission, and ensures that the Academy continues to deliver an exceptional educational experience. Given this overarching charge, the next Dean will be expected to address the following opportunities and challenges:

### **Clearly articulate and broadcast the Academy's vision for the future of education.**

- Rally stakeholders behind a unified narrative that cogently and inspirationally communicates the Academy's unique identity and value proposition within and beyond USC.
- Champion the Academy's success in shaping future-ready graduates through experiential, challenge-based learning and professional opportunities.
- Cultivate cutting-edge research that shapes academia and industry.
- In collaboration with university leadership, invest in marketing and communications to tell the Academy's story with clarity and impact.
- Showcase student and faculty success stories to amplify the Academy's brand, reputation, and reach.
- Develop and sustain signature programs, learning modalities, and experiences that differentiate the Academy in a competitive landscape and position it as a global leader in transdisciplinary education.

### **Build a high-functioning internal organization.**

- Optimize structures, systems, and processes so that all members of the community can execute and collaborate at the highest level.
- Champion collaboration, shared governance, and collective decision-making, working closely with campus leadership to ensure that processes and structures are clear, well-communicated, and adhered to.

- Attract top talent from industry and academia, cultivating a faculty that combines cutting-edge professional expertise with an appreciation for academic rigor and best practices.
- Recruit and retain a high-performing staff. Provide expert guidance and support with an eye towards organizational culture, mentorship, and professional development.
- Invest in professional development that empowers faculty and staff to continually innovate in teaching, research, and collaboration.
- Promote efficient and impactful use of resources, leveraging the Academy's culture of collaboration, innovation, and entrepreneurialism to do so.
- Evince transparency, clarity, and decisiveness, leading with agility and integrity.

#### **Secure and manage resources to fuel the Academy's ambitions.**

- Oversee budgeting and financial planning with precision and transparency, aligning resources to support academic priorities, operational excellence, and institutional priorities.
- In collaboration with Advancement, build a robust fundraising strategy that goes beyond existing alumni and parent networks and leverages the Academy's networks across industries.
- Identify and catalyze industry partnerships that generate revenue and student opportunities.
- In partnership with senior leadership across USC, identify opportunities to grow sponsored research across disciplines.

#### **Attract exceptional students and ensure their academic and professional success.**

- Implement a multi-year academic roadmap that ensures consistency while continually integrating developments in AI and other emerging technologies.
- Develop compelling recruitment messaging for prospective students and families.
- Expand graduate programs and financial aid to attract top talent from a variety of backgrounds.
- Enhance advising, career development, and experiential learning opportunities to create defined post-graduate pathways.
- Identify and support opportunities for cross-pollination between undergraduate and graduate programs.
- Scale programs strategically while maintaining the value of intimate cohorts.

#### **Catalyze and sustain external relationships and partnerships.**

- Deepen industry engagement through innovative, mutually beneficial partnerships.
- In partnership with Advancement, build alumni and parent networks into advocates and resources for the Academy and its students.
- Foster and work effectively with an engaged Board of Councilors, maintaining productive relationships and cultivating prospective members from a range of industries and backgrounds.
- Position the Academy as a hub for innovation and thought leadership across design, engineering, technology, and business innovation.

### **Serve as a leader across USC, facilitating transdisciplinary collaboration and campus-wide impact.**

- Act as a connector and bridge-builder, strengthening ties with USC schools and, as appropriate, developing joint programs and transdisciplinary initiatives.
- Represent the Academy with transparency, generosity, and diplomacy in university-wide initiatives and governance.
- Articulate the value of the Academy's unique educational model to the broader campus, serving as a thought leader and offering opportunities for mutual learning around pedagogy and experiential learning.
- Partner with deans and senior leadership to craft forward-thinking initiatives and advance USC's mission and reputation for driving innovation in the Los Angeles region and beyond.

## **QUALIFICATIONS AND CHARACTERISTICS**

The successful candidate will bring a distinguished record of professional achievement appropriate for an appointment as a full professor, full professor of practice, or full professor of teaching in an academic unit within USC. They will also demonstrate a record of leadership and administrative experiences supporting and strengthening intersections of higher education and industry, with an ability to think strategically about how USC and the Academy can shape the future of education. While no single candidate will possess all of the following ideal qualifications, the successful candidate will bring many of these experiences, knowledge, and abilities important to the role:

- Strong understanding of and demonstrated interest in the academic disciplines and professional contexts relevant to the Academy;
- A firm understanding of higher education and the dynamic landscape for design, technology, and business;
- Substantial management experience in an organization of similar complexity and significance, with a track record of effective collaboration;
- A record of engaging, visible, and collaborative leadership, including the ability to foster successful organizational change;
- Proven experience in managing staff to optimize employee and organizational productivity to meet evolving priorities, goals, and objectives;
- Demonstrated experience in financial planning and responsible stewardship of resources;
- Respect for shared governance with active engagement, and a strong value for transparency in decision-making; demonstrated success in making decisions based on input from all constituencies;
- Commitment to USC's [Unifying Values](#), as evidenced by actions and achievements related to retention, workplace culture, community outreach and engagement, and institutional programming;
- An exceptional communicator who can inspire internal and external constituencies to attract supporters and raise funds;

- Strong interpersonal skills, including collegiality and collaboration;
- High standards of professional integrity and a strong sense of professional ethics.

## COMPENSATION AND LOCATION

The budgeted total compensation that the University of Southern California reasonably expects to pay for the Dean of the USC Iovine and Young Academy is \$250,000-425,000. When extending an offer of employment, the University of Southern California considers factors such as the scope and responsibilities of the position, the candidate's work experience, education/training, key skills, internal peer alignment, federal, state, and local laws, contractual stipulations, grant funding, as well as external market and organizational considerations.

The University of Southern California developed in stride with the dynamic city of Los Angeles, a vividly international city with one of the most diverse populations on the planet, and a global center for art, technology, culture, industry, and trade. Now the creative capital of the Pacific Rim, Los Angeles constantly reinvents itself. USC is both in and of its city. It was shaped by a succession of visionaries who invested their time, insight, and financial resources to build one of the world's great universities in the heart of a consequential global mega-region.

USC contributes significantly to the region as one of its largest economic engines. The University is the largest private employer in the city of Los Angeles, providing nearly 29,000 jobs in university and medical enterprise roles, not including jobs available to students. USC generates approximately \$8 billion annually in economic activity in the Los Angeles region alone, which does not include the direct spending or impacts of the USC hospitals. In addition, because of USC's long tradition of excellent professional education, USC alumni represent a large percentage of the business leaders and practicing professionals in the region. More details about Los Angeles can be found [here](#).

## 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: <https://www.imsearch.com/open-searches/university-southern-california-iovine-and-young-academy/dean>.

Courtney Wilk-Mandel, Aku Ammah-Tagoe, Cara Meyers  
Isaacson, Miller

*USC is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability, or any other characteristic protected by law or USC policy. USC observes affirmative action obligations consistent with state and federal law.*

*USC will consider for employment all qualified applicants with criminal records in a manner consistent with applicable laws and regulations, including the Los Angeles County Fair Chance Ordinance for employers and the Fair Chance Initiative for Hiring Ordinance, and with due consideration for patient and student safety. Please refer to the Background Screening Policy Appendix D for specific employment screen implications for the position for which you are applying.*

*This document has been prepared based on the information provided by University of Southern California. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by University of Southern California would supersede any conflicting information in this document.*