State of the College

David Ackerly, Dean

April 4, 2024
Presentation Outline

- Recruitment, staffing, and student update
- Strategic Plan implementation
- Budget and philanthropy
Faculty & CE Hiring, Starts Since July 2023
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
Graduate Students

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

- Lab managers and researchers
- GSAOs
- Teaching Lab
- Undergrad Advising
- Centers and Research Facilities
- Academic Personnel
- Department Managers and Coordinators
- International & Executive Programs
- BEST region staff
- Finance and Admin
- College Buildings and Facilities
- College Relations
- IT & Comms

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

SOLUTIONS TO THE CLIMATE CRISIS

SUSTAINABLE STEWARDSHIP OF NATURAL RESOURCES
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
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

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)

**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

**THE CHARGE**

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

**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)

**PROGRESS TO-DATE**

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 2:**
- Complete faculty interviews
- Analyze results
- Research best practices, both on campus and at other institutions
- Assess demand, cost and benefit

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

**Sub-task 3:**
- Engage internal and external stakeholders to explore potential partnership opportunities
- Assess program themes, formats and financial models

**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

**NEXT STEPS**
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; PPFP/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
A Brighter Tomorrow

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

Learn More
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)
CAMPAIGN SUMMARY

Through 12/31/2023

20,696
GIFTS AND PLEDGES

$188,321,799
TOTAL RAISED

5,609
DONORS

TOTAL RAISED
Fiscal YTD
Fiscal Year

FY 2014
$7.6M
FY 2015
$9.5M
FY 2016
$10.1M
FY 2017
$10.1M
FY 2018
$11.8M
FY 2019
$19.3M
FY 2020
$15.2M
FY 2021
$11.3M
FY 2022
$17.4M
FY 2023
$13.3M
FY 2024
$13.3M

CAMPAIGN PRIORITY AREAS

- Faculty and Graduate Students: $28.5M
- Undergraduate Opportunity & Experience: $4.2M
- Research for the Public Good: $67.0M
- Pieces of Possibility: $87K

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%)

WHO IS GIVING

- Alumni: $54.5M (25%), 3,500 donors
- Parents: $32.1M (29%), 784 donors
- Friends: $36.3M (19%), 1,089 donors
- Foundations: $31.5M (16%), 85 donors
- Corporations: $17.2M (9%), 181 donors

FUND TYPE

- Endowment: $64.7M (45%)
- Current Operations: $80.3M (45%)
- Other: $15.2M (7%)

TOP TRANSACTION TYPES

- Over $1M: $44.6M (24%)
- $100K-$499K: $44.6M (22%)
- Request Commitment: $42.7M (22%)
- Pledge: $29.1M (15%)
- Realized Request: $17.7M (9%)
- Conditional Pledge: $6.9M (3%)
- Documented Inclusion: $3.1M (2%)
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)

Endowments follow near log-linear distribution (and close to Benford’s Law)
34 new endowments in the campaign
~6x growth in endowment in last 20 years
# Market Value of RCNR Endowments ($ millions, 12/31/23)

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Prog &amp; Resrch</th>
<th>Chair</th>
<th>GradSupp</th>
<th>Undergrad</th>
<th>Faculty FTE</th>
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<td>ESPM</td>
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<td>3.3</td>
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<td>ARE</td>
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<td>4.5</td>
<td>0.4</td>
<td>7.2</td>
<td>11.5</td>
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<td>ESPM/PMB</td>
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<td></td>
<td>1.1</td>
<td>4.1</td>
<td></td>
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<td>5.2</td>
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<td>ERG</td>
<td></td>
<td></td>
<td>1.3</td>
<td></td>
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<td>1.4</td>
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<td><strong>TOTAL</strong></td>
<td><strong>45.1</strong></td>
<td><strong>38.6</strong></td>
<td><strong>36.7</strong></td>
<td><strong>34.0</strong></td>
<td><strong>12.5</strong></td>
<td><strong>10.0</strong></td>
<td><strong>176.9</strong></td>
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**Legend**:
- < $1M
- $1-5M
- $5-10M
- $10-20M
- >$20M

- Next slide
- Tsujimoto FTE & Chair
- Rustici endowment for Nutrition
- Plant Path. and Soils/Plant Nutrition funds

- Gross Rausser Kelso
- Ciriacy-Wantrup Albright ELP
# Graduate Support Endowments*

<table>
<thead>
<tr>
<th>Unit</th>
<th>Program</th>
<th>$N$</th>
<th>Market Value (12/31/23) $\text{Millions}$</th>
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<tbody>
<tr>
<td>ESPM</td>
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<td>$17.68</td>
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<td>Forestry</td>
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<td>Entomology</td>
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<td>ESPM</td>
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<td>Other</td>
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<td>ESPM/PMB</td>
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<td>$4.14</td>
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<td>Plant Pathology</td>
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<td>Soils&amp;PlantNut</td>
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<td>PMB</td>
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<td>8</td>
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<td>ARE</td>
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<td>$2.78</td>
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<tr>
<td>ERG</td>
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<td>7</td>
<td>$1.32</td>
</tr>
<tr>
<td>RCNR</td>
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<td>7</td>
<td>$1.46</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>77</td>
<td><strong>$34.01</strong></td>
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</table>

*Includes funds for ‘Grad or Undergrad’
Funding PhD programs
~400 PhD students @ ~$65K = ~$26M

<table>
<thead>
<tr>
<th>Internal sources</th>
<th>External sources</th>
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</thead>
<tbody>
<tr>
<td>• TAS funding (some to lecturers, non-RCNR GSI)</td>
<td>• GSRs on faculty grants (&gt;&gt;50% for many students, esp. NST and PMB)</td>
</tr>
<tr>
<td>• Grad endowments (at 4% payout)</td>
<td>• NSF, NASA, DOE, DOD and other independent fellowships</td>
</tr>
<tr>
<td>• Endowed chairs (optional for grad support)</td>
<td>• NIH &amp; NSF training grants</td>
</tr>
<tr>
<td>• Rausser fund allocation</td>
<td></td>
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<tr>
<td>• Block grants</td>
<td></td>
</tr>
<tr>
<td>• MY Fellowships</td>
<td></td>
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<tr>
<td>• AES GSRs</td>
<td></td>
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<tr>
<td>• Startup and retention funds</td>
<td></td>
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<tr>
<td>• GSIs hired outside College</td>
<td></td>
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<tr>
<td>Total</td>
<td></td>
</tr>
</tbody>
</table>

TAS funding: <$5M
Grad endowments: $1.4M
Endowed chairs: <$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 (?)

Philanthropic funding

(1) faculty have discretion about allocations
New Graduate Housing at Gill Tract (south)

RCNR graduate students receive priority for room assignments

Albany Village is a five-building apartment complex for graduate students. It offers fully furnished studios and apartments with single bedrooms, full kitchens and in-unit washer/dryers, and a wealth of community resources. (Rendering)

https://capitalstrategies.berkeley.edu/albany-village
Anchor House - opening August 2024
New NST teaching kitchen
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
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
● Faculty, Staff, and Graduate Student recruitment and retention
Thank you -
Questions and discussion