



Presentation Outline



- Recruitment, staffing, and student update
- Strategic Plan implementation
- Budget and philanthropy



Faculty & CE Hiring, Starts Since July 2023



Berkeley Rausser
College of Natural Resources





Recent awards

- **Michi Taga** recognized with Leon A. Henkin Citation
- **Allen Goldstein** received Carol D. Soc Distinguished Graduate Student Mentoring Award
- **Rodrigo Almeida** received Graduate Assembly Faculty Mentor Award
- **Damian Elias** received Chancellor's Award for Advancing Institutional Excellence and Equity
- **Ignacio Chapela** and **Lee Borrowman** recognized with advising awards
- **Benjamin Blonder**, **Youjin Chung**, and **Manuela Girotto** named 2023 Hellman Fellows
- **Céline Pallud** appointed to the U.S. soil science committee
- **Patrick Gonzalez** honored by Coalition to Protect America's National Parks
- **Kevin Klatt** and **David Zilberman** selected for USDA task force on responsive agriculture and health
- **Lucas Vargas Zeppetello** named Holton Award recipient by American Geophysical Union
- **Ted Grantham**, **Dan Kammen**, **Peter Nelson**, and **Miranda Redmond** received UCOP Climate Action Grants
- **Christopher Schell** received Wayfinder Award from National Geographic Society
- **Allen Goldstein** named 2022 Haagen-Smit Clean Air Award recipient



Undergraduates



Fall 2023: 2,722

38% Asian/Asian-American, 24.5% URM, 9.8% International

70% Female-identifying

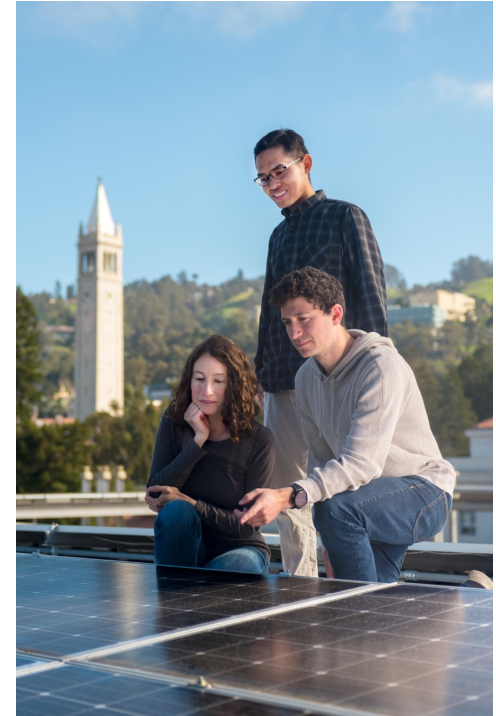
27% First-generation

50
YEARS

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Graduate Students



50
YEARS

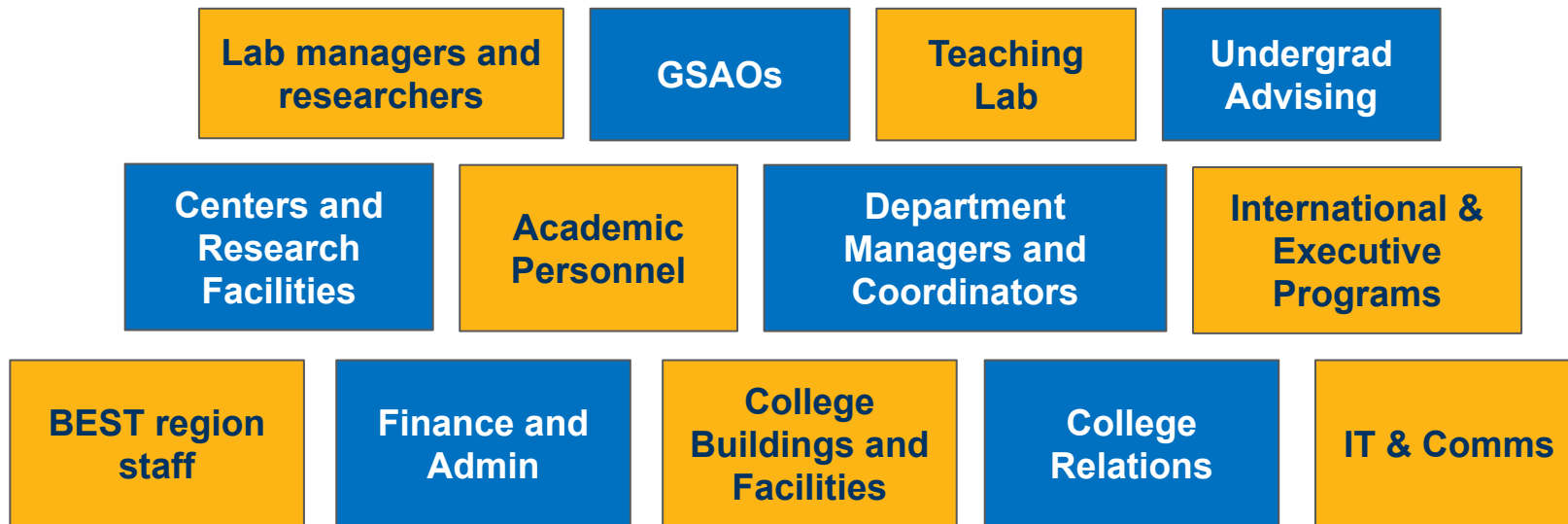
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Fall 2023: 434
16% Asian/Asian-American, 14% URM, 21% International
63% Female-identifying





College staff



Fall 2023: 143 (admin and non-academic lab staff)
15% Asian/Asian-American, 22% URM
51% Female identifying
7% Trans/Other identifying



College Leadership

Dean



David
Ackerly

Associate Deans



Dennis
Baldocchi



Allen
Goldstein



Kate O'Neill

Department Chairs



Jeremy
Magruder



Duncan
Callaway



David Moore



Michael
Mascarenhas
& Lynn
Huntsinger



Sheng Luan

Assistant Deans



Lee
Borrowman



Kathryn
Baldwin

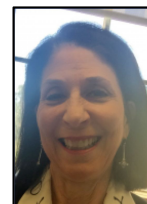


Mio Owens



Joshua
Dullaghan

Dean's Office Senior Staff



Adrienne
Hink



Ard Locht



Tony Gamez



Julie Gipple

50
YEARS

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EFFICIENT

**ADVANCES IN
BIOSCIENCES,
FOOD, AND
HEALTH**

EQUITABLE

**SOLUTIONS TO
THE CLIMATE
CRISIS**

**STEWARDSHIP
OF NATURAL
RESOURCES**

SUSTAINABLE

SCALABLE

Celebrating 50 years!

1974 - College of Natural Resources created through the merger of the School of Forestry and Conservation and the College of Agricultural Sciences.

Yearlong celebrations include:

- Special issue of *Breakthroughs* magazine
- Anniversary stories at nature.berkeley.edu/50-years
- Light pole flags (May)
- Community ice cream social (October)
- Special Albright lectures - Spring: Kara Hurst (Chief Sustainability Officer, Amazon); Fall: Jill Tiefenthaler (CEO, National Geographic)
- ...and more!

Email story ideas to julie_gipple@berkeley.edu

50
YEARS

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Faculty cluster hiring - updates and prospects

- Life Sciences cluster
 - Inclusive Faculty Mentorship Program
- Native American Studies cluster
 - Peter Nelson, ESPM is the leading hire
 - Several faculty searches underway across campus
 - Donor funding to support programming
- CEEJ cluster and roundtable
 - Donor funding supporting seed grants, student research awards, speakers, etc.
- Possible Climate cluster
 - TY25-26 FTE requests included positions in Energy Economics (ARE), Environmental Sciences (ERG), Working Landscapes and Physical Climatology (ESPM), and Plant Resilience to Climate Change (PMB)



New graduate programs

- *Master of Nutritional Sciences and Dietetics* launched with first cohort enrolled this year
- *Master of Climate Solutions* final (!) approvals received, including concurrent degree with Haas MBA
 - Strong first set of applications via the concurrent program
 - First cohort in Fall 2025



Entrepreneurship and Public-Private Partnership (EP3) Committee Update – March, 2024



Committee Members:

Prof. John Coates, PMB (Co-Chair)

Mike Cheng, Executive-in-Residence, past Advisory Board member (Co-Chair)

Prof. Matthew Potts, ESPM

Prof. David Moore, NST

Assoc. Prof. Carl Boettiger, ESPM

Asst. Prof. of Cooperative Extension Ali Hill, ARE

Assistant Dean Mio Katayama Owens

Amanda Okamoto, ERG Dept. Manager

Thiago Correa, (Energy and Biosciences Institute), Special Advisor to the RCNR Dean

Jate Samathivathanachai, RCNR Advisory Board Member

Associate Vice Chancellor Rich Lyons (ex-officio)



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Entrepreneurship and Public-Private Partnership (EP3) Committee Update – March, 2024



Sub-task 1:

Identify major external funding sources and *recommend* a professional approach to pro-actively interact with external funding prospects.

Sub-task 2:

Explore the formation of a “Concierge Service” to help RCNR faculty enhance their external (industrial) engagement activities.

Sub-task 3:

Explore opportunities for developing academic programs by utilizing RCNR faculty/research capabilities and interests to enhance external engagement.

Sub-task 4:

Investigate the various services that RCNR administration can offer to help RCNR faculty interested in exploring entrepreneurial endeavors.

Strategic Initiative
Explore Potential for New/Expanded Public-Private Partnership



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THE CHARGE



Entrepreneurship and Public-Private Partnership (EP3) Committee Update – March, 2024



Completed faculty survey – >66% response rate a/o 3/28/2024

Sub-task 1:

- Analyzed industry-sponsored funding sources (2015 – 2023)
- Ranked funding sources corresponding to (3) RCNR strategic pillars
- Developed tiering system as a first pass to identify high-grade future collaboration prospects

Sub-task 2:

- Reviewed survey results
- Created interview templates
- Invited faculty members for follow-up interviews

Strategic Initiative
Explore Potential
for
New/Expanded
Public-Private
Partnership

Sub-task 3:

- Identifying innovative approaches of revenue generating programs offered outside of the standard state funding programs
- Performing competitive analysis to identify successful programs offered by competitor institutions

Sub-task 4:

- Exploring Shared-Carry Fund concept and alternatives to provide funding sources for RCNR faculty members interested in entrepreneurial opportunities
 - RCNR In-House Fund
 - Partner with Berkeley Catalyst Fund (College of Chemistry)



Entrepreneurship and Public-Private Partnership (EP3) Committee Update – March, 2024



Completed faculty survey – >75% response rate

Sub-task 1:

- Recommend College level professional resources to
 - Proactively translate faculty expertise into value proposition and promote to targeted industry partners
 - Help faculty manage their industry partnerships and identify future collaborative opportunities

Sub-task 3:

- Engage internal and external stakeholders to explore potential partnership opportunities
- Assess program themes, formats and financial models



Sub-task 2:

- Complete faculty interviews
- Analyze results
- Research best practices, both on campus and at other institutions
- Assess demand, cost and benefit

Sub-task 4:

- Analyze various shared-carry fund approaches
- Explore policy-related issues to help faculty nurture their entrepreneurial and innovation opportunities
- Recommend resources needed for RCNR to collaborate with Campus-wide Innovation & Entrepreneurial ecosystem



OISA initiatives

- **Advising excellence continues as one of our super powers**
- Added an advisor position to match student growth
- Reorganization to support professional development
- Increasing access to and diversity of Peer Advisors program
 - Academic credit (fall); salaried (spring)
- Expanding NatRes 76
 - How to Be a Rausser CNR Scientist: Creating a Climate of Inclusion
 - Fall and Spring semesters (35 students this year)
- Integrating research opportunities with the Discovery hub (discovery.berkeley.edu) and training frontline staff to maximize its potential for RCNR students.
- Partnering with and providing staff mentorship to the Students of Color Environmental Collective Mentorship Program and Support for Latinx & the Environment Initiative





DEI updates

- RCNR recognized as campus leaders in faculty hiring and graduate admissions
 - **Michi Taga** received Leon A. Henkin Citation (Senate award for advancing diversity)
 - **Damian Elias** received Chancellor's Award for Advancing Institutional Excellence and Equity
- Department activities (highlights)
 - ERG: Updating DEI surveys, strategic plan, and goals for next 5 years
 - ESPM: ESPM/PMB 290: Critical Engagements in Anti-Racist Scholarship; HBCU Initiative; PFP/CF recruitment success; deep dive for external review
 - PMB: ongoing retreat workshops; DEIBlueprint and deep dive for external review
- Dean's Office:
 - Ad-hoc committee on Indigenous partnerships, chaired by Assoc Prof of CE Jennifer Sowerwine
 - Participating in UCOP UC Lands discussion (Berkeley Forests, Gill Tract)
 - Support for OISA and grad student led initiatives
 - Assistant Dean position still planned



Staff climate committee

- Expanded membership, larger budget
- Thank you for all the ongoing activities!





Budget and Philanthropy

50
YEARS

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LIGHT THE WAY
THE CAMPAIGN FOR BERKELEY

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[GIVE NOW](#)

A Brighter Tomorrow

Driven by the motto Fiat Lux, Berkeley illuminates the world.

[Learn More](#)

CAMPAIGN SUMMARY

as of Light the Way close through 12/31/2023



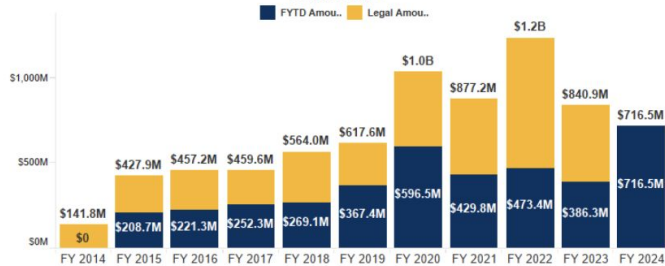
1,060,964
GIFTS AND PLEDGES

\$7,372,488,179
TOTAL RAISED

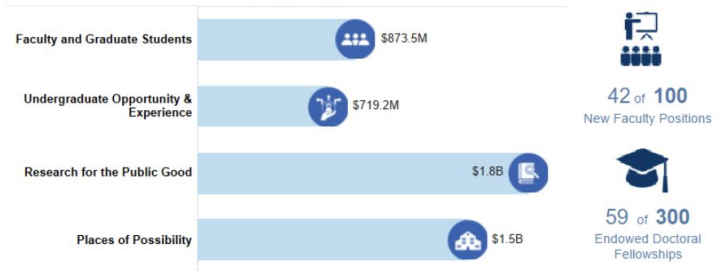
225,772
DONORS



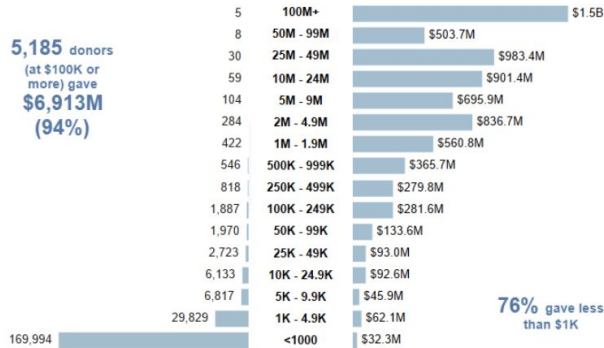
TOTAL RAISED



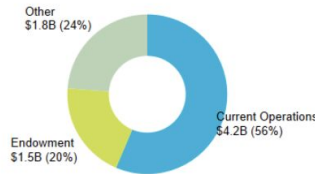
CAMPAIGN PRIORITY AREAS



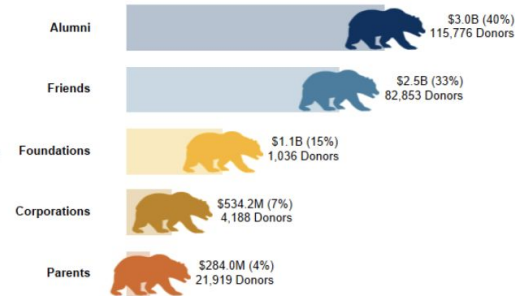
CUMULATIVE GIVING BY DONOR FOR CAMPAIGN PERIOD



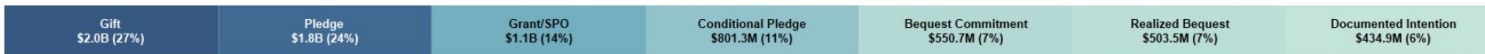
FUND TYPE



WHO IS GIVING



TOP TRANSACTION TYPES

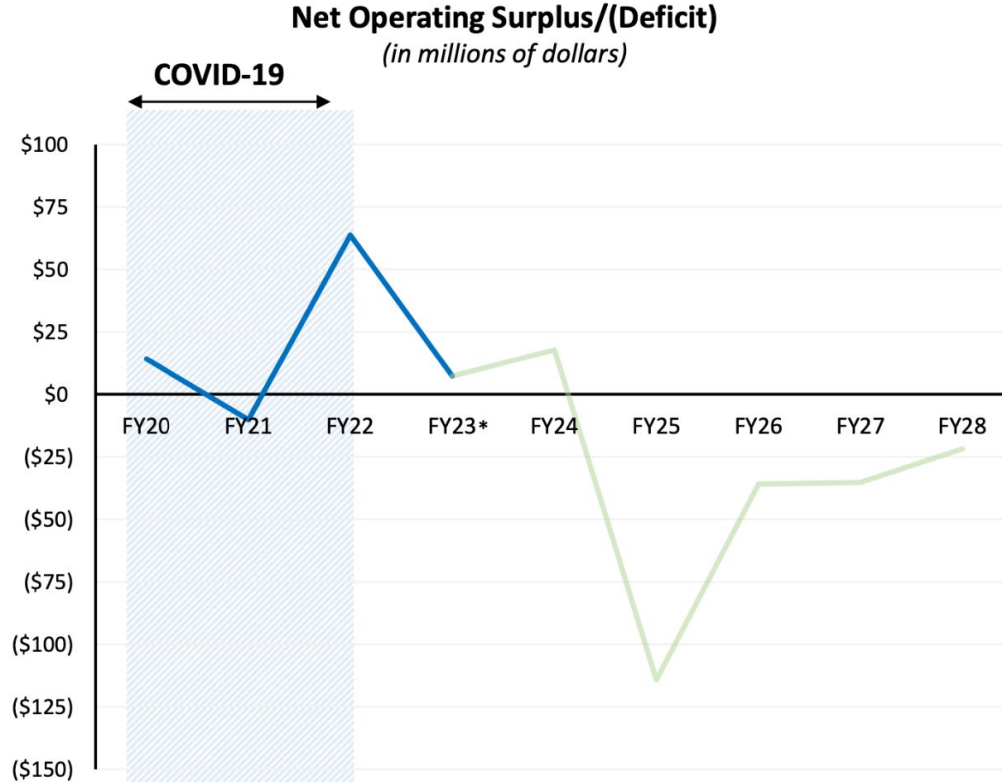


Campus-wide Financial Performance through FY 2027-28

The continuing imbalance between annual increases in core funding compared to both mandated and inflationary cost increases will have a significant impact on the campus-wide budget next year, as well as the central ledger.

For example, prior to the state funding deferral, the gap between increases in tuition and state support and the mandated increases for faculty and staff salaries and benefits was \$57M. After the state deferral, this gap has grown to a projected \$92M and is the primary contributor to the campus's projected \$115M deficit next year.

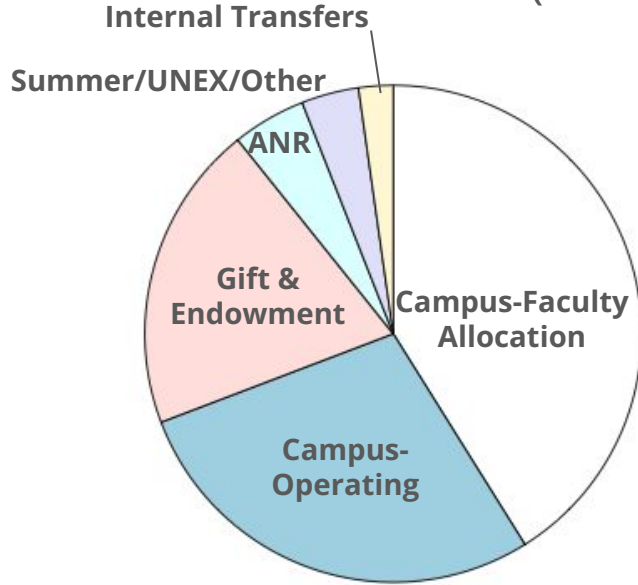
Improved financial performance after next year is due in part to the deferred FY25 state funding being allocated in FY26, as well as more conservative projections for salary and benefits increases.



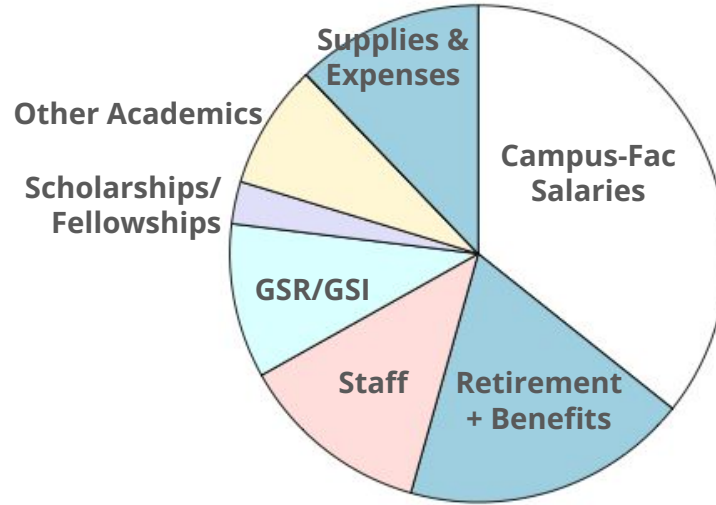
* FY23 actuals are still preliminary.

RCNR Budget

FY22-23: \$61.6M
(excluding contracts & grants)



Revenue



Expenses

CAMPAIGN SUMMARY

through 12/31/2023



20,696

GIFTS AND PLEDGES

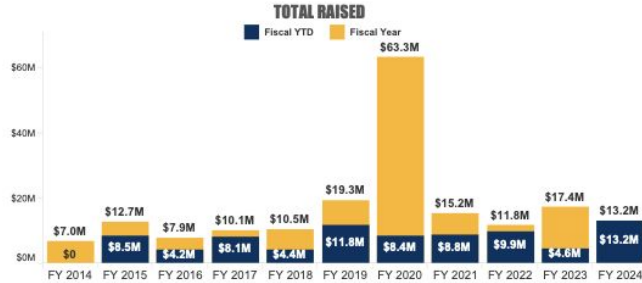
\$188,321,799

TOTAL RAISED

5,609

DONORS

22.9% over \$6B goal



CAMPAIGN PRIORITY AREAS

Faculty and Graduate Students

\$28.5M

Undergraduate Opportunity & Experience

\$4.2M

Research for the Public Good

\$67.9M

Places of Possibility

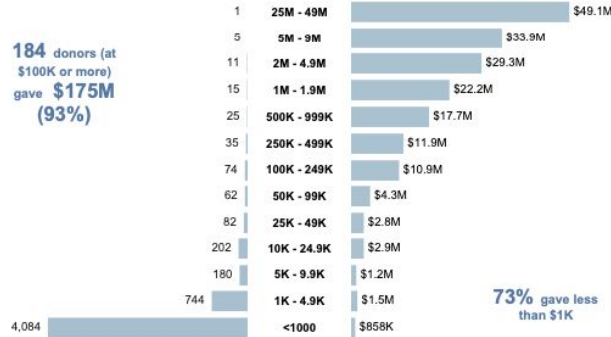
\$67K

2 of 100
New Faculty Positions

2 of 300
Endowed Doctoral Fellowships

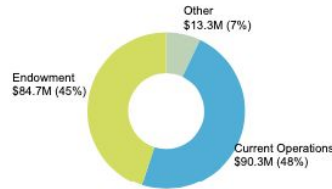
CUMULATIVE GIVING BY DONOR FOR CAMPAIGN PERIOD

184 donors (at \$100K or more) gave **\$175M (93%)**

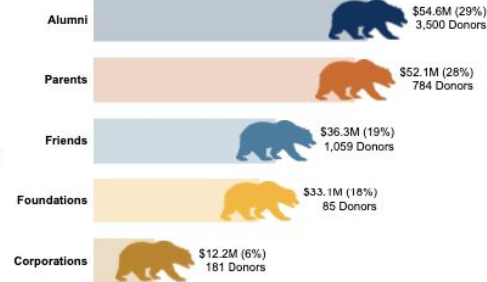


73% gave less than \$1K

FUND TYPE



WHO IS GIVING



TOP TRANSACTION TYPES



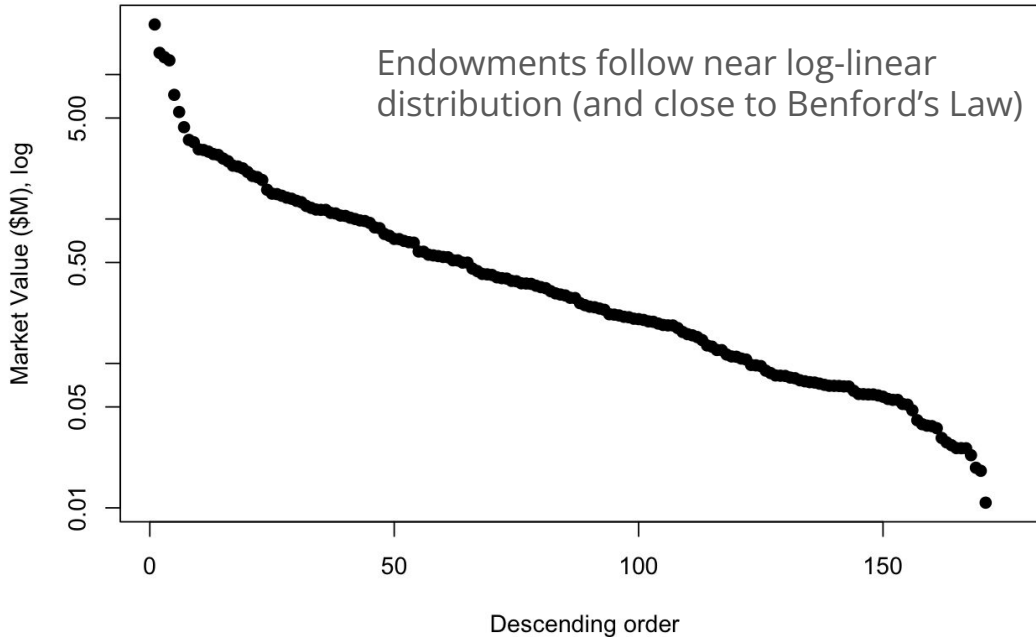


Philanthropic highlights - 2023-24

- The Sandra Lee Chen and Sidney Chen Chancellor's Chair in Climate Solutions -- New FTE & endowed chair (\$6M)
- The James M. and Cathleen D. Stone Center for Large Landscape Conservation (\$2.5M)
- Biswell Fire Ecology Estate Gift (\$3M)
- Big Give results - most gifts ever - 563
- Annual fund, gifts to date >\$500K



Total endowment: \$177M in 177 funds (12/31/23 MV)



RCNR endowments, by benefitting unit or area

Market Value of RCNR Endowments (\$ millions, 12/31/23)

	Unrestricted	Prog&Resrch	Chair	GradSupp	Undergrad	Faculty FTE	TOTAL	Legend
RCNR	45.1	16.3	5.5	1.5	6.2	2.8	77.4	< \$1M
ESPM		7.2	18.2	17.7	6.1		49.1	\$1-5M
NST		12.7	3.3	2.2	0.05		18.2	\$5-10M
PMB		2.4		4.5	0.04	7.2	14.2	\$10-20M
ARE			8.6	2.8	0.1		11.5	>\$20M
ESPM/PMB			1.1	4.1			5.2	\$5-10M
ERG		0.1		1.3			1.4	< \$1M
TOTAL	45.1	38.6	36.7	34.0	12.5	10.0	176.9	

34 new endowments in the campaign
 ~6x growth in endowment in last 20 years





Market Value of RCNR Endowments (\$ millions, 12/31/23)

Chen FTE & Chair (ARE, ERG, ESPM)

Gross Rausser Kelso
Ciriacy-Wantrup Albright ELP

	Unrestricted	Prog & Resrch	Chair	GradSupp	Undergrad	Faculty FTE	TOTAL
RCNR	45.1	16.3	5.5	1.5	6.2	2.8	77.4
ESPM		7.2	18.2	17.7	6.1		49.1
NST		12.7	3.3	2.2	0.05		18.2
PMB		2.4		4.5	0.04	7.2	14.2
ARE			8.6	2.8	0.1		11.5
ESPM/PMB			1.1	4.1			5.2
ERG		0.1		1.3			1.4
TOTAL	45.1	38.6	36.7	34.0	12.5	10.0	176.9

Legend

- < \$1M
- \$1-5M
- \$5-10M
- \$10-20M
- >\$20M

Plant Path. and Soils/Plant Nutrition funds

Rustici endowment for Nutrition

Next slide

Tsujimoto FTE & Chair



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College of Natural Resources



Graduate Support Endowments*

Unit	Program	N	Market Value (12/31/23)	All figures in \$millions
ESPM		33	\$ 17.68	
	Forestry		\$4.51	
	Entomology		\$9.06	
	ESPM		\$1.91	
	Other		\$2.20	
ESPM/PMB		5	\$ 4.14	
	Plant Pathology		\$2.45	
	Soils&PlantNut		\$1.69	
PMB		3	\$ 4.46	
NST		8	\$ 2.17	
ARE		14	\$ 2.78	
ERG		7	\$ 1.32	
RCNR		7	\$ 1.46	
TOTAL		77	\$ 34.01	

*Includes funds for 'Grad or Undergrad'



Funding PhD programs

~400 PhD students @ ~\$65K = ~\$26M

Internal sources

- TAS funding (some to lecturers, non-RCNR GSI) <\$5M
- Grad endowments (at 4% payout) \$1.4M
- Endowed chairs (optional for grad support) <\$1M (1)
- Rausser fund allocation \$300K
- Block grants \$2M
- MY Fellowships \$1.35M
- AES GSRs \$1.11M
- Startup and retention funds ~\$500K-\$1M (?)
- GSIs hired outside College ????
- Total** 10-12 M (?)

External sources

- GSRs on faculty grants (>>50% for many students, esp. NST and PMB)
- NSF, NASA, DOE, DOD and other independent fellowships
- NIH & NSF training grants

Philanthropic funding

(1) faculty have discretion about allocations



New Graduate Housing at Gill Tract (south)



RCNR graduate students receive priority for room assignments



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<https://capitalstrategies.berkeley.edu/albany-village>

Anchor House - opening August 2024

New NST teaching kitchen



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Wellman Hall seismic renovation

Seismic funds depend on future state bonds or other capital funding

Moving ahead with cosmetic upgrade of classroom, stairways



Mulford backup power & analytic facility



50
YEARS

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Challenges ahead



Campus level

- New Chancellor
- University-wide and state budget issues
- FSI: Financial Sustainability Initiative
- Bureaucracy

College

- Revenue generation and philanthropy
- Facilities
 - Wellman Seismic
 - The M-O-H-K problem: Morgan-Oxford-Hilgard-Koshland
- Faculty, Staff, and Graduate Student recruitment and retention



Thank you -
Questions and discussion

50
YEARS

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