



Berkeley
UNIVERSITY OF CALIFORNIA

Dean, Berkeley Social Welfare
Leadership Profile

June 2024



WittKieffer

Executive Summary

The University of California, Berkeley (UC Berkeley) seeks a visionary, inspirational, and community-oriented leader to serve as the next Dean of Berkeley Social Welfare.

UC Berkeley is internationally renowned for excellence across all disciplines; for the opportunities it affords students of all backgrounds; and for scientific discovery, innovation, and cultural creativity. Ranked nationally as the No. 1 public university by *U.S. News & World Report* Rankings 2023, the Berkeley campus is home to over 33,000 undergraduate students and more than 12,500 graduate students as well as approximately 1,550 ladder-rank faculty across 15 schools and colleges. Berkeley's professors are highly distinguished researchers, scholars, and leading experts in their field as attested by their many Nobel Prizes, other distinguished awards, and memberships in the most prestigious learned societies.

Berkeley Social Welfare strives to counter the systems that perpetuate poverty and social disadvantage. The school develops effective leaders and scholars committed to solving complex social problems; produces, disseminates, and utilizes research to improve social-service delivery and policy through critical thinking and evidence-based knowledge; and prepares the next generation of culturally competent social workers, researchers, and teachers dedicated to serving the most vulnerable members of our society.

Established in 1944, with inaugural degrees in case work, medical social work, psychiatric social work, and public welfare administration, the school now confers undergraduate, master's, and doctoral degrees which prepare its students for careers in social work and social welfare. Berkeley Social Welfare alumni are abundant in the field and well-known for their professional readiness and success. Students have more than 200 local opportunities for field placements as well as summer service-learning experiences that are out-of-region or international. A strong partner and contributor to the field and the community, the school is home to ten distinguished centers, institutes, projects, and labs in which researchers and practitioners leverage their intellect and skills to benefit its students and the people in the surrounding Berkeley community. In addition, the school is deeply connected to many communities in non-profit, scholastic, and governmental agencies, shaping the field in important ways.

Reporting directly to the Executive Vice Chancellor and Provost and sitting on the Council of Deans, the next Dean of Berkeley Social Welfare will join a strong, energetic faculty who are national leaders in research, teaching, and praxis. Joining the school at a pivotal moment, the next dean has the opportunity to elevate the school's influence and impact by developing an ambitious and exciting strategic vision and plan that advances it across multiple sectors: community partnerships, research, teaching, and preparing its graduates to become agents of social change. The new dean will re-energize philanthropic efforts, advocate for the unique needs of the school, strengthen the social fabric of the community, and ensure support for all faculty, students, and staff.

The ideal candidate for this position should have a strong understanding of both research and praxis, experience in building internal partnerships and external collaborative coalitions with non-profit, community, and/or governmental agencies, and proven success in garnering resources and administering at an institution with complexities similar to the University of California, Berkeley. They will have a proven record of advancing diversity, equity, inclusion, belonging, and justice. Candidates must possess the academic credentials and experience that qualify them for appointment as a full professor with tenure in the school.

To apply, submit a nomination or express personal interest in this position, please see the Procedure for Candidacy section at the end of this document.

Opportunities and Expectations for Leadership

Articulate a compelling vision and strategic direction for Berkeley Social Welfare that elevates its impact and reach

- Co-create and articulate a dynamic vision for the future of Berkeley Social Welfare — a nationally renowned school of social welfare within a leading public university — that harnesses the creativity of the school, galvanizes its community around a common purpose, and inspires excellence in research, teaching, and service. Facilitate and ensure strong faculty and staff buy-in and active engagement in the vision as well as support and accountability for its implementation.
- Develop a strong narrative that addresses "who we are," articulating strengths and impacts that distinguish Berkeley Social Welfare. Promote and align Berkeley Social Welfare's research centers, enhance opportunities for collaboration across the school, and strengthen research; bringing research and practice into alignment, so that research informs practice and practice informs research.
- Provide perspective and counsel on the national landscape of social welfare education, research, and practice. Respond to contemporary issues facing the field such as payment for placement, graduate student unionization, and new service modalities, among others.
- Be attuned to national and regional demands to ensure Berkeley Social Welfare is future-oriented, so as to meet the needs of the state of California and the educational goals of its students, all in alignment with the University's vision and goals.
- Strengthen existing ties and build new collaborations with the deans across Berkeley to leverage the many opportunities to expand interdisciplinary research and partnership by capitalizing on Berkeley's breadth of expertise in public health, public policy, law, education, and other programs with strong adjacency to social welfare. Catalyze new ideas and provide and garner support to bring them to fruition.



Further strengthen the school's commitment to diversity, equity, inclusion, and belonging and build community

- Provide visible, accessible, and engaged leadership and ensure active and ongoing internal communications and community-building activities to further strengthen the social fabric of the school.
- Create a welcoming, equitable, and inclusive culture and environment for all faculty, staff, and students.
- Recruit, retain, develop, and support a diverse and talented faculty, staff, and student body.
- Ensure a positive, collegial, and productive work environment and organizational culture of openness, fairness, and transparency that celebrates a diversity of thought and expression and promotes an environment of belonging.
- Understand the unique composition of the school's faculty and instructors — comprised of tenure track faculty, practica consultants, and lecturers — and ensure their distinctive needs and strengths are considered and addressed. Foster their full engagement with the school as well as their collaboration and integration with one another.
- Partner with students, staff and faculty within the school and other academic deans, vice provosts, and the Vice Chancellor for Equity and Inclusion to implement innovative initiatives that lead to greater access and student success, leadership and advancement opportunities for staff, and closing opportunity gaps for marginalized groups.

Advance Berkeley Social Welfare's commitment to excellence in research, the practice of social work, and community engagement regionally and across the nation

- Continue to invest in and support faculty, including building an even more robust system of faculty development and mentorship tailored to different career stages and faculty structures (i.e., research faculty, practica faculty). Support and foster continued research excellence, and enable faculty to make the most of what they bring to the school.
- Building on a historical strength, further advance, deepen and expand the school's many partnerships with local, community and statewide collaborators and stakeholders. Engage in multi-institutional consortia to advance Berkeley Social Work's influence beyond the Bay Area.
- Identify new partnerships for the benefit of faculty and students including opportunities for experiential learning; new, robust clinical sites; and externships, among others.
- Support and foster greater faculty engagement at the national level; for example, by leading core groups connected to policy development across state and national levels.

Support students and their success

- Ensure the recruitment of a strong student body in a highly competitive recruiting environment, leveraging the tremendous opportunities afforded by Berkeley and the broader Bay Area region.

- Position students to be highly competitive in the job market through opportunities unique to Berkeley Social Welfare.
- Keep actively in touch and engaged with students to ensure their voice is heard and their needs are addressed and factored into the school's decision-making process. Ensure an exceptional experience for students fostering a strong sense of belonging.
- Lead ongoing curriculum review to ensure alignment with contemporary needs of social welfare and prepare students for multiple career paths.
- Support the personal and professional development of students, including how they interact with faculty, administration, the university, and surrounding communities, with regard to the ability to think through and hold nuanced perspectives on exceedingly complex and multifaceted issues.

Advocate for and increase resources in support of the school

- With creativity and resourcefulness, seek to develop and ensure adequate resources and support for students, faculty, and staff in achievement of Berkeley Social Welfare's goals and priorities.
- Advocate for the School internally to ensure adequate understanding of and support for its unique needs. Articulate the needs of the school when decisions are made that shape its future.



- Articulate the School's distinctions and strengths and ensure the accomplishments of the school and its students and faculty are promoted across campus and nationally, enhancing the visibility of and support for the school internally and externally.
- Provide active, strategic leadership to the school's fundraising, alumni engagement, and donor relations activities. Further develop and inspire a base of donor support for Berkeley Social Welfare's philanthropic priorities, including engagement with its 12,000 alumni. Prioritize support that maximizes the school's flexibility to invest in its most promising and pressing endeavors and provide more direct support to faculty.
- Actively participate in planning for the University's next comprehensive fundraising campaign.
- Proactively identify opportunities to develop new revenue streams for the school, consistent with its mission, including new academic programs, certificates, and other innovative ideas.

Build and empower a strong leadership team and manage the school wisely

- Empower, support, and delegate appropriately to the senior administrative team, recognizing and valuing their talents, expertise, and commitment to Berkeley Social Welfare and its students. Ensure their ongoing professional development.
- Provide outstanding administrative leadership and acumen, including an ability to lead a unit with complex finances and budgetary strategies in a resource-constrained environment. Understand and exercise opportunities to creatively push and pull levers within a complex environment. Provide active oversight of the school's operations including finance and administration, development, student services, communications, academic affairs, and human resources.



Professional Qualifications and Personal Characteristics

The dean will be a distinguished scholar whose professional record includes a relevant and compelling combination of teaching, research, and administrative leadership in social work or a related context. In addition, strong candidates will have many of the following qualifications and personal characteristics:

- **Academic Credentials:** Candidates must possess the academic credentials and experience that qualify them for appointment as a full professor with tenure in the school and would enable them to be an eminent leader of the school's faculty.
- **Dedication to mission:** Evidence of a deep commitment to and passion for the mission, values, and ethics of the school and of a premier public research institution; an ability to engage with the public good in the broadest sense; absolute commitment to the pursuit of the highest academic standards, and intellectual openness across the school's and University's diverse constituencies; and a strong commitment to enhancing the University as a distinctive and prominent institution including how Berkeley Social Welfare can strengthen the University's engagement with local, regional, national, and global communities while serving the most vulnerable members of society.
- **Leadership and vision:** Demonstrated ability to articulate and advance a shared and unifying vision for the school; ability to anticipate the future of social work education and to innovate new and evolving programs and initiatives; a deep understanding of and commitment to faculty governance coupled with a willingness to make and execute difficult decisions and engage with conflict, when needed; a proven ability to interface successfully with university leadership and to navigate a complex university system in a way that elevates the school and positions it to have a stronger voice within the central campus; and the ability to knit together a cohesive community out of staff, senate faculty, practica consultants, and instructors with disparate roles and perspectives.
- **Commitment to excellence:** A deep understanding of the foundations for excellence and integrity in teaching, research, and public service, especially in the context of a professional school dedicated to preparing the next generation of social workers, researchers, and teachers within the field; a clear commitment to supporting strength, reach, and impact of both direct practice and research; deep respect and support for innovative research and teaching methods and levels of operation and impact (micro, mezzo, and macro); and the ability to attract outstanding faculty and students and to support them in building programs of the highest caliber.
- **Administrative and financial acumen:** Demonstrated success in leading and managing a complex organization with varying and often competing stakeholder interests; strong administrative and organizational skills, particularly in supporting a scholarly community in establishing and implementing strategic priorities, developing curriculum, and serving stakeholders both within and beyond the school; adept at managing financial resources and understanding budgets and business plans; just and equitable management of faculty and staff work conditions and teaching, research, and practice expectations among different faculty cohorts; effective collaboration with others; and ability to be forward thinking, creative, and responsive in anticipating market demand, building, and modifying programs, and leveraging resources to meet school needs.
- **Fundraising ability:** Capacity to be a successful fundraiser; experience stewarding strong relationships with a broad range of internal and external constituencies, as well as identifying and developing new partnerships; a strong aptitude for community, alumni, and donor relations; ability to convey a compelling vision for the

school, and a passion for the mission and impact of social work, while representing the school and the University to a variety of audiences and stakeholders; adept at identifying and pursuing diverse funding opportunities including large funding mechanisms within the traditional research framework while also taking a creative approach to developing new revenue streams with philanthropic organizations, individual donors, and impact investors.

- **Personal qualities:** A coalition builder; ability to meet people with warmth, compassion, and a high level of professionalism; operates with empathy, intellectual curiosity, and the willingness to learn from others; a natural inclination to communicate openly and with transparency; integrity and a strong ethical compass; energy, drive, and tenacity; wisdom coupled with a respect for colleagues; the emotional intelligence to build and inspire trust, establish collaborative relationships and ensure broad-based support for decisions, plans, and initiatives; an approach that is student-oriented, strengths-based, and solutions-focused; a genuine people person and someone who enjoys the company of students, faculty, and staff.



Berkeley Social Welfare

Established in 1944, Berkeley Social Welfare has a long history of providing statewide, national, and global leadership and community impact through evidence-informed social work practice and social policies. Since its inception, the school has prepared over 12,000 social work professionals and social work scholars for leadership in a range of research, teaching, advanced practice, and management roles. Students are prepared to practice at multiple intervention levels, to critically assess the extent to which interventions promote social justice, and are thoroughly grounded in knowledge about social issues, social welfare policies, and social service organizations. At the core of its mission, Berkeley Social Welfare strives to transform the systems that perpetuate poverty and social disadvantage while preparing the next generation of culturally competent social workers, researchers, and teachers.

Berkeley Social Welfare has approximately 160 undergraduate students and 210 MSW and PhD students. The school has 20 full-time faculty, three practica consultants, four affiliated faculty, and many expert lecturers from the community. For decades, the school has been ranked as having the most productive group of social welfare scholars in the nation, making way for new practices and policies by advancing knowledge and ideas that challenge conventional wisdom and customs. In recent years, 12 of Berkeley's Social Welfare faculty were included in a list of the top 2% for scholarly citations worldwide in their respective fields. Meanwhile, Berkeley Social Welfare was ranked fourth in the nation for the 2024 Best Graduate Schools by *US News & World Report*.

Degree Programs

Bachelor of Arts in Social Welfare

Berkeley Social Welfare's undergraduate major provides students with a broad-based introduction to America's social welfare problems and social policies within a social science context. Students gain knowledge of organized networks of public and private social services, and the basic practice methods associated with the social work profession.

The Social Welfare B.A. is considered a group major, grounded in the liberal arts, and is under the auspices of the College of Letters & Science, through which the degree is granted. For more details, visit the major requirements page online [here](#).

Master of Social Welfare

The MSW is a two-year, full-time, on-campus degree program. Consistently ranked among the top graduate programs in social work and social welfare in the country, Berkeley's MSW program promotes the development of multi-level practitioners who are focused on service to diverse individuals and communities across the social ecology; social justice and social change to dismantle oppressive systems that hinder the wellbeing of individuals and communities; and evidence-informed practice to produce measurable and replicable improvements in the outcomes of individuals and communities.

Berkeley Social Welfare offers Concurrent Degree options for the MSW in partnership with Berkeley Law ([MSW/JD](#)), Berkeley Public Health ([MSW/MPH](#)), and Berkeley Public Policy ([MSW/MPP](#)), offering integrated pathways to earn two powerful degrees in less time. Students may also explore a variety of graduate certificates and professional training programs. To learn more, visit the master's degrees and certificates page online [here](#).

PhD in Social Welfare

Berkeley Social Welfare's doctoral program is designed to inspire independence and originality of thought in pursuit of knowledge. The PhD program develops scholars who make significant contributions to social work and social welfare teaching, research, policy development and analysis, and administration. Social Welfare doctoral

students design and pursue an individualized program of work tailored to their intellectual interests and aligned with specialized research areas of faculty mentors and supervisors from Berkeley Social Welfare, and additional distinguished departments across the Berkeley campus.

A Combined MSW/PhD Program option is also available for individuals who wish to pursue a continuous program of graduate study leading to the MSW and the PhD degrees. To learn more about the doctoral coursework and program options, visit the PhD in Social Welfare page [here](#).

Social Welfare Research

Beyond the curriculum, Berkeley Social Welfare faculty lead a number of research units and the school serves as a member of the California Social Work Education Center (CalSWEC), the nation's largest statewide coalition of social work educators and practitioners. While UC Berkeley's role as the home institution for CalSWEC is set to end on July 1, 2024, the university will continue to serve as a key member of the coalition. For more details on Berkeley Social Welfare's research, centers, projects, and partnerships, please explore the links below.

- [Mack Center on Nonprofit & Public Sector Management in the Human Services](#)
- [Center for the Advanced Study of Aging Services](#)
- [Center for Comparative Welfare State Research](#)
- [Center for Prevention Research in Social Welfare](#)
- [Mental Health and Social Welfare Research Group](#)
- [Risk Resilience Research Lab](#)
- [Digital Health Equity and Access Lab \(dHEAL\)](#)
- [California Child Welfare Indicators Project](#)
- [Sexual Health and Reproductive Equity \(SHARE\)](#)
- [Shift Research Institute](#)
- [CalSWEC](#)



About University of California, Berkeley

Overview

Berkeley is one of the leading public universities in the world—a center of innovation and destination for thought leaders in politics, science, the arts, and all areas of human achievement—where serious thought and lively conversation spill out of classrooms into outdoor cafes and every corner of campus.

The University of California was founded in 1868, born out of a vision in the State Constitution of a university that would “contribute even more than California’s gold to the glory and happiness of advancing generations.” Home to over 33,000 undergraduates and more than 12,500 graduate students, Berkeley is internationally renowned for excellence and pioneering achievements across all disciplines. At the heart of its preeminence are approximately 1,550 ladder-rank faculty across 15 schools and colleges. Berkeley’s professors are highly distinguished researchers, scholars, and leading experts in their fields, as attested by their many Nobel Prizes, other distinguished awards and memberships in the most prestigious learned societies. The campus is supported by over 9,000 talented and diverse staff.

Academic Excellence through Equity, Inclusion, and Diversity

UC Berkeley is committed to providing fair treatment, access, opportunity, and advancement for all. This commitment—which is at the heart of Berkeley’s mission as a public university—is also a continuation of the University’s historical role in advancing principles and policies for a democratic society. The campus is rightfully proud of the full spectrum of its diversity, encompassing differences in race, ethnicity, gender, age, and on other dimensions.

Berkeley’s [principles of community](#) are rooted in its mission of teaching, research, and public service. They reflect a passion for critical inquiry, debate, discovery, and innovation, and the University’s deep commitment to contributing to a better world. Every member of the UC Berkeley community has a role in sustaining a safe, caring, and humane environment in which these values can thrive.

Shared Governance

The Berkeley Division of the Academic Senate represents Berkeley faculty in the shared governance of the University of California. As mandated by the Board of Regents, the faculty is empowered to determine academic policy, set conditions for admission and the granting of degrees, authorize and supervise courses and curricula, and advise the administration on faculty appointments, promotions, and budgets. This delegated authority makes the UC Academic Senate unique among faculty governments. The Berkeley Division formulates positions on campus and system-wide issues through a deliberative process that includes standing committees, Divisional Council, and plenary meetings of its Senate membership. Senate leaders also consult regularly with their administrative counterparts and serve with administrators, students, and staff on topic-specific task forces.

The spirit of shared governance on campus also extends to the Berkeley administration’s work with students and staff. While student leadership on key issues can emerge from every corner of the campus, the Associated Students of the University of California and Graduate Assembly are the official representative bodies for students at Berkeley.

Staff are similarly engaged in various ways with issues facing the campus. The Chancellor’s Staff Advisory Committee exists to ensure that the University’s leaders receive input from staff on issues, policies, and programs that affect the staff experience. The campus is also home to the Berkeley Staff Assembly, which is part of the Council of UC Staff Assemblies (CUCSA), the system-wide body representing staff interests.

Students

Berkeley is a highly selective public university, with about 11% of freshman applicants admitted. Berkeley attracts a diverse student body; roughly 27% of entering undergraduate students and 15% of graduate students are from underrepresented groups (African American, Chicano/Latino, Native American/Alaska Native and Pacific Islander). Thirty-one percent (31%) of freshmen are first-generation college students. More than 60% of undergraduates receive some form of financial aid and approximately 27% of all undergraduates are Pell Grant recipients.

Students at UC Berkeley are civically active and engaged, and their vast interests are reflected in the wide range of clubs and student organizations. The campus offers more than 1,400 student clubs and organizations, from student government to advocacy groups to public service organizations. The Associated Students of the University of California and the Graduate Assembly are the official representative bodies for students at Berkeley; they are highly active organizations whose impact and involvement on student issues sets the standard for campuses across the nation. Berkeley also has a thriving Greek life with dozens of fraternity and sorority chapters. The California Golden Bears, Berkeley's athletic teams, will compete, starting in the 2024-25 academic year, in the ACC. Cal fields 28 men's and women's teams and has more than 850 student-athletes; the University has won over 100 national team championships.

UC Berkeley also stands apart for its strong tradition in activism, progressive ideals, and public service. The history of protest dates back to the 1920s, when faculty fought for a greater degree of shared governance and continued during student protests against fascism in the 1930s and through organizing during the Cold War. The spirit of protest reached a pinnacle during the Free Speech Movement of 1964, when students and faculty protested limitations on their political activities on campus. This paved the way for future engagement around social issues such as gender equality, enhancement of disability services, and reform of academic curriculum to include ethnic studies. The UC Berkeley community has also maintained a global orientation and dedication to public service: Berkeley has produced the most Peace Corps volunteers—more than 2,800—of any university, and the UC Berkeley Public Service Center supports more than 5,000 students who partner with 250 community-based organizations each year.



Philanthropy

In February 2020, the University publicly launched *Light the Way: The Campaign for Berkeley*. With a goal to raise \$6 billion by December 31, 2023, to strengthen its students, faculty, and facilities and to reach greater heights as the research university of the future, Light the Way is the most ambitious campaign in its history and one of the largest campaigns ever mounted by a university. Berkeley exceeded its \$6 billion goal 14 months early and raised \$7.37 billion from over 225,000 donors.

Land Acknowledgement

UC Berkeley sits on the territory of xučyun (Huichin), the ancestral and unceded land of the Chochenyo speaking Ohlone people, the successors of the sovereign Verona Band of Alameda County. This land was and continues to be of great importance to the Muwekma Ohlone Tribe and other familial descendants of the Verona Band.

We recognize that every member of the Berkeley community has, and continues to benefit from, the use and occupation of this land, since the institution's founding in 1868. Consistent with our values of community, inclusion and diversity, we have a responsibility to acknowledge and make visible the University's relationship to Native peoples.

As members of the Berkeley community, it is vitally important that we not only recognize the history of the land on which we stand, but also, we recognize that the Muwekma Ohlone people are alive and flourishing members of the Berkeley and broader Bay Area communities today.

This acknowledgment was co-created with the Muwekma Ohlone Tribe and Berkeley's [Native American Student Development](#) and is a living document. Learn more about the [Muwekma Ohlone Tribe](#).

Leadership

Carol T. Christ, Chancellor

Carol T. Christ began her term as the 11th Chancellor of the University of California, Berkeley on July 1, 2017. A celebrated scholar of Victorian literature, Chancellor Christ is also well known as an advocate for quality, accessible public higher education, a proponent of the value of a broad education in the liberal arts and sciences, and a champion of women's issues and diversity on college campuses. She spent more than three decades as a professor and administrator at UC Berkeley before serving as president of Smith College, one of the country's most distinguished liberal arts colleges, from 2002 to 2013. Prior to joining Smith, she served as UC Berkeley's Executive Vice Chancellor and Provost from 1994 until 2000. During her six years as the campus's top academic officer, she sharpened Berkeley's intellectual focus, strengthening many of the institution's top-rated departments in the humanities and sciences as well as advancing major initiatives in areas including neuroscience and bioengineering.

She returned to Berkeley in January 2015 to direct the campus's Center for Studies in Higher Education and was appointed Interim Executive Vice Chancellor and Provost in April 2016 before being named Chancellor in March 2017. Since returning to Berkeley, Chancellor Christ has played an instrumental role in efforts to stabilize the institution's budget, confront sexual violence and sexual harassment on campus, create a long-term plan for housing students and scholars, and more.

Chancellor Christ received her B.A. from Douglass College and her M.Ph. and Ph.D. from Yale University. She joined the Berkeley English faculty in 1970, and in addition to her other roles, has served as chair of that department, Dean of the Division of Humanities, and Provost for the College of Letters and Science. She is a member of the American Academy of Arts and Sciences and the American Philosophical Society.

In July 2023 Chancellor Christ announced her retirement as of June 30, 2024, after a career in higher education spanning more than 50 years.

Richard K. Lyons, Chancellor Designate

Rich Lyons has been named as UC Berkeley's next Chancellor and will take office on July 1, 2024. He currently serves in UC Berkeley's Office of the Vice Chancellor of Research (VCRO) as the Associate Vice Chancellor for Innovation and Entrepreneurship. He is also a Professor of Economics and Finance at the Haas School of Business, where he served as dean from 2008 to 2018. In his VCRO role, Lyons oversees development of the campus-wide ecosystem for innovation and entrepreneurship, including patenting and technology licensing. In 2023 he was appointed by the President of the 10-campus University of California system to chair the new President's Council for Entrepreneurship, which will focus on the biggest opportunities for ecosystem development system-wide.

As dean of the Haas School, Lyons led a sweeping culture initiative that drove the school's historic strengths more deeply into admissions and other critical processes with a set of four Defining Leadership Principles: Question the Status Quo, Confidence Without Attitude, Students Always, and Beyond Yourself. He oversaw the development of Connie & Kevin Chou Hall—a new academic building funded entirely by alumni and friends—as well as attracting eight of the 10 largest gifts in school history. Lyons forged stronger ties with other UC Berkeley colleges and departments, a path he called structural interdisciplinarity, with a focus on dual degree programs combining business with STEM fields, including the new Management, Entrepreneurship, and Technology program with Berkeley Engineering. In 2018, he was awarded with the Berkeley Citation, given to individuals whose contributions to UC Berkeley go beyond the call of duty and whose achievements exceed the standards of excellence in their fields. Lyons also received the Distinguished Teaching Award, Berkeley's highest teaching honor, in 1998.

Lyons' research and teaching are mostly in international finance, though his more recent work explores how business leadership drives innovation and the importance of culture in shaping organizations, including vis-a-vis equity and belonging. From 2006 to 2008, he took a leave from Berkeley to serve as Goldman Sachs' Chief Learning Officer, focusing on leadership development for managing directors. Prior to joining the faculty at UC Berkeley in 1993, he was an assistant professor at Columbia Business School. He received his BS in finance from Berkeley and PhD in economics from MIT.

Benjamin E. Hermalin, Executive Vice Chancellor and Provost

Benjamin E. Hermalin is the University of California Berkeley's Executive Vice Chancellor and Provost (EVCP). He is a Distinguished Professor in the Economics Department and the Thomas & Alison Schneider Distinguished Professor of Finance in the Haas School of Business.

He received his PhD from MIT in 1988, the same year he joined UC Berkeley as an assistant professor in the Department of Economics and the School of Business. He became a full professor in 1998. From 1999–2006 he was the Willis H. Booth Chair in Banking & Finance. He received the Schwabacher Award for outstanding teaching and research in 1993 and the Earl F. Cheit Outstanding Teaching Award in 1991.

From 1999 to 2002, he served as the Berkeley Haas Associate Dean for Academic Affairs and Chair of the Faculty. He was the Interim Dean of Berkeley Haas for most of 2002. He served as the Economics Department Chair from 2005 until 2008. He served from 2009 until 2012 (chair, 2011–12) on the campus's Budget Committee, which reviews all academic personnel matters on the campus, including appointments, tenure, and promotions. He is a former co-editor of the *RAND Journal of Economics*. In 2014–15, he was the Vice Chair of the Academic Senate and served as Chair from fall 2015 until spring 2016. He was the Vice Provost for the Faculty from 2016 to 2022. His areas of research include corporate governance, the study of organizations (especially leadership), industrial organization, and law and economics. He is the author of 47 peer-reviewed articles, many of which have

appeared in the top journals in economics and finance. He has also authored or co-authored 17 book chapters in edited volumes and is the co-editor of *The Handbook of the Economics in Corporate Governance*.



Procedure for Candidacy

All applications, nominations and inquiries are invited. To be considered as candidates, applicants must have an earned doctoral degree or equivalent international degree by the time of application and submit, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting the University of California, Berkeley in this search. For fullest consideration, candidate materials should be received by Friday, September 20, 2024.

Application materials should be sent to WittKieffer via email: BerkeleySocialWelfareDean@wittkieffer.com. Applicants must also apply directly to UC Berkeley at <https://aprecruit.berkeley.edu/JPF04468>.

Nominations and inquiries can be directed to:

Suzanne Teer, Robin Mamlet, Sandra Chu, and Kim Migoya

BerkeleySocialWelfareDean@wittkieffer.com

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 Berkeley Social Welfare position is in Band 1: \$199,700 - \$509,900. The minimum salary that UC Berkeley expects to pay for this position is \$360,000.

UC Berkeley offers excellent benefits, including medical, dental, vision and retirement plans as well as moving, relocation, and housing assistance.

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.

Questions may be referred to Dana Jantz at jantz@berkeley.edu.