

FAMU President Application for Florida A&M University - President

Rondall E. Allen

[REDACTED]

Salisbury MD

CURRENT POSITION

Student

Time

Source: Portal

Upload cover letter.

{"EntityType":21,"Id":"19a16939-fedb-4293-276f-3bd8aa62dd08","Title":"Cover Letter - Dr. Allen - Florida A & M University.pdf"}

Upload references.

{"EntityType":21,"Id":"7b530a85-27ba-4215-b1c3-46d8aa62dd08","Title":"Dr. Rondall Allen - Reference List.pdf"}

Supplemental Questions

Your current title and institution

Provost and Vice President for Academic Affairs; University of Maryland Eastern Shore

What is your preferred email address and cell phone number?

[REDACTED]

In a few sentences, share why this opportunity is of particular interest to you.

Florida A&M University is more than my alma mater—it is part of my family's legacy and my personal foundation. I was born and raised in Tallahassee, surrounded by the rich history and excellence of FAMU. My father, brother, and other family members proudly walked the halls of this esteemed institution, and I had the privilege of earning my Bachelor of Science in Pharmacy here. I later returned as a professor in the College of Pharmacy at the Tampa campus, committed to shaping the next generation of leaders in healthcare. Throughout my career in higher education, I have dedicated myself to the mission of Historically Black Colleges and Universities, ensuring that they remain pillars of access, excellence, and opportunity. FAMU has always represented the highest standard of what an HBCU can achieve, and I believe my experience and passion

uniquely position me to lead this institution into its next era of innovation and impact. It would be an honor and a privilege to serve as the president of Florida A&M University, to give back to the institution that has given so much to me and my family, and to work tirelessly to advance its legacy of academic excellence, student success, and community engagement.

Are you presently employed? If not, please explain briefly.

Yes.

To whom do you currently report?

President

If you hold an academic position, indicate your current rank

Full Professor

Are you tenured?

Yes

What are your salary expectations for this position?

\$400,000

What is your current salary?

360000

Briefly describe the circumstances regarding your past three changes of employment?

Throughout my career, I have pursued opportunities that align with my passion for academic leadership, student success, and institutional growth. After several years in the pharmaceutical industry as a medical science liaison, I chose to return to academia, joining the College of Pharmacy at Xavier University of Louisiana as an administrator. Over 11 years at Xavier, I was promoted twice, gaining valuable experience in academic operations, faculty development, and student engagement. Seeking to expand my leadership experience, I accepted the role of campus dean at the South University School of Pharmacy in Savannah, Georgia. This opportunity allowed me to oversee campus-wide initiatives and gain insight into a multi-campus system. After a year in this role, I transitioned to the University of Maryland Eastern Shore (UMES) as dean of the School of Pharmacy and Health Professions. Over nearly a decade at UMES, I have been promoted twice, demonstrating my ability to lead at increasing levels of responsibility. Each transition in my career has been driven by a commitment to advancing academic excellence, fostering student success, and strengthening institutional impact.

Are you legally authorized to work in the United States?

Yes

Will you now (or in the future) require sponsorship for employment visa status,

e.e., H-1B visa?

No

How did you become aware of this opportunity?

Search website

Leadership, Vision, and Approach

Can you describe your vision for leading a higher education institution in the modern era, and how would you adapt your leadership style to meet the evolving needs of students, faculty, and the broader academic community?

Leading a university today requires courage—the courage to make bold decisions, challenge the status quo, and advocate for students, faculty, and the academic community. As a leader, I balance courage with adaptability, innovation, and a deep commitment to student success and institutional excellence. Florida A&M University must honor its legacy while positioning itself at the forefront of higher education. I have consistently adapted my leadership style to meet the needs of students and faculty. For example, when faculty expressed concerns about leadership development and succession planning, I launched the Provost Faculty Fellows and Assistant Department Chair pilot programs. These initiatives provided structured opportunities for faculty to gain leadership experience, reinforcing shared governance and professional growth. By listening and implementing solutions, I fostered a culture of empowerment and collaboration. To make FAMU a first-choice destination for scholars—aligning with strategic plan goal 1.2—I would leverage my experience in enrollment management, academic innovation, and institutional partnerships. I have successfully built relationships with industry and government agencies to secure scholarships, funding, and internships that attract top students and faculty. At FAMU, I would expand these efforts by strengthening competitive academic programs, increasing research investments, and enhancing student support services to ensure FAMU remains a premier institution of choice. My vision for FAMU is one of bold leadership, adaptability, and excellence. By fostering an environment of innovation, inclusivity, and academic distinction, we will not only preserve FAMU's legacy but also propel it to new heights as a national and global leader in higher education.

Strategic Planning and Innovation

How would you approach strategic planning to ensure the university remains competitive and innovative in offering education that meets the future needs of the workforce and society?

Leading change requires vision, courage, and the ability to navigate complexity. As the dean and the Provost and Vice President for Academic Affairs at UMES, I have had the opportunity to lead three strategic initiatives at the School and University level. One of the first items that I addressed as the dean was the development of a strategic plan for the School of Pharmacy and Health Professions. This was extremely important for me as a leader because the new plan would serve as a guide for the School on how we

utilized our resources. I believe in shared governance and used this approach to develop the new strategic plan. First, I engaged all stakeholders in developing a vision and mission statement for the School. Next, we all participated in a half-day retreat which resulted in four strategic priorities. To date, the School has accomplished or exceeded all of its goals. As the Chief Academic Officer, I was charged with developing and implementing the University's Student Success Strategic Plan. I used a grassroots approach to ensure all stakeholders (e.g., faculty, staff, and students) were included and were able to provide feedback. It was important for me to allow others to see their role in the plan. The priorities include comprehensive student support services, building community and sense of belonging, enhancing student business practices, and faculty, staff, and student recognition. Also, I served as the lead for the University's strategic plan and the liaison to the University System of Maryland for the plan. I worked closely with the President to do a listen and learn tour with the campus as we developed the goals for the five strategic priorities. We are currently in the second year of the ten-year plan.

Academic Excellence and Program Development

How would you ensure the maintenance and enhancement of academic excellence within the university, and what strategies would you implement to develop or expand academic programs in response to emerging trends and opportunities?

As a steward of academic operations, I have been committed to educational excellence, student success, and being proactive in addressing emerging career trends. Over the past two years, I have overseen the approval of eight new academic programs and seven online programs. The programs were designed to meet the industry needs in the region. This would not have been possible without working closely with our Vice President for Enrollment Management and Student Experience to assist with admissions and marketing and the staff at the University System of Maryland (USM) and the Maryland Higher Education Commission (MHEC) to obtain approval of the programs. I also engaged faculty to lead the effort to provide opportunities for our pre-medical students to have a seamless pathway to enroll in a medical program by securing affiliation agreements. Currently, we have an affiliation agreement with the Philadelphia College of Osteopathic Medicine and one pending with the University of Maryland School of Medicine. We have also been intentional about expanding our portfolio of niche programs. We recently received approval from the USM and the MHEC for the Doctor of Veterinary Medicine program. It will be the first in the state of Maryland and the second program in the nation at an HBCU. I shepherded the program through the approval process on campus and at the state level. I also assisted the Vice President for Administration and Finance in providing justification for space and a new building for the program. The state's Department of Budget and Management has included the new building in the Governor's capital improvement plan. FAMU's vision of providing innovative programs aligns with my own dedication to fostering academic excellence and being intentional about meeting regional and national workforce needs. If given the opportunity, I would work closely with faculty and the academic leaders to expand the University's academic offerings as appropriate.

Fundraising and Financial Acumen

Describe your experience with fundraising and obtaining funds for an institution. How have you successfully engaged alumni, donors, and external partners to secure financial support, and what strategies would you employ to enhance the university's financial health and sustainability?

Adequate financial resources and fiscal discipline are paramount to the sustainability and growth of an institution. During my tenure at UMES, I have been able to secure financial support for several strategic initiatives. As the dean of the School of Pharmacy and Health Professions (SPHP), I worked closely with consultants to develop a proposal for the state of Maryland to fund the new SPHP building. I also collaborated with the President to garner support from our Eastern Shore delegation (i.e., Delegates and Senators). The proposal was approved, and the University was awarded 90 million dollars. As we endeavored to resume our Physician Assistant program in 2018, I secured 1.3 million dollars to cover initial expenses for the program. These expenses included, but are not limited to, hiring faculty and staff, equipment, and professional development funds for faculty and staff to attend regional and national conferences. The program is off to a great start and the first two graduating classes had over a 90% first-time pass rate on the national licensure exam. Also, I was able to attain \$260,000 in scholarship funds for our pharmacy students. This occurred as a result of a personal connection in the pharmaceutical industry and will serve as a continual funding stream from Johnson and Johnson Health Care Systems, Inc., for the School of Pharmacy. Furthermore, I have been working with the Vice President for Institutional Advancement to identify potential donors for our Doctor of Veterinary Medicine program. I have developed a relationship with the Executive Director of the Maryland Horse Breeders Association which has led to a list of potential donors. FAMU's strategic goal of institutional sustainability and responsible stewardship is one I fully support. I would like to utilize my experience to garner resources to support students, faculty, and staff, and cultivate new partnerships to support FAMU's future growth and sustainability.

Community and External Relationships

How have you previously worked with external community stakeholders, including local government, businesses, and nonprofit organizations, to enhance the reputation and contribution of a higher education institution within its local community and beyond?

An institution's impact is amplified through strong community partnerships. I firmly believe that an institution's surrounding community should thrive and be successful because of the relationship it has with its neighboring educational institution. I led an effort in which the faculty in the School of Pharmacy partnered with the faculty in the Engineering and Aviation Sciences department to develop drones to deliver medications to Smith Island residents. Smith Island is a remote island that can only be accessed via boat or plane. We decided to expand our partnership to include the regional hospital (TidalHealth). The expanded partnership led to a \$510,000 grant from our national

senators to enhance our efforts. It is evident that FAMU, through its many health programs, is committed to improving health outcomes of Floridians and citizens in the region. This resonates with me as a health care professional. Realizing many areas in the state are considered a medically underserved areas, I would like to leverage my experience to address access to care and improve quality of care. I would be willing to engage local and regional communities and their leadership to identify ways to collaborate on shared goals.