



Position Specification

UC Law San Francisco
Chancellor and Dean

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UC Law San Francisco

University of California College of the Law, San Francisco (UC Law SF, formerly UC Hastings) invites inquiries, nominations, and applications for the position of Chancellor and Dean. Founded in 1878 as the first law school in the western United States and the law department of the University of California, UC Law SF is a distinguished public institution with a rich history of advancing legal education, public service, and access to justice. As the only standalone public law school in the nation, UC Law SF benefits from the prestige and reach of the UC system while maintaining a unique governance structure that provides institutional independence and strategic agility. The Board of Regents possesses degree-granting authority, but all other aspects of the College are under the control of UC Law SF's Board of Directors. Located in the heart of San Francisco, one of the world's foremost centers of law, technology, business, social impact and civic leadership, the institution is uniquely positioned to shape the future of legal education and the legal profession.

The Role

The Chancellor and Dean serves as the chief executive officer of UC Law San Francisco, leading one of the nation's most distinctive legal education institutions. The Chancellor and Dean is responsible for advancing the College's mission, ensuring academic excellence, strengthening its financial foundation, and positioning UC Law SF to lead the future of legal education.

The Chancellor and Dean provides strategic leadership across all aspects of the institution, including academic affairs, finance and administration, fundraising, government relations, strategic partnerships, enrollment, communications, operations, and the continued development of the College's Academic Village. The role requires balancing the responsibilities of a law school dean with those of a chief executive officer, overseeing a complex enterprise that includes significant real estate assets, auxiliary operations, and diverse revenue streams while maintaining the academic, clinical and scholarly excellence expected of a leading public law school.

The Chancellor and Dean works closely with a broad range of internal and external constituencies including an accomplished executive leadership team, faculty, staff, students, alumni, the Board of Directors, the University of California system, state and local government leaders, and the legal profession to advance the College's strategic priorities and ensure its continued momentum.

The Chancellor and Dean will lead an executive team and manage a budget of \$152 million to address the following key priorities:

- **Provide strategic leadership that builds upon UC Law SF's strong momentum and positions the College for long-term success.** Develop and execute the institution's next strategic vision while strengthening its academic reputation, elevating its national profile, and capitalizing on its unique position as an independent public law school within the University of California.
- **Lead the College's external engagement efforts.** Serve as UC Law SF's chief ambassador by cultivating relationships with alumni, donors, legislators, civic leaders, the judiciary, the legal profession, and industry partners. Expand philanthropic support, strengthen the culture of giving, and successfully complete and build upon the College's comprehensive fundraising campaign.
- **Ensure the institution's long-term financial sustainability.** Provide strong executive leadership over budgeting, resource allocation, revenue diversification, and financial planning while stewarding significant capital assets and debt obligations. Continue strengthening the College's financial position through strategic partnerships, government support, auxiliary enterprises, and innovative revenue opportunities.
- **Advance the next phase of the Academic Village.** Maximize the strategic, academic, and financial potential of the Academic Village by expanding partnerships, increasing utilization, strengthening community engagement, and leveraging the campus as a platform for interdisciplinary collaboration, innovation, and long-term institutional growth.
- **Strengthen the College's visibility and reputation.** Clearly articulate UC Law SF's distinctive value proposition, continue building recognition following the institutional name change, and elevate the College's standing within legal education, California, and the broader legal community. Position UC Law SF at the forefront of legal education by leading the College's response to the rapidly evolving legal profession. Embrace innovation, artificial intelligence, technology, and emerging interdisciplinary opportunities while ensuring graduates remain exceptionally prepared for the future of legal practice.

- **Strengthen academic excellence and student success.** Continue improving bar passage, employment outcomes, curricular innovation, experiential learning, and student support while preserving the College's commitment to access, opportunity, and professional preparation.
- **Recruit, develop, and retain exceptional faculty, administrators, and staff.** Foster a collaborative, high-performing culture that empowers leaders across the institution while ensuring effective organizational alignment and succession planning during a period of leadership transition.

Candidate Profile

The following performance and personal competencies are particularly relevant for the position:

Executive Leadership

The next Chancellor and Dean should possess an established record of visionary, collaborative, and results-oriented executive leadership. Candidates should demonstrate the ability to lead a complex organization, formulate and execute strategy, and translate ambitious ideas into measurable outcomes.

The Chancellor and Dean should be an experienced administrator capable of balancing academic priorities with operational, financial, and organizational responsibilities. Experience leading significant institutional transformation, organizational change, and cross-functional teams is highly valued. Candidates should possess the judgment to make difficult decisions thoughtfully, navigate ambiguity, and lead effectively through periods of change.

Strategic Vision and Innovation

The next Chancellor and Dean should possess the vision to position UC Law SF for the future of legal education. Candidates should understand the transformative implications of evolving legal markets, artificial intelligence and other technology, and be excited to lead innovation in curriculum, research, interdisciplinary partnerships, and professional education. The successful candidate will seize UC Law SF's opportunity to innovate and distinguish itself nationally, while remaining mission-focused and grounded in academic excellence, public service and student success. The successful candidate will bring an entrepreneurial mindset and the ability to identify opportunities that position UC Law SF for continued growth and distinction.

External Relations and Fundraising

The Chancellor and Dean must be an exceptional external leader who enjoys building relationships and representing the institution. Candidates should possess demonstrated success engaging alumni, donors, foundations, corporations, government officials, and community partners. Experience leading significant fundraising efforts and serving as the public face of an organization is highly desirable.

The successful candidate should also demonstrate political acumen and the ability to build productive relationships with the University of California, the State of California, civic leaders, and the broader legal community.

Academic Background and Leadership

Candidates should possess outstanding academic credentials and a record of scholarship, professional accomplishment, or legal leadership that will earn the confidence and respect of the faculty and broader legal community. The successful candidate will value academic excellence, support outstanding teaching and scholarship, and demonstrate a deep appreciation for shared governance, academic freedom, and the traditions of legal education.

The Search Committee welcomes candidates from both traditional and non-traditional leadership pathways whose experiences demonstrate the intellectual credibility, strategic perspective, and leadership capabilities necessary to guide a premier law school.

Financial and Operational Leadership

Candidates should possess significant experience overseeing budgets, financial planning, resource allocation, and organizational operations. The next Chancellor & Dean will understand how to balance academic aspirations with financial realities while identifying innovative approaches to revenue generation and long-term sustainability. The successful candidate will be able to recruit, retain, and develop talent and create high-

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functioning teams to address the administrative and academic needs. The next Chancellor & Dean will prioritize professional development and succession planning to meet short and long-term needs.

Experience leading organizations with complex financial structures, capital projects, auxiliary enterprises, or significant operational responsibilities will be particularly valuable.

Focus on Students

Candidates should demonstrate an unwavering commitment to student success and the transformative power of legal education. They should value academic excellence while recognizing the importance of student support, experiential learning, bar preparation, career development, wellness, and equitable access to opportunity. The next Chancellor and Dean should be committed to preparing graduates not only for today's legal profession, but also for the rapidly changing future of law.

Personal Qualities

The Search Committee seeks a strategic, authentic, and collaborative leader with exceptional integrity, intellectual curiosity, emotional intelligence, and sound judgment. The successful candidate will be a visible, accessible leader who values listening, encourages thoughtful dialogue, and establishes trust across diverse constituencies. The next Chancellor and Dean should be an outstanding communicator who inspires confidence, builds consensus, and effectively represents UC Law SF to a wide range of audiences.

The successful candidate will possess the executive presence to lead a complex institution, the humility to listen and learn, the courage to make difficult decisions, and the resilience to navigate an evolving higher education landscape. Above all, the next Chancellor and Dean should be energized by the opportunity to build upon UC Law SF's remarkable momentum and lead one of the nation's most distinctive law schools into its next chapter.

UC Law San Francisco

UC Law SF offers students a top-tier legal education in the heart of San Francisco – a dynamic city that is home to state, federal and appellate courts, major offices of top international law firms and departments, and innovative industries in technology, healthcare and other fields. San Francisco's vibrant, rich culture have established the city as the birthplace for social movements that have wide-reaching impact in human and civil rights. UC Law SF integrates rigorous academic programs with access to clinical and hands-on opportunities and a commitment to supporting students as they prepare for careers in the law.

UC Law SF's 70 full-time faculty are known for exceptional dedication to teaching, for producing cutting-edge scholarship across disciplines and for serving as mentors to students as they pursue their academic and career interests. Faculty scholars explore legal theory, practice, and history, propose important legal reforms, and study the impacts of legal systems on people around the world. Using a variety of research methods, they illuminate important issues through articles, books, reports, congressional testimony, popular media, and other avenues. UC Law SF faculty are leading experts who are committed to working closely with students during and after their academic careers to nourish their knowledge and love of the law.

UC Law SF offers five [degree programs](#). The most significant is the J.D. program with roughly 1,125 of the school's approximately 1,200 current students enrolled. The school also offers three master's degree programs and one certificate program: Master of Laws (LLM), Master of Legal Studies in Law (MLS), Master of Science in Health Policy & Law (HPL), and Certificate of Legal Studies (CLS). The HPL is a fully online joint degree program with UC San Francisco, one of the top medical schools in the country.

The College is also home to approximately a dozen legal specialization programs, nearly all of which are ranked in the top 50 in the country by U.S. News and World Report, with several ranked in the top 25. The specializations include Business Law, Dispute Resolution (#14), Clinical Training (#24), Criminal Law, Environmental Law (#25), Government Law, Intellectual Property, International Law, Health Care Law (#16), and Tax Law (#20).

The [clinical program](#) combines the powers of innovative classroom and experiential learning opportunities with our unique location and relationships in San Francisco. Students can explore their career interests, develop

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core legal skills and gain opportunities to navigate complex, real-world challenges under the supervision of faculty and practitioners. Opportunities range from immigrant and human rights and the low-income taxpayer clinic to environmental law, mediation, criminal law, legislation and government law. In the Startup Legal Garage, students advise startup technology firms and the Corporate Counsel Externship Program allows students to practice at in-house legal departments for a range of companies and entities.

UC Law SF is also home to research partnerships including the UCSF-UC Law SF Consortium, where students can learn about the intersection between health policy and the law in conjunction with one of the nation's leading medical schools, and LexLab, which offers cutting-edge AI training for law students and legal professionals.

The Academic Village

The Academic Village is transforming UC Law SF into a fully integrated urban campus where students from multiple institutions of higher education live, learn, and build community in the heart of San Francisco. The [Academic Village](#) brings together housing, academics, and community in an environment designed to support students, faculty, and institutional partners while bringing new creative and economic energy to the Tenderloin, Civic Center, and Mid Market neighborhoods.

The first phase of this vision was realized in 2020 with the opening of the LEED Platinum Cotchett Law Center at 333 Golden Gate Avenue, followed in 2023 by the completion of the Academe at 198 McAllister, a 15-story residential and academic building featuring 656 affordable student housing beds, simulated courtrooms, classrooms, collaborative spaces, and student amenities.

UC Law SF is advancing the next major phase of the Academic Village through the transformation of the iconic Tower at 100 McAllister. Expected to be completed in fall 2027, the renovated Tower will provide new student housing, academic and administrative space, and expanded community-centered amenities that support student life and campus connection.

Compensation Disclosure

The compensation available for the role considers a variety of factors, including but not limited to, work location, individual skill set, previous/applicable experience, and other business needs. The estimated salary range for the Chancellor and Dean role is \$522,200–\$607,500. This salary range represents UC Law, San Francisco's good faith and reasonable estimate of the possible base salary range at the time of posting and is one part of the total rewards the College provides to employees.

Nomination and Application Procedure

UC Law SF invites inquiries, nominations, and applications for the position of Chancellor and Dean. Interested candidates should confidentially submit a curriculum vitae and letter of interest (PDF files preferred) to UCLawSF.Chancellor@russellreynolds.com.

For full consideration, materials should be received as soon as possible and preferably by September 21, 2026.

Contact

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