



## Opportunity and Challenge Profile

*Search for the Dean  
University of California, Berkeley School of Information  
Berkeley, California*

The University of California, Berkeley (UC Berkeley) invites applications and nominations for the next Dean of the School of Information.

UC Berkeley is consistently ranked among the best universities nationally and globally; in 2023, *U.S. News and World Report* ranked Berkeley first among public schools. This accolade comes amid an extraordinary few years of successes at Berkeley-- since 2020, three faculty members have been awarded Nobel prizes, and a record breaking [Light the Way: The Campaign for Berkeley](#) surpassed its goal of raising \$6 billion to advance the University's institutional goals.

The School of Information, or the I School, is an independent professional school at UC Berkeley. At the intersection of technology and the liberal arts, the School's aim is to develop innovative, interdisciplinary solutions to challenges in technology, shape policy, and empower individuals to navigate a complex and evolving digital landscape. In its relatively short history, the School has achieved national and global recognition for its research and advancements across the study of information.

The I School enrolls over 1,300 students across four graduate degree programs: the Master of Information Management and Systems (MIMS), the Master of Information and Data Science (MIDS), the Master of Information and Cybersecurity (MICS), and an academic doctoral degree. The I School is a pioneer in the delivery of exceptional education both on campus and online, offering two online professional master's degrees in cybersecurity and data science programs which were ranked number one and two respectively by Fortune Magazine in 2023.

It is a propitious time to join the I School. The I School's faculty produce cutting-edge research of value to both academia and society as a whole, and the School's top-tier degree programs attract highly qualified scholars and graduate them with successful career outcomes. The School is in good financial standing and there is a strong staff in place committed to the success of the I School's future. This is also an exciting time for the I School as it develops a close partnership with UC Berkeley's new College of Computing, Data Science, and Society. The next Dean will continue to build on the School's successes while working to increase student enrollment, recruit a more diverse faculty and staff, and strengthen the school's financial position through fundraising and diversifying revenue streams.

The Dean will be an experienced and collaborative leader within fast-paced, multidisciplinary environments. They will be a visionary institutional thinker who deeply understands the role society plays in technology, and the implications of future technological advancements. They will use this knowledge

to identify and pursue innovations in teaching, research, and practice. The Dean will ensure the School's priorities align with the broader university goals.

To be successful, the Dean will address the following opportunities and challenges, outlined in greater detail on page 5 of this document:

- **Advance a bold and strategic vision that clearly articulates the mission of the I School.**
- **Recruit and retain a diverse, world-class faculty and staff.**
- **Strengthen diversity, equity, inclusion, and justice efforts.**
- **Increase enrollment of the I School's master's and doctoral programs to advance the field in meeting community needs and industry demands.**
- **Maintain and further develop critical relationships on campus, in the community, and beyond.**
- **Manage and grow resources in support of advancing the I School's mission.**

A list of the desired qualifications and characteristics of the Dean can be found at the conclusion of this document. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion 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 12,600 graduate students, and over 1,500 ladder-rank faculty, UC Berkeley is internationally renowned for excellence and pioneering achievements across all disciplines.

UC Berkeley offers more than 300 degree programs across 15 schools and colleges, including the Walter A. Haas School of Business; College of Chemistry; College of Computing, Data Science & 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 (including the Divisions of Arts & Humanities, Biological Sciences, Mathematical & Physical Sciences, and Social Sciences); College of Natural Resources; School of Optometry; School of Public Health; Richard & Rhoda Goldman School of Public Policy; and the School of Social Welfare. UC Berkeley's academic programs consistently rank among the best in the world; the university ranks first among U.S. universities in the number of highly ranked graduate programs, according to the latest findings from the National Research Council (NRC).

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. Berkeley is a leader in computing, data science, and cybersecurity; 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.

Berkeley is a highly selective public university, with about 11.6% of undergraduate applicants admitted in 2023. Berkeley attracts a diverse student body; roughly 27% of [undergraduate students](#) and 15% of [graduate students](#) are from underrepresented groups. More than two-thirds of undergraduates receive some form of financial aid, and around one-third of all undergraduates are eligible for Pell Grants.

## About the School of Information

### *History*

The UC Berkeley School of Information was created in 1994 to address one of society's most compelling challenges: enabling people to create, find, manipulate, share, store, and use information in myriad forms.

The I School traces its roots to the 1920s, when UC Berkeley founded its School of Librarianship, ensuring universal access to information and training knowledge professionals well before the age of the Internet. After becoming the School of Library and Information Studies in 1976, the unit was re-established as the School of Information Management and Systems in 1994. Since 2006, it has been known as the School of Information. The I School proudly carries forward its library school heritage through its alumni, and through an enduring commitment to making information accessible, useful, and relevant.

Over the past decade, the I School has experienced rapid growth. In Fall 2013, the I School enrolled 130 graduate students in two degree programs. As of Spring 2023, the School enrolled over 1,300 graduate students in four degree programs. This growth was driven in large part by the creation of online professional master's programs in 2013 and 2018, along with consistently strong interest in the on-campus master's and PhD programs.

As of spring 2023, the I School enrolls 141 MIMS, 1,022 MIDS, 153 MICS, and 22 PhD students from around the world. The faculty consists of 14 ladder-rank (tenure-track) and 117 adjunct, visiting, and part-time faculty. There are currently four postdoctoral scholars. The School employs 34 staff, with seven additional staff in the Center for Long-Term Cybersecurity.

For FY23, the operating budget for the School of Information was \$51.4 million including funds from campus support (\$3 million), tuition and fees (\$44 million), and gifts, contracts, and grants (\$4.4 million). FY23 closed with a \$3.7 million net operating surplus, and the School has \$9 million in a Fund Functioning as Endowment (FFE) to fund faculty FTE. The School anticipates continued surplus of at least \$2 million/year, and the ability to add approximately \$1.5 million to the FFE each year.

In 2023, the UC Board of Regents established UC Berkeley's College of Computing, Data Science, and Society (CDSS). CDSS is an evolution of the Division of Computing, Data Science, and Society. The I School

is independent from CDSS, with autonomous faculty, administrative, and financial structures. The I School and CDSS will collaborate on fundraising, teaching, and research initiatives.

### *Academic Programs*

I School graduate programs challenge students to think beyond what is currently possible and envision solutions to future problems. The School's four degree programs, two on campus and two online, encourage creativity and collaboration while maintaining the academic rigor that Berkeley is known for.

- The *PhD in Information Science* equips scholars to develop solutions and shape policies that influence how people seek, use, and share information.
- The *Master of Information Management and Systems (MIMS)* trains students for careers as information professionals and emphasizes small classes and project-based learning.
- The online *Master of Information and Data Science (MIDS)*, first offered in 2013, trains data scientists to manage and analyze large datasets and become leaders in their fields through experiential learning and a unique high-touch online degree.
- The online *Master of Information and Cybersecurity (MICS)*, established in 2018, prepares cybersecurity leaders with the technical skills and contextual knowledge necessary to develop solutions for complex cybersecurity challenges.

The School of Information offers two graduate certificates – one in Applied Data Science and one in Information and Communication Technologies and Development – for students who have already been admitted to a Berkeley graduate program. These certificates complement a wide range of existing degree programs.

I School faculty contribute substantially to undergraduate education at UC Berkeley, teaching courses vital to the data science undergraduate degree. The new College for Computing, Data Science, and Society will offer continued opportunities for undergraduate teaching, research, and mentorship in collaboration with I School faculty.

### *Research*

Research at the School of Information focuses on the relationships between people, information, and technology. The School offers a human-centered approach to delivering technology-driven solutions. I School faculty take a multidisciplinary approach to their work, with interests at the intersection of technology, social sciences, and the humanities. Current faculty work intersects with the fields of computer science, economics, political science, law, linguistics, sociology, design, media studies, and classics. From their home in the heart of Berkeley's campus, faculty collaborate closely with peers in the Colleges of Engineering; Letters & Science; Computing, Data Science, and Society; and professional schools of Law, Public Policy, Journalism, and Public Health, among others.

The I School's research themes include those central to UC Berkeley's public service mission, with faculty making strides on technology and social justice; data for good; the battle for trustworthy information; technology to improve education; visualizing and explaining data for wider understanding; and on technology policy questions surrounding privacy, algorithm equity, and urban economics. For example, recent work investigates areas such as data auditing for climate change monitoring. The I School has played an essential role in defining the social mission of UC Berkeley's computing and data science coursework and research, and will continue to do so in partnership with the College of Computing, Data Science, and Society. To learn more about the I School, visit [ischool.berkeley.edu](https://ischool.berkeley.edu).

### **Role of the Dean**

The Dean will be responsible for ensuring the vitality and long-term success of the School and engaging with the broader University community and beyond to advance an agenda of exceptional research, teaching, and academic excellence. The Dean is expected to lead and inspire a talented faculty to foster academic and research excellence, seek out ways to strengthen the research enterprise, expand connections and collaborations across UC Berkeley and beyond, and actively pursue opportunities that bring in additional resources. The Dean will demonstrate a genuine commitment to and aptitude for advancing diversity, equity, and inclusion. They will also be expected to balance their leadership in the School with a concurrent obligation as a citizen and leader of the broader UC Berkeley community.

The Dean is responsible for the School of Information's strategic, research, academic, and financial affairs; manages a team that includes a Senior Assistant Dean/Chief Administrative Officer, Assistant Dean for Academic Programs and Equity & Inclusion, and Assistant Dean of External Affairs; and oversees an operating budget of approximately \$51 million. Reporting to the Executive Vice Chancellor and Provost Benjamin E. Hermalin, with a dotted line to the Dean of the College of Computing, Data Science, and Society, the Dean sits on the Council of Deans and the Council of Professional School Deans.

### **Key Opportunities and Challenges for the Dean**

#### ***Advance a bold and strategic vision that clearly articulates the mission of the I School***

The I School's distinctive identity and strong reputation position it as a leader in current discourse about technology and society. As conversations about cybersecurity, AI, and other innovations rapidly evolve within industry, academia, and government, the I School has an opportunity to ensure that practitioners, scholars, and policy makers are deeply informed about the ethical and social dimensions of their work. The incoming Dean will amplify the School's brand locally, nationally, and globally to strengthen its visibility, reach, and impact. Engaging faculty, staff, and learners across the School and its programs, as well as key leaders across UC Berkeley, the Dean will develop and advance a strategic framework that clearly defines the I School and broadcasts its work.

***Recruit and retain a diverse, world-class faculty and staff***

The I School's faculty and staff are indispensable to its mission. As the I School further grows in enrollment and develops its reputation and reach, the Dean will drive the recruitment, promotion, and retention of a faculty and staff who are highly qualified and committed to the School's mission. The Dean will lead this endeavor with a focus on maintaining and growing the School's distinctive, interdisciplinary research profile, creating an environment where all faculty and staff feel well supported and empowered in their work.

The Dean will also work on strategies for creating additional faculty lines and invest in retention efforts and professional development opportunities for faculty and staff. To be successful, the Dean will have exceptional interpersonal and management skills, a passion for mentorship, and a commitment to ensuring a healthy work environment for faculty and staff at all levels. They will have experience with diversity, equity, and inclusion best practices, change management, and conflict resolution, and will appropriately recognize faculty and staff for outstanding performance.

***Increase enrollment of the I School's master's and doctoral programs to advance the field in meeting community needs and industry demands***

The School of Information has seen tremendous growth since its inception; the incoming Dean will be responsible for continuing the I School's trajectory of enrollment growth across its master's and PhD programs, leveraging the many assets and collaborative partners available at Berkeley across academic disciplines to do so. This individual will be knowledgeable about recruitment and enrollment management and community-building. The ideal candidate will also be prepared to support additional educational programming to meet evolving industry demands and community needs.

***Strengthen diversity, equity, inclusion, belonging, and justice efforts***

The School of Information takes pride in its commitment to building a broadly diverse community, nurturing a welcoming and supportive culture, and providing culturally competent education, research, and solutions to society's most pressing challenges. The I School's curriculum, teaching, and research reflect a strong intellectual commitment to diversity and equity. The incoming Dean will steer these efforts, lead increases in diversity of personnel within the School, and guide continued improvements to diversity training for faculty, staff, and students.

Additionally, the Dean will work closely with their leadership team and key campus partners to increase the percentage of students from historically underrepresented groups enrolled across all programs, as well as to recruit and retain a faculty and staff reflective of the student body they teach. This individual will work to support a community of faculty, staff, and learners from diverse backgrounds. They will work to continue ensuring the School's curriculum is inclusive while breaking down barriers to success in an effort to foster an environment where world-class students want to learn and top-tier faculty and staff want to teach and work.

***Maintain and further develop critical relationships on campus, in the community, and beyond***

As the School of Information strives to have impact across the technology sector, strategic partnerships will be a critical part of its success. Members of the I School community already engage in fruitful interactions and collaborations across the Berkeley campus, and I School alumni work in a growing range of industries and organizations.

The Dean will continue to build strong relationships within CDSS, as well as other key campus partners, in order to create clear pathways for sustained collaboration between I School students and faculty and their peers. Capitalizing on the School's thriving alumni base and proximity to Silicon Valley, the Dean will also help identify opportunities for students and faculty to contribute to industry, nonprofit, and government partners. This work will ensure that members of the I School community continue to thrive within, and shape, the world of technology.

***Manage and grow resources in support of advancing the I School's mission***

The School of Information is in a strong financial position due to its exceptional revenue-generating online offerings. However, like other schools within public research universities, the School faces a challenging funding landscape and will require funds beyond those provided by the state and tuition.

With a high concentration of startups and technology companies, the Bay Area is an environment that promotes innovation and entrepreneurship. The Dean should take advantage of these local assets, joining with faculty and administration to steward donors and seek funds from a wide range of sources. The School of Information has several potential advantages in terms of fundraising, including a growing alumni base, its geographic location, and opportunities to connect with respected business leaders, technologists, and creative thinkers from Silicon Valley and beyond. The incoming Dean will formalize fundraising and development efforts to support its growth needs, ranging from space improvements, endowed faculty chairs, student fellowships and scholarships, and beyond.

**Qualifications and Characteristics**

The search committee enthusiastically welcomes applicants from a wide range of backgrounds and experiences. It will consider the factors below when evaluating candidates for this important leadership role. A successful candidate should possess many of the following characteristics:

- A renowned scholar-leader with credentials that merit appointment at the rank of full professor. A Ph.D. or equivalent international degree is required;
- A demonstrated record and commitment to supporting world-class research, teaching, and public service;
- Significant administrative and leadership experience;

- Demonstrated commitment to and aptitude for advancing diversity, equity, inclusion, and belonging efforts;
- Exceptional oral and written communication skills;
- Strong interpersonal skills, including collegiality and collaboration;
- A firm understanding of higher education and the dynamic interdisciplinary technological landscape;
- Proven ability to build effective partnerships within a college and university, and with external partners;
- High standards of professional integrity and a strong sense of professional ethics.

## Applications

All applications, nominations and inquiries are invited. To be considered as candidates, applicants must have a doctorate or equivalent international degree by the time of application and submit a CV or resume. A letter of interest addressing the themes in this profile is strongly encouraged. Screening of complete applications will begin immediately. For best consideration, please send materials by January 16, 2024.

**Applicants must apply directly to UC Berkeley at:** <https://aprecruit.berkeley.edu/JPF04062>. Electronic submission of materials is required. Inquiries, nominations, referrals, should be sent via the Isaacson, Miller website for the search:

<https://www.imsearch.com/open-searches/university-california-berkeley-school-information/dean>.

The posted [University of California Deans' Salary Bands](#) set the pay ranges for deans. UC Berkeley's School of Information dean position is included in Band 1: \$199,700-\$509,900.

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*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*

*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.*