Dean, Graduate School Management
Position Profile

The University of California, Davis (UC Davis) invites inquiries, nominations and applications for the position of Dean, Graduate School of Management (GSM). The new Dean will be an academic leader who will create a compelling vision for the GSM. In addition, this individual will lead the effort in the development of key partnerships for the GSM, both internal and external to the organization. Serving as its champion and spokesperson, the Dean will build strong relationships with, and generate support amongst, key stakeholders in the local region, the state of California, and globally.

The UC Davis Graduate School of Management
The GSM focuses on graduate business education and has more than 500 graduate students in the School’s Full-Time MBA, Sacramento MBA, Bay Area MBA, and Master of Professional Accountancy programs. In addition, the GSM offers an undergraduate minor in business. A proposal for an undergraduate business major has been submitted and is currently under review by the Davis Division of the Academic Senate.

Currently, the GSM has a cadre of over 30 world-class, tenure-track faculty members who are organized into five research disciplines: accounting, business analytics, finance, marketing, and management, and more than 40 part-time and full-time lecturers assist the faculty in achieving the GSM’s teaching and service missions. Ranked 13th worldwide for faculty research productivity by The Financial Times (2014), GSM faculty are highly productive researchers focused on creating cutting edge knowledge and are engaged in path-breaking research. By 2014, GSM faculty held six endowed chairs at the University; one of the highest ratios at UC Davis at 19% of total School faculty. The GSM adheres to the high standards of the University of California and pursues high quality research, teaching, and service to society through the application of scholarship, creativity, and rigor in the generation of relevant theoretical and practical knowledge.

The mission of the GSM is to prepare innovative management leaders by developing theory-based lifelong learning skills and to build partnerships with other academic units at UC Davis as well as with commercial industry. This mission guides the GSM in developing graduates that are inspired, results-driven, and innovative; with a commitment to making a positive impact on society. GSM students apply business knowledge outside of the classroom in case competitions, business plan competitions, an international study trip, and integrated management projects. As part of their degree, every Full-time MBA student must complete an internship or other professional experience between their first and second year. Most Part-time MBA students continue full-time employment while completing their degree, applying what they learn in the classroom to their work. A further example of this vision in practice is the Child Family Institute for Innovation and Entrepreneurship—created with an endowment of nearly $5,000,000—that brings together researchers and students with experienced entrepreneurs, investors and corporate leaders to build networks, support technology transfer and accelerate commercialization. More than 50 companies have launched out of, or been supported by, the Institute; and start-ups have raised nearly $100 million.
Historically, the GSM has leveraged its proximity to both the state capital in Sacramento and the technology-focused Bay Area. Close proximity to the state capital allows the finance and accounting faculty to partner with the California Public Employees’ Retirement System (CalPERS) and develop the Sustainable Investment Research Initiative. In the Bay Area, the location of the MBA program attracts students with professional interest in the management of technology companies. The Bay Area program is housed in a 11,000 square-foot space in the Bishop Ranch office park in San Ramon and facilitates access to over 500 corporations located in Bishop Ranch, as well as the expanding number of Bay Area businesses in the fast-growing East Bay. The Sacramento MBA program is housed on the UC Davis-Sacramento campus in a state-of-the-art teaching building sharing space with the School of Medicine and School of Nursing, providing the GSM with access to potential students from the UC Davis Medical Center clinical and administrative staff. These locations provide students convenient access to GSM programs in 24-hour facilities that make study and meeting space available at all hours.

Located in Gallagher Hall, in UC Davis’ Gateway Area, the GSM enjoys the advantage of excellent facilities. The three-story 40,000 square-foot building is LEED Platinum Certified and includes four classrooms, several seminar and conference rooms, a dedicated student lounge, an executive board room, numerous staff and faculty offices, dedicated interview and meeting rooms, and the Innovation Lab, which is equipped with floor-to-ceiling whiteboards.

To learn more about the GSM, please visit [http://gsm.ucdavis.edu/](http://gsm.ucdavis.edu/).

**Points of Pride**

Some of the GSM’s recent accomplishments and initiatives include:

- GSM faculty received a Department of Energy Green Electricity Network Integration (GENI) program grant, a Department of Energy Sunshot program grant, and a CalPERS Sustainable Investment Research Initiative grant. The School uses these grants to further innovative research and teaching in the mission-aligned areas of Green Energy and Sustainability.
- In 2009, the School created the Charles J. Soderquist Chair in Entrepreneurship with a $1,000,000 endowment. Coupled with the creation of the Child Family Institute for Innovation and Entrepreneurship—the use of these funds emphasizes curiosity and creativity in the generation of practical knowledge.
- Professor Andrew Hargadon received a $1,700,000 NIH grant from the Frontiers of University Training to Unlock the Research Enterprise (FUTURE) program. This funding expanded professional growth opportunities for postdoctoral fellows in the biomedical sciences.
- The GSM published its innovative annual survey of Women in Leadership in California, a critical area in corporate governance. This mission-aligned study brings widespread attention to women in leadership and contributed to the passage of [California Senate Concurrent Resolution 62](http://leginfo.ca.gov/20132014 Senate Bill 168) in 2013.
- GSM faculty ranked first in per-capita publications among peer, competitive, and aspirant comparison institutions in 2013.
- GSM faculty ranked 13th globally in research by Financial Times in 2014.
- GSM faculty received scholarly research grants by U.S. and international agencies including: the Australian Research Council, Higher Education Funding Council of England, National Institutes of Health’s Broadening Experiences in Scientific Training Program, National Science Foundation, Research Grants Council of Hong Kong, and

- GSM faculty served as invited visiting professors or scholars at Arizona State University, Imperial College London, London School of Economics, Nanjing University, National Taiwan University, Oxford University, University of California at Berkeley, University of Melbourne, and University of Miami.
- The Full-time MBA Class of 2014 reported an average starting compensation of $99,952, with a placement rate three months after graduation of 86%. Between 2009 and 2014, the placement rate for Full-time MBA students averaged 91%, and the average starting compensation averaged $95,965.
- The GSM partners on research projects with Mars Corporation, CalPERS, the Federal Reserve, the Securities and Exchange Commission, Yahoo, IBM, Google, and NASCAR.
- Since 2005, the GSM web speaker videos have been viewed more than 7 million times.
- GSM faculty provided expertise to governmental agencies and special interest groups such as the State of California Department of Education, Kauffman Foundation, The Academy of Management, American Association for the Advancement of Science, Federal Reserve, US Security Exchange Commission, and International Monetary Fund.
- The Child Family Institute for Innovation and Entrepreneurship received a $2,000,000 i6 Challenge Grant from the US Department of Commerce’s Economic Development Administration. In turn, the Institute provided funding for eleven academic ventures to accelerate their pace toward commercialization.
- From 2009 to 2014, over 3,200 faculty, graduate students, undergraduates, and postdocs participated in Child Family Institute events, including the UC Entrepreneurship Academy, and the Big Bang! Business Competition.

The University
Few institutions can match the comprehensive excellence of UC Davis; the campus is recognized for its superb accomplishments across its entire academic spectrum. Its distinctive graduate-group structure and exceptionally collegial culture promote strong interdisciplinary cooperation. An ethos of partnership and service, in addition to its proximity to California’s state government, have made the university an invaluable resource for policy makers and state agencies and home to several state and federal research facilities. Its physical presence extends from main campuses in Davis and Sacramento to centers from Bodega Bay to Lake Tahoe, and through the Central Valley, with study and internship programs worldwide. UC Davis students have, via systemwide programs, access to UCDC in the nation’s capital and UCCS in the nearby state capital. Combining its own advantages with the resources and prestige of the 10-campus UC system, UC Davis is a community that provides exceptional support for world-changing research and education.

UC Davis offers a high-quality environment for faculty and staff members and their families. The general campus is adjacent to the City of Davis, with a population of 65,000. Davis is an environmentally aware and socially innovative community, with excellent public schools, more than 103 miles of dedicated bike lanes and paths, and nearly 500 acres of parks and
greenbelts. The UC Davis Health System campus is located a few miles away in Sacramento, California’s state capital. Sacramento is the core cultural and economic engine of a four-county metropolitan area exceeding 2.1 million residents—the fourth largest metropolitan area in the state—with diverse cultural offerings and popular recreational opportunities around and on the American and Sacramento rivers. The greater Sacramento area, including Davis, has been cited as one of the five most livable regions in America. Located near Lake Tahoe, the Napa and Solano Valleys, and the Mendocino coast, and about an hour away by train from the San Francisco Bay Area, the region offers a dynamic intellectual, family, and recreational lifestyle.

Over the past decade, UC Davis has experienced extraordinary growth in research activity, admissions selectivity, campus life, and reputation. UC Davis was ranked 9th among public research universities nationwide, according to U.S. News & World Report’s 2015 “Best Colleges” report. UC Davis was ranked 16th in Washington Monthly’s 2014 national rankings based on contribution to the public good in Social Mobility, Research and Service. The National Science Foundation reports that UC Davis ranks 15th in the nation in research funding among public universities, and 22nd among public and private universities. It is one of only 36 public institutions of higher education admitted to the prestigious Association of American Universities. UC Davis has the 5th highest number of international scholars of all U.S. universities, and it is an early member of the Association of Pacific Rim Universities.

Under the leadership of Chancellor Linda P.B. Katehi, a distinguished scholar and member of the National Academy of Engineering, UC Davis continues to experience a collective momentum that energizes students, faculty, and administration. Annual research awards have more than doubled since 2000, receiving $786 million in 2014–15, and the Chancellor has challenged UC Davis to transform its research enterprise and increase total research awards to $1 billion annually.

In 2014, the University completed its first-ever comprehensive fundraising campaign. This ambitious campaign not only exceeded its goal of raising $1 billion from 100,000 donors, it did so a full year earlier than planned and provided a foundation for future capital campaigns. UC Davis is the recipient of an NSF Institutional Transformation ADVANCE grant award, with the goal of increasing the participation and advancement of women in academic science and engineering careers. In addition, the CAMPOS initiative advances multicultural perspectives on science, with an emphasis on Latina STEM scholars. Under these two programs, UC Davis is proud to include among our faculty seven new scholars who have arrived in the past year.

With one of the most culturally diverse student populations in the United States, UC Davis strives to be a place where a broad spectrum of students learn from and support one another, guided by our Principles of Community (http://ocr.ucdavis.edu/poc/poc-brochure.pdf). In addition to cultural diversity, UC Davis is a socioeconomically diverse campus, with at least 43% of students receiving Pell grants. The campus is committed to providing an affordable, world-class education. Current average loan indebtedness at UC Davis is less than $20,000, nearly $10,000 lower than the national average. A centralized Internship and Career Center provides assistance with career exploration and facilitates employer connections. An Undergraduate Research Center coordinates research opportunities and highlights research achievements.

For more information about UC Davis, please visit http://www.ucdavis.edu/.

**Position Summary**
The Dean is the chief academic and administrative officer of the Graduate School of Management, and will have responsibility for the academic leadership of the School and the
management of its resources; this includes faculty and staff, physical facilities, and the School’s budget. The Dean participates in campus-wide policy development through membership on the Council of Deans and Vice Chancellors. The Dean oversees all operations including the operation of the School’s central administrative and technology functions, the external relations and development activities of the School, and student recruitment and services.

The GSM is organized as a single-department academic unit and runs as a single operational unit. Reporting to the Dean are two Associate Deans, the Director for the UC Davis Center for Entrepreneurship, the Executive Director of External Relations and Development, the Executive Director of Marketing and Communications, the Executive Director of the Master of Professional Accountancy and the Executive Assistant to the Dean. Collectively, they are responsible for academic affairs, administration and finances, marketing and development, Center of Entrepreneurship programs, and student services for the School. The School employs 55 full-time support staff.

**Position Responsibilities**

The next Dean of the Graduate School of Management will:

1. Provide leadership in developing the vision and strategic planning activities associated with the growth and development of the GSM;
2. Provide leadership in identifying the best allocation of faculty resources that will result in successful recruitment and retention of the most highly qualified individuals;
3. Take the lead in working with faculty to generate new programs, both academic and otherwise, to further raise the reputation, reach, and impact of the GSM—and generate new financial resources for the School;
4. Identify new opportunities to develop partnerships and collaborations with faculty located within other Schools within the University;
5. Oversee the GSM’s fundraising program and develop a culture of philanthropy outside the traditional alumni base;
6. Oversee the operations of the GSM and provide leadership in managing and developing resources to sustain the School’s excellent programs;
7. Work with faculty members in the shared governance system that exists at UC Davis.
8. Represent the School’s interests to the campus and the business community, and provides academic vision and support for program development efforts. Identify and develop new partnerships with industry;
9. Ensure that the GSM meets accreditation standards set by the Association to Advance Collegiate Schools of Business (AACSB) and maintains its accreditation.

**Qualities and Characteristics**

As a relatively small graduate-focused business school the opportunities for programmatic development are substantial. The next leader of the GSM has an almost unprecedented opportunity to work with the faculty to jointly shape the future of the School for decades to come. A results-oriented leader can shape this future with a high quality and collegial faculty, a dedicated alumni base and modern facilities, all within a world-class university. To that end, the successful candidate will possess:

1. An earned doctorate; a record of distinguished research, teaching and scholarly activities, administrative and/or leadership experience in a research university;
2. Ability to inspire, lead, and further collegiality among faculty members coupled with the ability to attract and recruit world-class faculty;
3. Demonstrated ability for creative leadership and management, including management of human and financial resources;
4. The ability to work effectively with faculty in developing a vision and plans for the future in an environment of shared governance;
5. Experience leading fundraising efforts;
6. Demonstrated ability to work effectively with the business community and other constituents in resource development and advancement of the School;
7. Ability to communicate effectively in writing and verbally to build and enhance relationships with the campus and external communities;
8. Excellent financial and administrative skills. Experience working in a university environment;
9. An appreciation for and commitment to the value of diversity in the ranks of faculty, staff, and students;
10. An understanding of and appreciation for the breadth of management disciplines and issues faced by those disciplines;
11. Ability to function well as part of the campus leadership team;
12. Integrity and high ethical standards.

**Application and Nomination Process**
The Search Committee will continue to accept applications and nominations until the position is filled; however, the screening of candidates will begin immediately. Applications should include a letter specifically describing the applicant’s experience and qualifications as they relate to the position and a current curriculum vitae. Submission of materials electronically is strongly preferred. Nomination letters should include the name and contact information of the nominee. All applications and nominations will be handled in confidence.

Applications and letters of nomination should be submitted to:

Alberto Pimentel, Managing Partner
Storbeck/Pimentel & Associates
6512 Painter Avenue
Whittier, CA  90601
Email: apsearch@storbeckpimentel.com
Refer to code “UCD-GSM” in subject line

The University of California is an affirmative action/equal opportunity employer. The university undertakes affirmative action to assure equal employment opportunity for minorities and women, for persons with disabilities, and for special disabled veterans, Vietnam era veterans, and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.