

UC Berkeley

Associate Vice Chancellor for Communications and Public Affairs

Leadership Profile

November 2024



WittKieffer

Executive Summary

The University of California, Berkeley (UC Berkeley) seeks an innovative and visionary leader to serve as the next Associate Vice Chancellor for Communications and Public Affairs.

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 as the world's No. 1 public university in most rankings, the Berkeley campus is home to over 33,000 undergraduate students and more than 12,800 graduate students as well as approximately 1,550 Senate 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. The work of the campus is supported by an annual operating budget of \$3.2 billion and an endowment of \$7.39 billion.

Reporting directly to Chancellor Richard Lyons, and sitting on the Chancellor's Cabinet, the Associate Vice Chancellor (AVC) is responsible for managing a comprehensive communications program aimed at enhancing and protecting the University's reputation. The role involves developing and implementing innovative communication strategies that align with UC Berkeley's goals, including media relations, marketing, and internal communications. The AVC will lead a team of over 20 professionals and oversee an annual budget of approximately \$5 million. The AVC will ensure a unified vision for communications and public affairs that delivers powerful, cohesive, and integrated messaging and storytelling, enhances the UC Berkeley brand, and furthers the goals of the entire University by leveraging partnerships and resources. This leader will have the opportunity to create a fresh, bold, and inspiring narrative for UC Berkeley; prioritize and focus on proactive, forward-looking areas of impact; leverage campus marketing and communications talent and resources; and strengthen internal communications.

As the campus forges its path for the future under new leadership, this role offers an opportunity to shape the narrative of one of the world's leading public universities and contribute to its mission of excellence in education, research, and public service. The ideal candidate will have a deep appreciation for the history and contributions of the University of California, Berkeley, and significant executive experience in developing and implementing comprehensive communications programs across complex enterprises. This individual will possess superior strategic skills, a strong grasp of industry best practices, and a holistic understanding of public higher education. They will have broad experience in strategic communications, media relations, crisis management, and digital media, with a proven ability to engage diverse audiences. The successful candidate will be an effective spokesperson, capable of building strong relationships across the institution, and with external partners. They will demonstrate integrity, a collaborative spirit, and a commitment to personal and professional development. Strong leadership and management skills, including budget management and staff development, are essential.

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.

Role of the Associate Vice Chancellor for Communications and Public Affairs

Reporting directly to Chancellor Richard Lyons, the Associate Vice Chancellor for Communications & Public Affairs (AVC) is responsible for advancing and managing a broad-based communications program to inform, protect, and promote the reputation of the University of California, Berkeley. The AVC directs a team of 20+ individuals in media relations, marketing, strategic communications, internal University communications, and executive communications and oversees an annual operating budget of approximately \$5 million. The AVC serves as lead adviser to the Chancellor, and senior leaders across the campus in formulating and implementing effective and strategic communications, messages, and communication vehicles.

The AVC oversees and coordinates all aspects of communications, messaging, and public affairs for UC Berkeley. This leader will champion UC Berkeley's standing as a premier institution of public higher education, advancing its reputation for faculty excellence, groundbreaking research, rigorous academic programs, and transformative impact on California, the nation, and the world. To this end, the AVC will work closely with the Chancellor, cabinet, deans, and the UC Office of the President (UCOP) in setting overarching strategic priorities and devising communications and public affairs programs that support University-wide objectives. Soliciting additional feedback and input from the Academic Senate, faculty, staff, students, and UC Berkeley Foundation representatives and alumni will also ensure that Berkeley's communications and messaging are effective and authentic. This leader will conduct a comprehensive review of current communications and public affairs efforts and create a unified communications function that is strategic, innovative, flexible, and appealing to the many constituencies the department serves. In addition, the AVC will build strong relationships with communications professionals and teams across the University, establishing a culture of collaboration and collegiality.

Key responsibilities include, but are not limited to, the following:

- Conceive of and implement an overarching strategic communications, marketing, and public affairs plan for UC Berkeley that is innovative and proactive, including messaging and brand identity initiatives that extend across all traditional and digital channels and media – externally and internally – to appropriately support and reflect the University's goals and objectives.
- Collaborate and coordinate with UCOP to ensure that UC Berkeley's messaging and communications are reflective of the System's overarching position and strategic goals. Similarly, coordinate as appropriate with other UC campuses and units on communications and positioning regarding any joint ventures and programs.
- Develop and execute external communication strategies that identify Berkeley's audiences, define its messages, and determine the vehicles to convey these messages consistently and effectively. Evaluate the effectiveness of these strategies, adjust and revise strategies as required to ensure continuous improvement. Reinforce the value of Berkeley through the media, web, and other avenues of communication by bringing research, educational achievements, and campus news to the attention of the public. Respond effectively and strategically to communications challenges arising from sensitive campus issues.
- Conduct targeted and systematic efforts to strengthen media relations and secure positive news coverage for Berkeley in state, national, and international media. Position the University as an exemplar in the ongoing dialogue around emerging and relevant issues in higher education.
- Support the Chancellor and Cabinet in executive communications to advance their vision and initiatives. Lead and coordinate campus efforts to develop and deliver core messages, shape the University's brand identity, promote the achievements of faculty, staff and students, and ensure a consistent and coherent portrayal of the University. Collaboratively write speeches, op-eds, and develop opportunities to advance the Chancellor's message as the campus' primary representative and as a spokesperson for higher education generally, particularly public higher education.

- Design and implement strong vehicles for internal communications with all University constituencies, and effectively promote them to the Berkeley community, creating dynamic and relevant tools for disseminating information and collecting feedback.
- Cultivate strong working relationships with senior administration, deans, faculty, staff, students, alumni, and the wider University community. Assess all communications resources in units and departments outside of the Office of Communications and Public Affairs and provide appropriate levels of support and service to those groups and offices. Collaborate with offices across the campus including University Development and Alumni Relations, athletics, and colleges and departments.
- Continue to promote use of the brand toolkit on campus, support units with additional tools and templates to make their communications more effective and better aligned, explore opportunities to enhance brand perception in regional, national and international markets; partner with relevant units on campus to protect and leverage the equity of the Berkeley brand (e.g., University Partnership Program, Business Contracts and Brand Protection)
- Enhance the local community's understanding of UC Berkeley's achievements and contributions. Ensure representation of the campus in local and regional community networks and ensure that campus leaders are prominent in key regional forums. Ensure campus messages are integrated for the broad community, including parents, prospective students, and the general public. Develop cooperative relationships that leverage the campus's outreach and position.



Opportunities and Expectations for Leadership

Create a fresh, bold, and inspiring narrative for UC Berkeley

The new AVC has an exciting opportunity to partner with Berkeley's new Chancellor Richard Lyons to craft a new narrative for the campus, built on the foundation of Berkeley as one of society's most valuable assets. The AVC will be an energetic, creative, and innovative thought partner with the Chancellor to develop exciting stories about Berkeley and new ways to tell them. The AVC will surface Berkeley's deep trove of stories, old and new, buried data, taken-for-granted narratives, and best-kept-secrets – for example, that Berkeley is No. 1 in the world for venture-funded startups. These stories will grab people's attention, make them see Berkeley in a new light, and inspire them to find new meaning in their relationship with the campus. The new AVC will take media best practices and will create opportunities for each story to be extended in myriad venues and ways.

This work will not only benefit Berkeley. It also has the power to influence the national narrative about higher education, lifting society's commitment to this powerful force for good. This is long-term work and will take dedication, perseverance, and vision.

The new AVC will be a story finder and storyteller who sees the exceptional opportunity to define a new unified narrative for Berkeley across all segments of the community including prospective and current students, families, alums, faculty, and staff. The AVC must ensure a coherent, focused, and aligned brand narrative with consistent and clear messaging across the entire institution.

Prioritize and focus on proactive, forward-looking areas of impact

There is no shortage of crises and challenges for communications professionals in higher education as complications in the world have come to college campuses. It is easy for marketing and communications teams to be consumed by responding to crises and challenges. Likewise, there is no shortage of internal ideas to extend the campus's messages and brand. The AVC must have the professional vision and fortitude to cut through the many issues and requests facing their office to define and remain focused on the key priorities that will enable success and move the needle in creating and socializing a new narrative for Berkeley. The new AVC will be expected to define those priorities, maintain a laser focus on them, and align the office's talent and resources toward their execution.

Leverage campus marketing and communications talent and resources

Berkeley's decentralized structure offers a wealth of marketing and communications talent across the academic and administrative units. This presents a unique opportunity to harness and mobilize expertise campus-wide to support shared goals. Likewise, there are significant resources going to outside firms for social media and other marketing functions. Thoughtful leadership and strong negotiation of contracts could bear significant fruit, enabling a higher ROI on those activities and potential lower costs to free up resources for other purposes. Engaging the teams across campus will require strong collaboration and the capacity to lead through influence to achieve common, mutually supportive goals.

Strengthen internal communications

There is an opportunity to significantly enhance internal communications to disseminate information, help employees do their jobs better, and build and enhance community and culture across campus. The AVC will need to serve as a change agent for evolving internal campus communication modalities to align with more contemporary modes of communication. In doing so, the AVC will provide leadership in building and strengthening community among faculty, staff, and students through effective, timely and contemporary communications.

Professional Qualifications and Personal Qualities

The next AVC will possess many if not all of the following qualities and qualifications to successfully address both current challenges and future opportunities.

- Significant executive experience envisioning, developing, and implementing a successful and comprehensive communications and public affairs program across a highly complex enterprise with multiple constituencies and a wide variety of audiences, ideally but not necessarily in higher education.
- A deep appreciation for the history, achievements, and contributions of the University of California, Berkeley and the ability to effectively articulate those to diverse audiences, both internal and external.
- Demonstrated experience in conceiving and implementing a substantive and cohesive vision for communications based on an institution's history and its strategic goals; successfully targeting and influencing key audiences; and recognizing the need to adapt and adjust as appropriate over time.
- Superior strategic skills with a strong grasp of industry best practices and a holistic understanding of all aspects of communications, positioning, and messaging, including a solid understanding of public higher education. Substantial experience evaluating the strengths of existing communications and public affairs programs and identifying opportunities for improvement.
- Broad experience in strategic communications and marketing; communications planning; digital, social, and print media; media and public relations; perception management; internal communications; and crisis management, as well as proven effectiveness engaging local, national, and international media.
- Solid understanding of the challenges and opportunities presented by traditional and emerging media, from newspapers to social networks, and how best to convey information in ways that engage and involve a variety of constituents.



- Superior communication skills and the ability to connect with a variety of audiences; clear and effective written and oral presentation. The experience, ability, and inclination to be an effective, outgoing spokesperson for the University.
- Experience working in an environment serving many internal clients and external constituents, often with shared responsibility for communications. Ability to build relationships and collaborate across the institution, serving as a resource to others and obtaining their input. Persuasive, persistent, and determined to achieve goals.
- The intellectual depth, experience, and confidence to work with, and command the respect and trust of, the Chancellor, senior administration, deans, faculty, staff, students, and UC System administration as well as other UC campuses.
- A collaborative and collegial orientation, as well as the eagerness and ability to engage a diverse client base and build strong professional relationships. A convener who can synthesize many ideas and produce work products that address a wide variety of goals and objectives.
- Strong personal integrity and work ethic, as well as a sense of humor and perspective.
- Record of creative and entrepreneurial management; the ability to build, lead, mentor, and motivate staff; and the ability to encourage change and growth in both people and programs. A strong commitment to personal and professional development, and the ability to build a robust, diverse, autonomous, and collaborative team.
- Experienced staff manager, able to work effectively with, delegate to and provide direction and leadership for a team under stringent deadline requirements and competing demands.
- A keen eye for operational efficiency and optimal use of resources; the ability to plan, monitor, and manage a budget.
- A graduate or advanced degree in communications, journalism, marketing, or related discipline is preferred.



About the Office of Communications and Public Affairs

UC Berkeley's Office of Communications and Public Affairs leads communications for the most elite public higher education institution in the world, conveying the quality, diversity, vitality, preeminence, and dedication to service of UC Berkeley. The Office of Communications & Public Affairs partners closely with various campus audiences as well as external media organizations who can amplify Berkeley's important contributions across a wide range of subjects.

Communications and Public Affairs comprises three departments that work very closely together to enhance the relationships of constituents of all levels. Their mission is to promote the University's excellence in teaching, research, and public service, and inform stakeholders of UC Berkeley's many contributions to the community — locally, nationally, and globally.

News and Media Relations

The team of communications and media specialists develops news stories, manages social media, and maintains the online media training course for academics. They manage communication channels, including the Berkeley News website and The Berkeleyan weekly e-newsletter, as well as media coverage for major news, connecting media with campus experts.

Marketing and Digital Communications

The team of brand experts, marketing strategists, graphic designers, communicators and web technologists create and shape the visual expression and voice of the Berkeley brand through a number of channels and initiatives. The team manages the [UC Berkeley brand toolkit](#), internal communications, the main Berkeley website, campus marketing initiatives, and serves the communications community with tools and training programs, including the Berkeley Communications Community.

Strategic and Critical Communications

Strategic and Critical Communications includes three sub-units: Executive Communications, Critical Communications, and Public Affairs.

The executive communications team provides external and internal communications support to the chancellor, executive vice chancellor & provost and other senior campus leaders. The work includes speech writing, thought-leadership opportunities, digital content and outreach to all key audiences.

Critical communications works with campus units and schools to facilitate communications on complex issues. The work includes issues management and leading communications response for crisis and emergency situations as part of the campus Emergency Operations Center.

The public affairs team works across campus units to create coordinated communications strategies and develop University-wide outreach campaigns to reach internal and external audiences. The team also manages external relationships with media, corporate partners and other organizations to promote Berkeley's institutional excellence.



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 [seven 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.

Research and Innovation Achievements

UC Berkeley's world-class faculty and researchers are changing the way we understand and interact with the world. Breakthrough discoveries are the central ingredient in Berkeley's enduring reputation for excellence and consistent ranking among the top research universities in the world. Berkeley has also emerged as a leader in translational science and entrepreneurship, and [ranks](#) as the number one university for generating startup founders, companies and female entrepreneurs.

Each year, the UC Berkeley campus receives close to a billion dollars in research and other support from external sources. The University has a long legacy of innovations and leaders that have created groundbreaking products, revolutionary companies, and entirely new industries. The campus plays a critical role in California's economy. Find out more about our innovation and entrepreneurship ecosystem and how some of our most innovative researchers address pressing global challenges in these news articles and faculty profiles at [UC Berkeley Research](#).

The home of large, interdisciplinary team science, UC Berkeley has a unique and historic relationship with Lawrence Berkeley National Laboratory ([Berkeley Lab](#)). Berkeley Lab was founded in 1931 by Ernest Orlando Lawrence, a UC Berkeley physicist who won the 1939 Nobel Prize in physics for his invention of the cyclotron, a circular particle accelerator that opened the door to high-energy physics. When the Lab became a part of the U.S. Department of Energy's national laboratory system in the 1950s, the partnership between the two institutions was broadened beyond its initial focus. Today, the relationship continues to thrive. More than 200 UC Berkeley faculty members also hold appointments at the Berkeley Lab. In addition, Berkeley Lab hosts nearly 600 UC Berkeley graduate and undergraduate students, along with 500 postdoctoral researchers.

To extend our impact, the campus has recently added a thriving [portfolio](#) of incubators and accelerators that will help propel California's innovation ecosystem. Berkeley has ambitious programs and plans to reinvest its share of the value it creates for society through these programs in education and basic research on our campus.

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 UC 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 UC 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

UC 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 available. 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 set 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, as of the 2024-2025 academic year, in the ACC. UC Berkeley fields 30 men's and women's teams and has more than 900 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

Richard K. Lyons, Chancellor

Richard Lyons began his tenure as the 12th Chancellor of the University of California, Berkeley, in July 2024. He is the first undergraduate alum to serve as Chancellor. Prior to serving as Chancellor, he was the Associate Vice Chancellor for Innovation and Entrepreneurship from 2020-2024, leading the development and expansion of innovation and entrepreneurship campuswide. Lyons also served as the Dean of UC Berkeley's Haas School of Business from 2008-2018.

Lyons received his BS degree from UC Berkeley in 1982 and returned to campus in 1993 as a faculty member at the Haas School of Business after receiving his PhD in Economics from MIT and following six years on the faculty at Columbia University. In 1998, he was awarded the Distinguished Teaching Award, Berkeley's highest teaching award.

Asked at a meeting among colleagues what his "six-word memoir is," Lyons responded with a "long-term love affair with ideas, learning." As an alum and contributor since shortly after leaving Berkeley in the 1980s, he delights in mixing it up with alumni and working together to steward this remarkable university, truly one of society's most important, and distinctive, assets.

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 18 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 earned a bachelor's degree or equivalent international degree by the time of application and submit, as separate documents, a CV or resume, a letter of interest addressing the themes in this profile, and a brief (1-2 paragraph) statement on your contributions to diversity, equity, inclusion, and belonging in your professional experience.

Advancing diversity, equity, and inclusion are fundamental to our UC Berkeley Principles of Community, which states that "every member of the UC Berkeley community has a role in sustaining a safe, caring, and humane environment in which these values can thrive.

WittKieffer is assisting the University of California, Berkeley in this search. For fullest consideration, candidate materials should be received by January 31, 2025.

Applications, nominations, and inquiries can be directed to:

Ashlee Winters Musser, Jenna Brumleve, and Suzanne Teer
BerkeleyAVC@wittkieffer.com

The budgeted salary range that the University reasonably expects to pay for this position is between \$280,000 and \$325,000. Actual base salary will be dependent on an individual's relevant skills, experience, and qualifications.

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 is a sensitive position and is subject to a criminal background check.

As a condition of employment, the final candidate who accepts a conditional offer of employment will be required to disclose if they have been subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct; received notice of any allegations or are currently the subject of any administrative or disciplinary proceedings involving misconduct; have left a position after receiving notice of allegations or while under investigation in an administrative or disciplinary proceeding involving misconduct; or have filed an appeal of a finding of misconduct with a previous employer. "Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct, as defined by the employer. For reference, below are UC's policies addressing some forms of misconduct:

[UC Sexual Violence and Sexual Harassment Policy](#)

[UC Anti-Discrimination Policy](#)

[Abusive Conduct in the Workplace](#)

Questions may be referred to Megan Landin at mtroup@berkeley.edu