

## Position and Candidate Specification



University of California, Irvine

### Dean, School of Social Ecology

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## UC IRVINE

As a Hispanic-serving institution and Asian American and Native American Pacific Islander-serving institution, UCI is home to nearly 38,000 undergraduate and graduate students, more than 1,300 ladder-rank faculty, over 4,200 other teaching faculty and nonteaching academics, and more than 11,600 campus and medical center staff members. Founded as an interdisciplinary university, UCI has produced three Nobel laureates and is known for its academic achievement, premier research, innovation, and excellence across its arts and sciences core and in its professional schools. It has been ranked among the top 10 public universities in the nation for six consecutive years by *U.S. News & World Report*. As one of the youngest members of the prestigious Association of American Universities, UCI combines the strengths of a major research institution with the dynamism and agility of an emergent campus. In addition, its mission as a public land grant institution plays a significant role in contributing to the advancement of the state of California, the nation and the world.

## UCI SCHOOL OF SOCIAL ECOLOGY

Starting as a program in 1970 and established as a school in 1992, the UCI School of Social Ecology is an internationally recognized pioneer in developing interdisciplinary approaches to social problems that encourage flexibility and independent thinking among faculty and students. Read about the evolution of the School's mission here: <https://socialecology.uci.edu/pages/conceptual-social-ecology>. Faculty in the School's three highly ranked departments - Criminology, Law and Society; Urban Planning and Public Policy; and Psychological Science - are broadly committed to scholarship that addresses the causes and consequences of social inequality and other social challenges (<https://socialecology.uci.edu/pages/departments>). Faculty are committed to disseminating knowledge to both academic audiences and the broader public, and to knowledge production and dissemination that addresses societal issues related to poverty, systemic racism and climate change through research on topics such as prison overcrowding, gang violence, healthy child development, trauma-related health risks, the built environment and community empowerment. At both graduate and undergraduate levels, faculty and staff strive to develop future leaders in research, education, public policy, and community action who can contribute their skills to the critical issues that confront local communities, the state, the nation and the world.

For more information visit: [www.socialecology.uci.edu](http://www.socialecology.uci.edu)

The Deanship of the UCI School of Social Ecology offers a singular opportunity to lead a unit that can affect and respond to social conditions and outcomes during an extraordinary and historic era marked by generational fissures, racial injustice and inequality, global health crises, global climate change, and a challenged American democracy. Supported further by the infrastructure of a world-class university, UCI's Dean of Social Ecology will lead the School to achieve its ambitious objectives by advocating for its mission, inspiring excellence in research, scholarship and teaching, supporting intellectual achievement, driving interdisciplinary partnerships, and fostering a commitment to and support for equity, diversity and inclusion.

## **DESIRED OUTCOMES**

- Define organizational structure of the School and create the operating conditions that: maximize its potential in research and in providing outstanding education; foster an inclusive and productive environment for faculty, students, and staff; and catalyze intellectual innovation through collaboration.
- Attract the financial resources from internal and external sources that enable continued investment in the School's infrastructure and support the academic units and research centers within the School.
- Increase the School's visibility and interdisciplinary collaborations across the university and with other educational institutions and organizations locally and nationally.
- Create the internal and external partnerships that will contribute to cross-discipline collaboration and continue to push the innovation necessary to meet the most critical needs of a rapidly changing society.

As the School of Social Ecology's visionary, strategic, and administrative leader, the Dean will oversee a budget of approximately \$30 million. The school has 80 faculty, 54 career staff, and an AY21 enrollment of 474 graduate students and 2,983 undergraduates enrolled in 13 degree programs. In addition to a stellar academic and administrative record, the ideal candidate will demonstrate the capability to provide leadership to the diverse Social Ecology community. In addition, the next Dean will attract philanthropic support, demonstrate commitment to equity and inclusion, increase opportunities and resources for students and alumni, and set a high bar for the quality of the School's research, teaching and service.

## KEY RELATIONSHIPS

**Reports to** Provost and Executive Vice Chancellor, University of California, Irvine

**Direct reports** Associate Dean, Research and International Programs  
Associate Dean, Academic Programs  
Assistant Dean, Planning and Administration  
Senior Director, Development  
Director, Communications

**Other key relationships** Department Chairs  
Other UCI School Deans  
Individual and Organizational Donors  
Legislative Stakeholders  
Media  
Programmatic Partners

## IDEAL EXPERIENCE

- Strong academic accomplishment commensurate with appointment to the rank of full professor with tenure (required).
- Demonstrated success in leading a complex academic unit.
- Creation and execution of an institutional vision with results that demonstrate innovation, forward thinking, and impact.
- Achievement of community and philanthropic support through direct solicitation of major gifts and the development of partnerships with individuals and institutions.
- Lived professional experience and demonstrated commitment to and support for diversity, equality and inclusion.
- Administrative experience that includes personnel management, complex budget management, program development and curricular oversight, with demonstrated fluency in the context of the operating culture and expectations of a research institution.

## CRITICAL LEADERSHIP CAPABILITIES

- A consultative leader able to facilitate discussions with faculty and staff within the School and across the university.
- A consensus builder focused on promoting collaboration across multiple parties internally and externally.
- Develop explicit understanding of which relationships are most important to the School, cultivating donors, legislative and industry allies, and additional networks beneficial to the School.
- Promote the School of Social Ecology as a leader in addressing issues of social inequality and the relationship between social inequality and global forces such as systemic racism and climate change in order to position the School as a forward leading center for putting research and pedagogy into practice.
- Develop an organizational strategy informed by market insight.
- Anticipate and plan 3-5 years ahead.
- Act as a relentless ally and advocate for the School, touting its accomplishments, and generating support for its priorities within UCI and externally.

## LOCATION

Irvine, California is located in the heart of Orange County with quick access to major freeways, rail service and John Wayne Airport. The coastal communities of Laguna Beach and Newport Beach are only a short distance away. Irvine is less than an hour from Los Angeles International Airport and downtown Los Angeles. The city of Irvine, incorporated in 1971, is among the nation's largest planned urban communities, encompassing more than 65 square miles, and has been named the "Safest City in America" for 15 consecutive years based on FBI statistics for violent crime. UCI enjoys the best of what Southern California has to offer: beaches, mountains, deserts and a broad variety of cultural, entertainment and intellectual activities. To learn more about Irvine, see [www.destinationirvine.com](http://www.destinationirvine.com).

Many UCI faculty and administrators live in University Hills, an on-campus residential community created to provide affordable housing to eligible full-time employees. It is within walking distance of Irvine shopping, restaurants and entertainment, as well as campus academic and athletic activities and neighborhood recreational amenities. The community has three apartment complexes, two condominium associations, townhomes, paired homes, single-family detached houses and a few custom homes. In all, University Hills has nearly 1,500 residences on more than 300 acres and continues to grow.

## SEARCH PROCESS

UCI is being assisted in this recruitment by the international leadership advisory firm Spencer Stuart and welcomes nominations or expressions of interest. To submit comments, nominations, or expressions of interest, please send an e-mail with any supporting materials to the confidential address:

[UCIDeanSSE@SpencerStuart.com](mailto:UCIDeanSSE@SpencerStuart.com).

The University of California, Irvine is an equal opportunity/affirmative action employer advancing inclusive excellence. 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 covered by the UC nondiscrimination policy. The recipient of an NSF ADVANCE award for gender equity, UCI is responsive to the needs of dual career couples, supports work-life balance through an array of family-friendly policies, and is dedicated to broadening participation in higher education.