



Dean, Marlan and Rosemary Bourns College of Engineering



The University of California, Riverside (UC Riverside or UCR) seeks a strategic leader and accomplished scholar to serve as the next Dean of the Marlan and Rosemary Bourns College of Engineering (BCOE). BCOE is at an important moment in its evolution, with strong momentum in enrollment growth, research activity, public service, and engagement. As UCR continues its rapid ascent as a national leader among universities in achieving excellence and access at scale, BCOE is well positioned to expand its impact in engineering education, interdisciplinary discovery, and innovation.

Operating as one of ten campuses in the University of California system, the world's leading public research system, UCR is a premier R1 research university and member of the Association of American Universities. UCR is proud to be a national leader in student success and social mobility and is regularly ranked number one in the nation for social mobility by U.S. News & World Report. Located on nearly 1,200 acres in Southern California's Inland Empire, UCR has more than 1,200 faculty—including two Nobel laureates and 19 National Academy members—serving over 27,000 students and 160,000 alumni. Its unique and diverse student body includes 49.4% first-generation undergraduates and 48.2% Pell Grant recipients, which is more than nearly every other university in the country.



The Bourns College of Engineering enrolls more than 4,000 undergraduate and 900 graduate students across ten departments and programs. Its faculty are nationally and internationally recognized for their research and commitment to student success. BCOE's research enterprise spans critical areas such as clean energy, artificial intelligence, cybersecurity, robotics, air quality, precision agriculture, and human health, and is strengthened by interdisciplinary centers and partnerships. Consistent with UCR's mission, the College plays a central role in broadening participation in engineering and preparing a highly diverse student body to lead in an increasingly complex world.

To ensure the continued success of the College, the Dean will lead BCOE in addressing the following opportunities and challenges, outlined in greater detail later in this document:

- Position BCOE for its next phase of impact and distinction
- Lead the College's administrative and financial strategy
- Support faculty and staff to elevate a world-class research, teaching, and service enterprise
- Collaborate across campus to advance interdisciplinary research
- Advance student success and inclusive excellence in engineering education
- Develop philanthropic and strategic partnerships to increase the College's visibility
- Lead with collaboration, transparency, and commitment to shared governance

The full list of desired qualifications and characteristics of the Dean, described below, was prepared by the search committee with the assistance of Isaacson, Miller, a national executive search firm. Inquiries, nominations, and applications should be directed to the search firm team listed at the conclusion of this document.



ABOUT UC RIVERSIDE

The [University of California, Riverside](https://www.ucr.edu/) is a leading public research university dedicated to transforming lives through the discovery, communication, translation, application, and preservation of knowledge, thereby enriching the economic, social, cultural, and environmental future of California, the nation, and the world.

A proud member of the University of California system, UCR traces its origins to the 1907 Citrus Experiment Station, established to address the agricultural challenges of Southern California. The campus was formally designated as a general UC campus in 1954 and has since evolved into a premier research and educational institution with deep ties to its region and growing global influence.

Located on nearly 1,200 acres at the base of the Box Springs Mountain Range in Inland Southern California, UCR serves more than 27,000 students and employs over 1,200 faculty members and over 3,300 staff members. The University offers a broad and expanding portfolio of academic programs across nine academic units: the [College of Humanities, Arts, and Social Sciences](#); [College of Natural and Agricultural Sciences](#); [Bourns College of Engineering](#); [School of Business](#); [School of Medicine](#); [School of Public Policy](#); [School of Education](#); [Division of Undergraduate Education](#); and [University Extension](#). Its academic enterprise includes more than 150 majors and minors, 55 master's programs, and 44 doctoral programs.

Guided by its strategic framework, [UCR 2030](#), the University is advancing priorities focused on financial sustainability, investment in people and infrastructure, growing research, innovation and entrepreneurship, and expanding its visibility and impact locally, nationally, and globally. These efforts build on UCR's distinctive identity as both a leader for social mobility and a laboratory for addressing real-world challenges, positioning the University to shape the future of public higher education while continuing to serve as a catalyst for innovation, opportunity, and inclusive excellence.

UCR is nationally recognized as a model for both research excellence and social mobility. It ranks number one in the nation for [social mobility](#) (U.S. News & World Report) and has earned recognition for student retention and success among low-income and first-generation students. Nearly half of UCR undergraduates are first-generation college students, and a significant proportion receive Pell Grants, reflecting the University's longstanding commitment to access and opportunity. One of the most diverse research universities in the United States, UCR holds designations as both a [Hispanic-Serving Institution](#) and an [Asian American and Native American Pacific Islander-Serving Institution](#). This diversity is central to the University's identity and success, shaping a vibrant academic community that mirrors the population of California and contributes to a rich environment for learning, discovery, and innovation.

In 2023, UCR was invited to join the Association of American Universities (AAU), placing it among the nation's leading research institutions. Additional recognitions, including designation as an Innovation and Economic Prosperity University and the Carnegie Classification for Community Engagement, underscore UCR's commitment to impactful scholarship and strong partnerships with schools, businesses, and community organizations throughout the Inland Empire and beyond.



UCR's research enterprise continues to expand in scale and impact, with over \$250 million in annual research expenditures and strengths spanning disciplines such as environmental science, agriculture and life sciences, biomedical research, engineering, data science, and the arts. As the only R1 research university in Inland Southern California, UCR plays a critical role in addressing regional and global challenges while driving economic development, contributing more than \$2.7 billion in annual economic activity nationwide.

The university budget in FY 2025 is \$1.37 billion, and in FY 2025, UCR had \$1.4 billion in net cash and investments. In FY 2026, UCR raised over \$38 million in gift revenue. The UC Riverside Foundation has an endowment of approximately \$350 million, alongside \$400 million in endowment funds managed by the UC Board of Regents.

LEADERSHIP AT UC RIVERSIDE

In July 2025, [Dr. S. Jack Hu](#) became the tenth chancellor of UC Riverside. In addition to his role as Chancellor, he also serves as a distinguished Professor of Mechanical Engineering in BCOE. He brings nearly four decades of leadership in higher education, research, and innovation. Prior to UCR, he served as Senior Vice President and Provost at the University of Georgia, where he led the institution's academic mission across 19 schools and colleges encompassing disciplines in the arts, humanities, social and behavioral sciences, physical, biological and agricultural sciences, engineering, health, and medicine. Dr. Hu has also served as Vice President for Research at the University of Michigan, overseeing a \$1.5 billion research enterprise.

An internationally recognized leader in manufacturing science, Dr. Hu has secured more than \$46 million in research funding, holds multiple U.S. patents, and has published extensively. He is a member of the National Academy of Engineering and a fellow of several leading professional organizations. A first-generation college student, he earned his undergraduate degree from Tianjin University and his graduate degrees from the University of Michigan.

[Dr. Elizabeth Watkins](#) was appointed as Provost and Executive Vice Chancellor of UC Riverside on May 1, 2021. Dr. Watkins serves as the chief academic and operating officer for the campus, providing leadership to the entire academic enterprise, managing day-to-day operations of the University, overseeing resource allocation, and serving as a member of the campus leadership team. She previously served at UC San Francisco where, after eight years as Professor and Director of Graduate Studies in the History of Health Sciences, she was appointed Dean of the Graduate Division in 2012 and Vice Chancellor of Student Affairs in 2013, serving these two roles simultaneously. Dr. Watkins' research has focused on the interrelations of medicine, science, commerce and culture in the United States in the 20th-21st centuries. She earned a BA in Biology and a PhD in History of Science at Harvard University.



ABOUT THE BOURNS COLLEGE OF ENGINEERING

Founded in 1989, BCOE's mission is to prepare engineers to solve complex challenges with technical excellence, creativity, and purpose. Through rigorous academics, hands-on discovery, and collaborative research, BCOE students gain the skills to lead in rapidly evolving industries while improving lives and strengthening communities. As part of a public research institution that serves California's Inland Empire, BCOE expands access to engineering education and serves as a catalyst for innovation, opportunity, and social mobility across the region.

The College serves more than 4,000 undergraduate students and 900 graduate students across five academic departments and five interdisciplinary and professional programs. The College's departments include [Bioengineering](#); [Chemical and Environmental Engineering](#); [Computer Science and Engineering](#); [Electrical and Computer Engineering](#); and [Mechanical Engineering](#). Interdisciplinary and professional programs include [Computer Engineering](#); [Data Science](#); [Materials Science and Engineering](#); [Online M.S. in Engineering](#); and [Robotics](#).

The College is also home to 12 world-class research centers, including the self-funded Center for Environmental Research and Technology (CE-CERT). CE-CERT, the largest research center on campus, brings together multiple disciplines throughout campus to address society's most pressing environmental challenges in air, energy, and transportation. Further strengthening this ecosystem, UCR recently launched the SoCal OASIS Research and Economic Development Park, an innovation hub that brings together researchers, students, entrepreneurs, and industry partners to accelerate translational research, technology development, and regional economic growth. Together, these assets create a vibrant ecosystem that connects discovery, education, and application, preparing students and faculty alike to advance solutions to complex societal challenges.

BCOE is internationally recognized for the quality of its research and takes great pride in the excellent engineering education provided to both undergraduate and graduate students. Students are deeply engaged in research, and along with faculty and staff researchers, benefit from state-of-the-art facilities and equipment. The College's collaborative and innovative culture prepares students for successful careers, whether in industry, government, or academe.

BCOE's accomplished faculty, which now numbers more than 150, is comprised of international leaders in their respective fields. Throughout the College's history, the faculty has included more than 75 fellows of professional societies and more than 58 recipients of NSF Career Awards. Their dynamic research programs address real-world problems and even define entirely new and novel research areas.

To learn more about BCOE, visit www.engr.ucr.edu.



ROLE OF THE DEAN

Reporting directly to the Provost and Executive Vice Chancellor, the Dean of the Bourns College of Engineering serves as the College's chief academic, administrative, and budget officer and is responsible for all aspects of the operation and continued development and growth of the College. The Dean will oversee a budget of \$65 million, 153 faculty, 120 staff, and a leadership team that includes eight department chairs, three associate deans, three assistant deans, and an executive assistant.

The Dean is responsible for providing strategic vision, leadership, and oversight of the College's departments and affiliated research centers. In this role, the Dean shapes and implements academic priorities; stewards the College's financial, space, and instructional resources; and leads the recruitment, development, and evaluation of faculty and staff. The Dean also serves as the College's primary

ambassador, strengthening relationships with industry and community partners, advancing fundraising efforts, and supporting student recruitment, advising, and success. Central to the role is advancing the College's research enterprise, elevating its national and international visibility, and fostering excellence among faculty, staff, and students. Working closely with campus leadership, the Dean contributes to the implementation of UCR's current strategic plan, *UCR 2030*, and plays an active role in shaping and executing the University's next strategic vision.



KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

Position BCOE for its next phase of impact and distinction

The Dean will be a visionary leader who will build on strong momentum in enrollment growth, faculty recruitment, research productivity, and national recognition to advance a clear, forward-looking vision for BCOE that strengthens research excellence while further refining the College's distinctive identity. A strategic and adaptive leader, the Dean will navigate a resource-constrained environment with creativity and sound judgment, articulating a clear strategy for how the College will navigate education, research, teaching, and knowledge creation, especially in the age of artificial intelligence. The Dean will ensure that BCOE is not only responsive to rapid advances in AI and related technologies but plays a defining role in shaping their impact on engineering education. The Dean will articulate what engineering excellence at UCR uniquely represents, pairing top-tier scholarship with a deep commitment to access, social mobility, and regional impact.

Working collaboratively with faculty, campus leadership, and external partners, the Dean will inspire and align stakeholders around a cohesive strategy that advances reputation, strengthens financial

sustainability, and positions BCOE for long-term resilience and prominence. Through transparent leadership, careful listening, and strategic advocacy, the Dean will further sharpen BCOE's identity by leveraging its regional context, research strengths, and mission to deliver meaningful societal impact and shape the future of engineering at UCR.

Lead the College's administrative and financial strategy

The next Dean will bring disciplined financial leadership, developing a clear understanding of the College's budget model and guiding thoughtful decision-making in a constrained environment. The Dean will identify and advance new and diversified revenue streams. This includes strengthening philanthropy, expanding industry partnerships, reimagining professional and master's programs, and exploring new approaches to domestic and international enrollment. Through proactive and entrepreneurial leadership, the Dean will secure new investments in facilities, academic programs, faculty, endowed professorships, and student success. These efforts will be essential to sustaining the College's growth, strengthening its research and educational enterprise, and expanding opportunities for experiential learning and innovation.

In partnership with the Provost and Executive Vice Chancellor, the Dean will also play a key role in evaluating and refining the budget model to support the College's long-term strategy. This leader will balance stability with growth, making strategic trade-offs while protecting core academic and research priorities.

Support faculty and staff to elevate a world-class research, teaching, and service enterprise

The Dean will have a significant opportunity to bolster BCOE's reputation as a national and international leader in engineering. The Dean will foster an engaging, inclusive, and empowering environment that supports faculty-driven innovation, recognizes excellence across teaching, research, and service, and strengthens a shared College culture. In addition, the Dean will be a distinguished scholar and educator, 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.

BCOE's continued success as a leading college of engineering depends on its ability to recruit, retain, and support a world-class community of faculty and staff. The Dean will ensure that faculty and academic staff have the resources needed to envision and sustain groundbreaking research and teaching. Building on the strength of an accomplished faculty and a deeply committed, mission-driven staff, the next Dean will enhance research support, elevate faculty achievement, and advocate for competitive compensation, resources, and student pipelines.

Collaborate across campus to advance interdisciplinary research

BCOE is well positioned to build on existing momentum across several emerging and high-impact domains, including artificial intelligence, robotics, precision agriculture, environmental sustainability, air quality, advanced manufacturing, and engineering in medicine. With established and productive collaborations

already in place with the College of Natural & Agricultural Sciences and School of Medicine, among others, the next Dean will further strengthen and strategically expand these partnerships to accelerate discovery and translational impact.

The next Dean will identify and prioritize key areas of interdisciplinary investment, fostering deep and sustained collaboration across departments, schools, and external partners. This leader will encourage faculty to pursue large-scale research initiatives, secure major funding opportunities, and build centers of excellence that increase institutional visibility and impact.

The Dean will also 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 while strengthening the campus' capacity for interdisciplinary research and innovation.

Advance student success and inclusive excellence in engineering education

BCOE's student body reflects the University's deep commitment to access, diversity, and social mobility. The next Dean will champion student success by fostering an inclusive academic environment, strengthening pathways for first-generation and underrepresented students, enhancing advising and support structures, and expanding access to research, internships, and industry engagement.

In response to changing workforce demands, particularly in areas such as AI and data science, the Dean will partner with faculty to advance curriculum innovation, experiential learning, effective teaching practices, and technology-enhanced learning, ensuring programs remain rigorous, relevant, and forward-looking while preparing students for both graduate study and a competitive workforce.

Develop philanthropic and strategic partnerships to increase the College's visibility

The next Dean will serve as the College's chief ambassador, leading an integrated approach to philanthropy, partnerships, and external engagement that advances BCOE's mission and long-term sustainability. Working closely with campus leadership, the Dean will elevate philanthropic priorities, deepen relationships with alumni and donors, and expand engagement with industry, government, and regional partners. As the University prepares to launch the next major comprehensive capital campaign, the Dean will play a key role in elevating the philanthropical efforts for the College and the University. Internally, the Dean will advocate effectively for resources and institutional support, ensuring BCOE remains financially strong and well positioned for continued impact.

As the College's leading voice, the Dean will be a visible leader and will articulate a compelling and authentic narrative that highlights BCOE's strengths, distinctive mission, and contributions to regional and global innovation. Through strategic communications and sustained engagement with academic, industry, and community stakeholders, the Dean will elevate the College's visibility and reputation, enhance its ability to attract exceptional faculty and students, and advance the national standing of its programs while leveraging areas of distinction to raise the profile of the College as a whole.

Lead with collaboration, transparency, and commitment to shared governance

The University of California system operates within a shared governance environment that values consultation, collaboration, and broad engagement across faculty, staff, and administration. The College is characterized by a collegial culture, strong internal relationships, and a deep commitment to its mission. The next Dean will build trust by listening actively, engaging stakeholders early, and communicating clearly and consistently. This leader will be a visible and accessible presence across the College, engaging regularly with faculty, staff, and students, and will navigate complex governance structures with skill, balancing decisiveness with inclusivity and ensuring that decisions reflect both institutional priorities and community input.



QUALIFICATIONS AND CHARACTERISTICS

The successful candidate must have an excellent history of academic accomplishment and administrative experience. They will possess a clear vision for the future of engineering research and education, a proven record of achieving community and philanthropic support, an understanding and appreciation of shared governance, a demonstrated commitment to inclusive excellence and student success, and the ability to work effectively with various industry and other external stakeholders associated with the College. While no candidate will possess all the ideal qualifications, the successful candidate will bring many of the following experiences, knowledge, and abilities important to the role:

- An earned doctorate with a distinguished record of teaching, research, and scholarly activities appropriate for appointment as a full professor;
- A record of and commitment to advancing world-class research;
- Experience in fundraising and external engagement;

- A desire to support a culture of excellence and integrity;
- A commitment to creating an inclusive environment for the student body, faculty, and staff;
- A proven, demonstrated commitment to shared governance, and an openness to collaborative relationships with campus units;
- Excellent financial strategy and financial management skills and acumen, and demonstrated experience working with complex budgeting models;
- An ability to think and build frameworks in an interdisciplinary way and experience facilitating collaboration across disciplines;
- The ability to communicate effectively with staff, faculty, students, and others, and to build cohesiveness and community among constituents;
- Experience leading complex organizations such as departments, centers, or institutes;
- A commitment to transparent communication that builds trust across the College;
- Support of entrepreneurship and close relationships with industry; and
- Demonstrated ability to understand and react to current complexities, including the political, financial, technological, and global challenges that public universities face today.

CONDITIONS OF EMPLOYMENT

- Successful completion of a background check is required for this critical position. ([Please see Background check process at the UC President's Office](#)).
- Successful completion of a misconduct disclosure, covering the past seven years. ([Please see Misconduct Disclosure process at the UC President's Office](#).)
- Financial disclosure requirements of the California Reform Act of 1974.
- Annual disclosure of outside professional activities.
 - Adhere to a Smoke Free Work Environment: The University of California, Office of the President, is smoke & tobacco-free as of January 1, 2014. ([Please see UC Smoke & Tobacco Free Policy](#)).
- University employees will be required to comply with all applicable University policies, as may be amended from time to time. Federal, state, or local public health directives may impose additional requirements.

COMPENSATION

UC Riverside is required to provide a reasonable estimate of the compensation range for this role. This range takes into account the wide variety 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 Bourns College of Engineering is \$450,000 to \$500,000. Salary offers 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. Inquiries, nominations, and referrals should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/university-california-riverside-bourns-college-engineering/dean>

All applications must be submitted through <https://aprecruit.ucr.edu/JPF02288> and should include, as separate documents, a CV and a letter of interest addressing the themes in this position profile. For best consideration, apply by September 4, 2026. Electronic submission of materials is required.

Cati Mitchell-Crossley, Ebony Breau-Liang, and Rachel Banderob
Isaacson, Miller

The University of California 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, disability, age, protected veteran status, or other protected categories under state or federal law. It is the policy of the University of California to undertake affirmative action and anti-discrimination efforts, consistent with its obligations as a Federal and State contractor.

This document has been prepared based on the information provided by University of California, Riverside. 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 California, Riverside would supersede any conflicting information in this document.

