



Dean, College of Agriculture and Food Sciences

Florida Agricultural and Mechanical University invites nominations, applications, or expressions of interest for the position of Dean of the College of Agriculture and Food Sciences.

About the University

Founded October 3, 1887, Florida Agricultural and Mechanical University (FAMU) is a public, historically Black university located in Tallahassee, Florida. What distinguishes FAMU from other universities is its legacy of providing access to a high-quality, affordable education with programs and services that guide students toward successfully achieving their dreams. FAMU is part of the State University System of Florida and is accredited by the Southern Association of Colleges and Schools Commission on Colleges.

In addition to the main Tallahassee campus, FAMU has several satellite campuses across Florida. These include the College of Law in Orlando and the College of Pharmacy and Pharmaceutical Sciences, Institute of Public Health, which has sites in Crestview, Tampa, Jacksonville, and Miami.

University Mission Statement

FAMU is an 1890 land grant, doctoral/research institution devoted to student success at the undergraduate, graduate, doctoral and professional levels. FAMU enhances the lives of its constituents and empowers communities through innovative teaching, research, scholarship, partnerships, and public service. The University continues its rich legacy and historic mission of educating African Americans and embraces all dimensions of diversity.

University Vision Statement

FAMU will be recognized as a leading national public university that is internationally renowned for its competitive graduates, transformative research, and innovation.

University Values

Florida Agricultural and Mechanical University is committed to the values of accountability, inclusion, innovation, and integrity. The University also values and endorses the Board of Governors' Statement of Free Expression and expects open-minded and tolerant civil discourse to take place throughout the campus community. These values represent the tenets that guide our actions, enable us to sustain our historical mission, and realize our strategic plan.

About the College of Agriculture and Food Sciences

Established in 1891, the College of Agriculture and Food Sciences (CAFS) enjoys a rich legacy as the original land grant component implemented at FAMU. As one of the world's leading institutions of its kind, CAFS houses well-equipped facilities that are associated with its outstanding teaching, research, and extension programs. Since its establishment, CAFS has evolved and continues to do so to meet the ever-changing needs of the food and agricultural industries. Offering undergraduate majors in agribusiness, agricultural science, animal science industry, biological system engineering, entomology, food science, plant and soil science, animal science pre-veterinary, veterinary technology, and pre-professional studies, its academic programs prepare students to learn firsthand all aspects of agriculture and the many facets which the study of agriculture and food science encompasses.

The College boasts three Centers which are the drivers of scientific discovery and are dedicated to specialized research in the areas of – viticulture and small fruit, water resources and biological control. Its experimental farm is located approximately 45 minutes away in Gadsen County, Florida, and the Center for Viticulture and Small Fruit is located half an hour from the main campus. CAFS students, both graduate and undergraduate, are afforded the opportunity to work under the guidance of world-renowned scientists on cutting-edge research intended to sharpen their scientific skills, conduct their own research, contribute solutions to global challenges, and develop collaborations with other scientists.

The CAFS Cooperative Extension Program (CEP) also plays a vital role in providing researched-based information and resources directly to Florida's farmers, individuals, producers, communities and agribusinesses. The CEP programs impact both rural and urban areas and are intended to build community capacity, protect the environment, influence the decision-making process of our stakeholders, and improve the quality of life by enhancing the economic well-being of everyone involved.

Through the tripartite concept, their internationally recognized faculty and staff prepare students for successful careers by offering comprehensive undergraduate and graduate programs, innovative research, and socially relevant outreach programs. CAFS aims to empower brilliant, energetic thinkers who are motivated to change the world through equipping students to understand, tackle, and eventually provide solutions to the challenges of the 21st century worldwide as it relates to global food security and fighting world hunger.

About the Position

Reporting directly to the Provost, the Dean is the chief executive officer of the College of Agriculture and Food Sciences. The Dean works with faculty and staff to represent the College's programs, offices, and centers; oversees strategic planning, advancement, and budget development; and guides resource allocation, teaching, research, service, outreach, and administration.

The Dean also provides leadership and advocacy for faculty and staff recruitment, professional development, evaluation, and retention; enrollment planning, student recruitment and retention; program review and accreditation. In addition to supporting shared governance and promoting a diverse and collegial environment, the Dean actively encourages and supports cross-department and cross-College collaboration in teaching, creative activity, and scholarship. The Dean serves as a member of the Provost's Leadership Team, working collaboratively with a team of deans and academic affairs administrators.

Duties and Responsibilities

FAMU's Dean of the College of Agriculture and Food Science will be responsible for:

- Administering and providing leadership for all aspects of the College – academic, research, and extension programs and other activities;
- Working with and being responsible for recruiting, hiring, and supervising a diverse faculty;
- Promoting the land-grant mission of the University;
- Representing CAFS, and working closely with the Provost, deans of the other colleges and schools within the University, and other university administrators, alumni, and stakeholders;
- Securing extramural advancement, student recruitment and retention, and maintaining high academic and professional standards;
- Being accessible and providing academic and professional leadership to the faculty, students and all stakeholders.
- Ensuring CAFS continued leadership in advancing “Boldly Striking” FAMU’s 2022 – 2027 Strategic Plan’s goals related to Student Success, Academic Excellence, Leverage the Brand, Long-Term Fiscal Health and Sustainability, and Organizational Effectiveness and Transformation;
- Working with and mentoring department heads and school directors, center directors, and others to ensure that each has a strategic framework that advances CAFS goals;
- Leading the development of data-driven mutually beneficial affinity partnerships with industry and corporate partners to increase research funding, connect talent and workforce development pipelines, and advance research, discovery, and innovation programming in CAFS;
- Aligning and managing personnel, financial, and physical facilities across Florida responsibly and strategically to maximize the effectiveness of those resources, exhibiting fiscal discipline and transparency, and using best management practices;
- Working with CAFS expanded leadership team in donor engagement, fundraising, and stewardship to advance research, discovery, and innovation goals;
- Ensuring compliance with federal and state regulations and requirements related to CAFS research activities.

Knowledge, Skills, and Abilities

Successful applicants must have a terminal degree in one of the disciplines (or related) offered in the College and academic qualifications and a record of achievements consistent with an appointment as a tenured full professor.

The ideal candidate will have knowledge, skills, and leadership experience in the following areas:

- A strong record of effective organization and administration skills with demonstrated ability to work both independently and as a team member;
- Demonstrated management experience at a comparable level in higher education institutions;
- Outstanding record of research leadership;
- A solid record of performance in teaching, research, and publication;
- Exceptional communication and interpersonal skills;

- A commitment to high performance, meeting targets, and the effective management of the faculty;
- Strong advocate of the faculty and its constituents;
- Excellent strategic vision and ability to manage operations of the faculty with a focus on its immediate, medium term and long-term development;

In addition, it is preferred that candidates have an administrative record that demonstrates:

- Progressive academic administrative experience;
- Demonstrated and thorough understanding of the land-grant system, experience managing institutional budgets and fairly distributing assets;
- A demonstrated commitment to shared governance, experience selecting qualified faculty, promoting faculty development, working with all stakeholders in a school/college, university and in the community;
- A demonstrated ability to generate external institutional funding;
- Evidence of excellent organizational, communication, interpersonal, decision-making and leadership skills;
- A commitment to the university's motto of "Excellence with Caring";
- Appreciation for the role of scholarly research in the teaching and learning process, at both the undergraduate and graduate level;
- An innovative mindset that will position the college well in maintaining its competitiveness within the evolving landscape of higher education;
- Evidence working across disciplines outside of agriculture and environmental sciences;
- Evidence working with agricultural extension;
- Experience and knowledge of holistic student success, including academic and career development;
- Demonstrated success with extramural funding and facilitating high-quality education and curriculum design;
- A commitment to student learning and promoting a culture that values diversity.

Nomination and Application Process

Parker Executive Search is assisting Florida Agriculture & Mechanical University in the search for the Dean of the College of Agriculture and Food Science. The Search Committee invites letters of nomination, applications (letter of interest, full resume/CV, and contact information of at least five references), or expressions of interest to be submitted to the search firm assisting the University. Review of materials will begin immediately and continue until the appointment is made. It is preferred, however, that all nominations and applications be submitted prior to March 15, 2024. For additional information, please contact:

Porsha Williams, Vice President
 Jacob Anderson, Senior Principal
 Parker Executive Search
 Five Concourse Parkway, Suite 2875
 Atlanta, GA 30328

770-804-1996 ext. 106 || 770-804-1996 ext. 109

pwilliams@parkersearch.com || janderson@parkersearch.com

The Florida A&M University (FAMU or University) is committed, as evident in our policies, principles and practices, to an educational environment and equal opportunity workplace wherein each member of the University community is free from any form of harassment and discrimination. Therefore, the University prohibits discrimination on the basis of race, religion, color, age, disability, sex, sexual harassment, sexual orientation, gender identity, gender expression, marital status, national origin, genetic information, and veteran status, or any other legally protected group status (including Title IX of the Education Amendments of 1972), in accordance with state and federal laws. Discriminatory conduct in the form of sexual misconduct, including sexual harassment, sexual assault, domestic and dating violence, and stalking, is also prohibited.