# UC Berkeley

## Dean, College of Engineering
### Leadership Profile

June 2025



WittKieffer

# Executive Summary

The University of California, Berkeley (UC Berkeley), the world's premier public university, seeks a visionary, strategic, and collaborative leader to serve as the next dean of its College of Engineering (Berkeley Engineering). Applications, nominations, and expressions of interest are invited.

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. Home to more than 33,000 undergraduates, and 12,800 graduate students, and roughly 1,600 Senate faculty, UC Berkeley is consistently ranked among the best universities nationally and globally. 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.

UC Berkeley's College of Engineering, the second largest college at Berkeley, with 4,200 undergraduates, 2,500 graduate students, 400 staff and 250 faculty, is a community of visionaries, technology leaders, and industry pioneers. Berkeley Engineering is consistently ranked among the top three engineering programs – and the No. 1 public program – in the nation. Its individual disciplines also maintain top rankings. Among Berkeley Engineering's active and emeriti faculty members, 71 are members of the esteemed National Academy of Engineering. In addition, 25 faculty are recipients of the campus's Distinguished Teaching Award and more than 100 hold endowed chairs and distinguished professorships. The college's 73,000+ alumni comprise one of the most innovative, talented, and networked communities in the world.

Within UC Berkeley's shared governance structure, the dean serves as the Chief Academic Officer and Executive of the college reporting to the Executive Vice Chancellor and Provost. The dean provides leadership and is responsible for all matters relating to the administration of the college including academic programs, personnel, budgets, alumni engagement, fundraising, and industry relations. The dean works in close collaboration with the dean of the College of Computing, Data Science, and Society (CDSS), in mutual support of the Department of Electrical Engineering and Computer Science, which is shared between both colleges, as well as with the other deans across campus on many joint programs.

The next dean will provide visionary leadership to maintain and advance Berkeley Engineering's preeminence by charting a forward-looking path for the college. The next dean will support the college's multidisciplinary initiatives, which are solving the grand challenges of today and the future. They will collaborate across campus and foster an inclusive culture and community. The dean will prioritize enhancing external partnerships and increasing philanthropic support to invest in the college's continued excellence.

UC Berkeley seeks in its next dean of Berkeley Engineering a leader with vision, a consultative and collaborative leadership style, strategic and operational leadership, and the energy and integrity to inspire others to new levels of excellence. The dean will be a deliberative, enterprising, and inclusive leader, who is deeply committed to building trust and who can work effectively with campus leadership, colleagues, faculty, students, staff, alumni, and external partners to advance the college.

Candidates should have a proven record of effective academic leadership in a complex, research-intensive environment, the ability to build and cultivate consensus while also making tough decisions, and a track record of fostering and supporting a climate of community, inclusive excellence, and mutual respect. The successful candidate will bring a deep commitment to Berkeley's public mission, the ability to lead effectively within a strong culture of shared governance, the genuine willingness to listen to, engage, and collaborate with multiple stakeholders and an enthusiasm for external engagement. Candidates must have a distinguished record of excellence in teaching, research, and/or significant professional activity appropriate for a tenured faculty appointment at the level of full professor at UC Berkeley.

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

Reporting to the Executive Vice Chancellor and Provost, the dean is a member of UC Berkeley's Council of Deans. The dean provides academic and operational leadership to the College of Engineering, which includes oversight of academic programs, faculty affairs, student affairs, personnel, budgets, alumni engagement, fundraising, and industry relations. This work is carried out in collaboration with the college's leadership team.

The following items have been identified as key priorities for the incoming dean.

**Establish a vision for the future of the college, advancing its excellence**

The new dean will create and advance a forward-looking vision for the future of the College of Engineering. This vision will be developed collaboratively with faculty, students, staff, and the broader community, and will build upon the college's strengths and commitments to innovation, excellence, collaboration, and social impact. The dean must be a compelling communicator who can clearly and confidently articulate the vision to internal and external audiences. With so many of the world's most complex problems dependent on engineering solutions, the college has a singular role to play; a role it is well positioned to play given its 157-year history, its 73,000+ alumni, the more than 2,300 students it graduates annually, and its nearly 250 tenure-track faculty.

Paramount to the college's future and continued excellence is ensuring the production of high-impact research and high-quality teaching; building, supporting, and advocating for a world-class faculty; recruiting, retaining, and supporting exceptional students; and ensuring the financial resources of the college are aligned with its mission and priorities. In addition, ensuring the appropriate use of AI to transform teaching, learning, research, and operations, in collaboration with the rest of the campus, will be critical. These, and many other essential activities, require wise and thoughtful leadership.

The college benefits from a team of strong department chairs and a talented group of associate and assistant deans and staff. They are strong partners to the dean who can be relied on to be insightful, solutions-oriented, and committed to achieving the goals of the college.

The next dean must lead with foresight and agility, guiding the College of Engineering through the dynamic shifts in higher education, global trends and the evolving needs of students, faculty, staff, and society. The ideal candidate will foster a culture of innovation and collaboration, ensuring the college remains at the forefront of engineering education and research, while preparing graduates to thrive in a dynamic global workforce.

**Support emerging multidisciplinary initiatives**

The college is advancing a number of multidisciplinary initiatives that are gaining momentum and that will require the dean's continued support. Several examples include:

- In fall 2022, the college launched its aerospace engineering program. It welcomed its first class of students in fall 2022 and in 2024, announced a partnership with NASA's Ames Research Center to create the new Berkeley Space Center at Moffett Field in Mountain View.

- The college is growing its sustainability and resiliency engineering efforts, focusing on the themes of sustainable energy transition, sustainable resource stewardship and resilient adaptive strategies. This initiative features courses and programs as well as partnerships with the national laboratories and dozens of centers and institutes across campus.

- Berkeley is a world leader in artificial intelligence. The college plays a vital role in Berkeley's contributions to shaping the field through its academic programs and research centers, vital components of Berkeley's rich AI ecosystem.

- The college plays a pivotal role in advancing quantum information science through interdisciplinary collaboration with physics, chemistry, and computer science. This positions Berkeley as a global leader in the next generation of quantum technologies.

- The college is driving innovation at the intersection of health and technology through its Engineering Better Health initiative, which fosters the development of transformative medical devices and digital health solutions.

While these efforts are underway and will need continued support, the new dean will be encouraged to envision and advance additional compelling multidisciplinary programmatic efforts consistent with the vision for the college.

**Support and further strengthen an inclusive culture and community**

The next dean must serve as a passionate advocate for the campus's Principles of Community and support UC Berkeley as an engine for social mobility, both of which are integral to UC Berkeley's mission. The dean will promote an understanding of the essential role these principles play in a public university and how commitment to these values extends to the college's mission, faculty and staff hiring, student recruitment and support, curriculum and programmatic offerings, research, and partnerships across UC Berkeley and in the external community.

The next dean will promote an organizational culture of openness, fairness, and transparency, one that welcomes a diversity of thought and expression. The dean will provide visible, accessible, and engaged leadership, and will excel at building an inclusive and welcoming culture and create an environment where everyone can succeed. The dean must be prepared to address conflict directly and intervene as appropriate in instances of misconduct or harmful behavior, encouraging a culture of accountability, respect, and integrity across the college.

**Support undergraduate and graduate students and ensure a strong student experience**

Berkeley is home to some of the nation's most talented students who want to change the world and address some of its most perplexing issues. The new dean will center students' education in decision-making and will
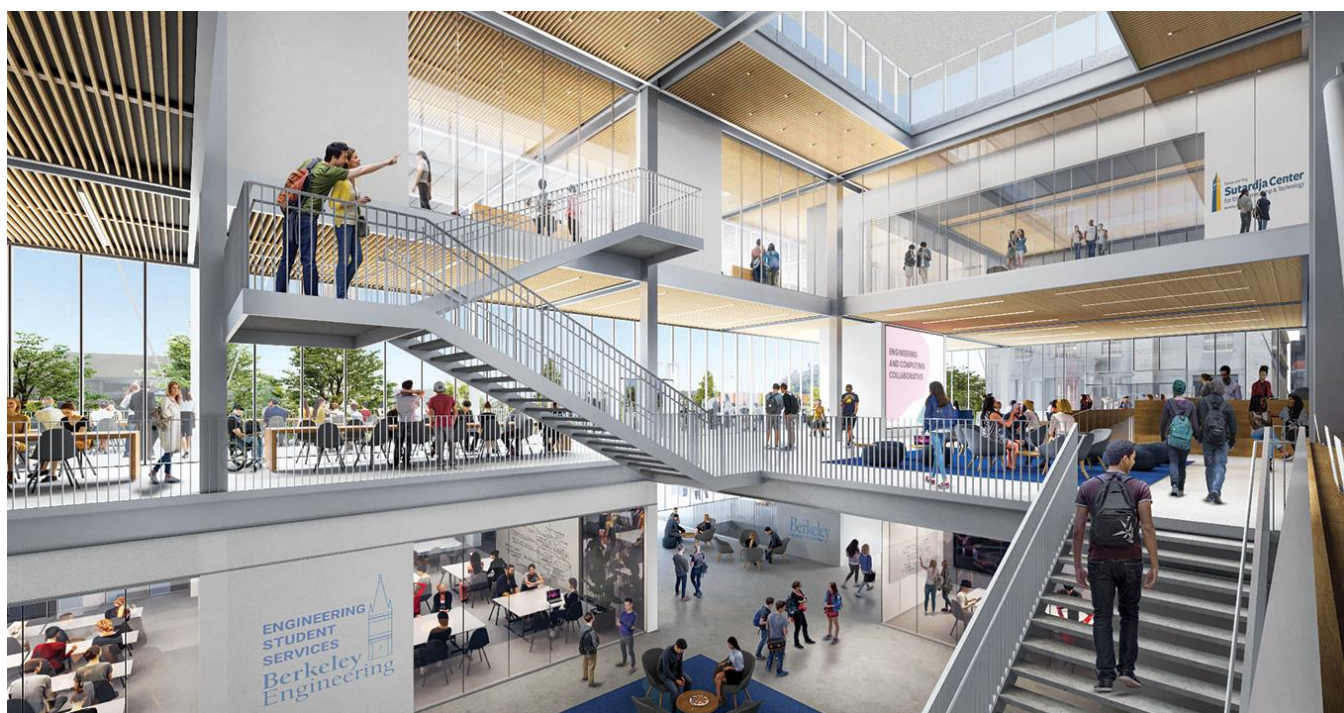
passionately support and promote UC Berkeley's undergraduate and graduate educational mission. The next dean must ensure that the college has a contemporary engineering curriculum, strong instruction, and an exceptional student experience that leads to students' success upon graduation. The dean will create a trusting environment where graduate students feel their needs are understood and they are able to flourish. The dean must create an open, welcoming, and supportive academic home for students from all backgrounds and support students' intellectual, mental and emotional health, and sense of belonging. The dean will be a visible presence and create opportunities to engage directly with and foster relationships with students.

**Partner across campus and beyond**

The dean must be a trusted partner who thrives in a highly collaborative and collegial environment and proactively develops strong partnerships with campus leadership, other deans, administrators, institute directors, and faculty. Against the backdrop of one of the most comprehensive universities in the world, the College of Engineering is extraordinarily well-positioned to work together with many colleges, schools, and centers across the campus. The dean will have a visible and active campus presence.

One of the college's most vital relationships is with the new College of Data Science and Society (CDSS). The Department of Electrical Engineering and Computer Science (EECS) is shared between the College of Engineering and CDSS; faculty in the department have joint appointments in both colleges. The relationship and collaboration between the two colleges is paramount to the success of both. CDSS is the newest college at Berkeley, which presents a unique set of opportunities and challenges inherent with a new college and set of new relationships. The dean will ensure that forging a productive relationship with the dean of CDSS and their leadership team is a top priority.

The college has other on- and off-campus partnerships including with the Innovative Genomics Institute, Chan Zuckerberg Initiative, and the Arts Research Center. In addition, the Bay Area is home to three national laboratories—Lawrence Berkeley National Laboratory, which is adjacent to campus; Lawrence Livermore National Laboratory; and the SLAC National Accelerator Laboratory—all with strong College of Engineering collaborations. The dean will continue to cultivate and foster these relationships to advance shared goals and amplify the impact of the college across the University and beyond.

**Invest in facilities**

As a world-leading research university, modern facilities are essential to UC Berkeley's competitiveness. The college—and indeed the entire Berkeley campus, as the oldest campus in the UC system—has considerable challenges in ensuring modern laboratory infrastructure for research and adequate classroom space for instruction. Additionally, there is a tremendous need to address deferred maintenance and seismic safety across the campus.

The dean will advocate for the needs of the college and work collaboratively with campus leaders to develop solutions that will benefit the college and the entire campus. These solutions include improved research space utilization, leveraging space at the Richmond Field Station, and working with the campus administration on the allocation of space freed up when much of the EECS department moves to the Gateway, the new home of CDSS. In addition, the dean must incorporate support for laboratory and teaching space into their philanthropic requests.

**Advance external partnerships and fundraising**

In 2023, UC Berkeley completed *Light the Way: The Campaign for Berkeley*, its fourth comprehensive fundraising campaign, which exceeded its $6 billion goal 14 months early and raised over $7.3 billion. The College of Engineering has enjoyed tremendous philanthropic success— this must remain a top priority for the new dean. Fundraising will play an increasingly important role in sustaining and advancing the college's excellence and commitment to access. The dean will develop and articulate clear fundraising priorities. The college's development and communications teams work in close partnership with the dean to develop and execute alumni and donor engagement activities. The college has a strong industry engagement program and a highly supportive and engaged Engineering Advisory Board. The dean's active and mutually rewarding engagement with this group is of critical importance. The next dean must prioritize cultivating deep and long-term relationships, engaging the college's alumni, friends, and corporate and foundation partners, and actively participating in fundraising activities.

# Professional Qualifications and Personal Qualities

The next dean of Berkeley Engineering will have many of the following professional qualifications and personal qualities:

- An earned doctoral degree and a record of excellence in teaching, research, and/or significant professional experience appropriate for a tenured faculty appointment at the level of full professor at UC Berkeley is required.

- Academic leadership experience, for example, as associate dean, department chair, or institute director.

- A passion for working in public higher education and a vision for the role of colleges of engineering in a changing world.

- A personal commitment to upholding UC Berkeley's Principles of Community; demonstrated success in fostering an educational or organizational culture that enables people from all backgrounds and in all roles within the organization to thrive.

- Dedication to excellence in undergraduate and graduate teaching, and a commitment to student engagement that informs and guides critical decisions and policy.

- The ability to advance comprehensive excellence through the recruitment, retention, and support of stellar faculty, staff, and students; the development of cutting-edge academic programs and the creation and support of the infrastructure required of a world-class engineering college.

- Success with, or an aptitude for, building strong relationships with alumni and donors and inspiring deep engagement and philanthropic giving.

- A demonstrated commitment to engaging with external partners such as industry, government, and nonprofit entities.

- A highly collaborative approach to developing initiatives and problem solving within a complex environment.

- A commitment to and track record of transparent communication and broad engagement within a complex research or professional community across many stakeholders.

- A history of effective work within and support of a strong culture of shared governance.

- The ability to understand and respond appropriately to others' concerns and needs, and to ensure the well-being and productivity of others.

- Proven skill with learning and adapting quickly, and to responding to threats, crises, or challenges in productive, politically astute ways; the ability to communicate during those times in a timely, clear manner.

- The capacity to lead and empower a leadership team and leverage their strengths to achieve the college's goals.

- Experience with establishing trust-based relationships and inspiring followership to achieve the college's priorities.

- A genuine desire to listen, engage and incorporate the varying opinions, thoughts, and ideas of faculty, students, staff, alumni and others.

- Demonstrated strength with giving and taking constructive feedback and encouragement.

# About University of California, Berkeley

Berkeley consistently ranks as the leading public university 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 12,800 graduate students, Berkeley is internationally renowned for excellence and pioneering achievements across all disciplines. At the heart of its preeminence are approximately 1,600 senate 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.

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.

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.

### Links of Interest

- Chancellor Rich Lyons
- Executive Vice Chancellor and Provost Benjamin E. Hermalin
- University of California, Berkeley
- The Berkeley Division of the Academic Senate & Shared Governance Structure

# About UC Berkeley Engineering

Berkeley's College of Engineering, the second largest college at UC Berkeley, is a community of visionaries, technology leaders, and industry pioneers – united in a public institution. Berkeley Engineering is consistently ranked among the top three engineering programs in the nation; its individual disciplines also maintain top rankings. In fall 2024, Berkeley Engineering enrolled approximately 4,200 undergraduate students, and 2,500 graduate students. 27% of its undergraduates are first-generation students and 25% are Pell Grant recipients. The six-year engineering graduation rate for Berkeley Engineering is 95%.

Nearly 250 faculty and 400 staff serve within the College of Engineering. Of its distinguished active and emeriti faculty, 71 are members of the esteemed National Academy of Engineering. Additionally, 25 faculty are recipients of the campus's Distinguished Teaching Award, and more than 100 hold endowed chairs and distinguished professorships.

Berkeley Engineering's faculty, research, and institutes are making breakthrough advances to improve global quality of life in almost every area imaginable. Surrounded by the Bay Area's vibrant culture of innovation, Berkeley Engineering contributes to the Silicon Valley ecosystem, among many others. In fiscal year 2023–24,

research expenditures for the College of Engineering were $262 million. More information on the college's impressive research portfolio can be found here.

At the core of Berkeley Engineering's mission are values that drive them to educate inclusive leaders and create knowledge equitably in service of a diverse society.

Berkeley Engineering believes that greater collective intelligence leads to better solutions that benefit society, but only if every team member contributes. The college's priority is to cultivate a more inclusive culture that values and leverages diversity to fully unlock individual and collective potential.

**Links of Interest**

- Facts and Figures
- Departments and Programs
- Undergraduate Programs
- Graduate Programs
- Centers and Institutes
- Innovation and Entrepreneurship
- Buildings and Facilities

# 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 UC Berkeley in this search. For fullest consideration, candidate materials should be received by Monday, August 25, 2025.

Application materials should be sent to WittKieffer via email to: UCBerkeleyEngineering@wittkieffer.com and applicants must also apply directly to UC Berkeley at https://aprecruit.berkeley.edu/JPF04824.

Nominations and inquiries can be directed to Suzanne Teer, Jessica Herrington, and Cathryn Davis at **UCBerkeleyEngineering@wittkieffer.com**.

The budgeted salary range that the University reasonably expects to pay for this position is $400,000–$675,000.

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

*UC Berkeley is committed to diversity, equity, inclusion, and belonging in our public mission of research, teaching, and service, consistent with UC Regents Policy 4400 and University of California Academic Personnel policy (APM 210 1-d). These values are embedded in our Principles of Community, which reflect our passion for critical inquiry, debate, discovery and innovation, and our 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.*

*The University of California, Berkeley is an Equal Opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status.*

*For more information, please refer to the University of California's Affirmative Action and Nondiscrimination in Employment Policy and the University of California's Anti-Discrimination Policy.*

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

*The University of California is committed to creating and maintaining a community dedicated to the advancement, application, and transmission of knowledge and creative endeavors through academic excellence, where all individuals who participate in University programs and activities can work and learn together in a safe and secure environment, free of violence, harassment, discrimination, exploitation, or intimidation. Consistent with this commitment, and with California State law, finalists for this position will be required to complete an Employment Misconduct Disclosure Questionnaire form indicating if they have been subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct, and provide information related to investigations and appeals. "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 or discrimination, as defined by the employer.*

*Finalists will also be required to complete and sign an Authorization of Information Release form that authorizes current and/or previous employers to release information regarding past substantiated allegations of misconduct. Finalists will only be subject to institutional reference checks if and when they are selected as the candidate to whom the University would like to extend a formal offer. More information is available on this website. For reference, below are UC's policies addressing some forms of misconduct:*

*UC Sexual Violence and Sexual Harassment Policy*
*UC Anti-Discrimination Policy*
*APM - 035: Affirmative Action and Nondiscrimination in Employment*