



**FLORIDA
AGRICULTURAL AND
MECHANICAL
UNIVERSITY**

Dean of the College of Education

Deadline: April 20, 2018

Florida Agricultural and Mechanical University (FAMU) invites applications and nominations for the position of Dean of the College of Education.

The College of Education can be considered the cornerstone college of FAMU, a thriving historically Black university located in Florida's capital city, Tallahassee. The College of Education was the first and only college within the University at its inception in 1887. The primary mission of the college is to prepare teacher and leadership candidates to become transformative education leaders. The College of Education administers the pre- and in-service professional education and graduate programs encompassed within four departments: Elementary Education; Secondary Education, Technology Education, and Foundations; Health, Physical Education, and Recreation; and Educational Leadership and Counseling.

The University seeks an individual with both scholarly achievements in the field of education and administrative accomplishments to serve as the senior academic officer of the College. The Dean will be responsible for working collaboratively with faculty and staff in creating a vision (in alignment with the University's Strategic Plan) for the College of Education's programs. The Dean will generate and secure external resources in support of the College's mission, serve as the manager of the College's budget and resources, and promote excellence in teaching, research and service. The Dean will lead with integrity using an open, transparent approach and will foster positive relationships with faculty, staff, students, external constituents, and alumni. The Dean will provide innovative, visionary, ethical, and strategic leadership of the College, and will be responsible for ensuring continuation of education-specific accreditation and for the overall management of the College of Education.

About the State University System of Florida

Florida's public university system includes 12 universities with an enrollment of more than 300,000 students, more than 60,000 faculty and staff, and an annual operating budget of more than \$8.5 billion.

The State University System of Florida is a constitutional body led by the 17-member Board of Governors. Responsibilities include defining the distinctive mission of each institution and managing the coordination and operation of the System.

Florida's 12 public universities operate under a rigorous strategic planning and accountability model, tracking and incentivizing year-over-year progress while steering the System towards the state's highest economic, workforce, and research needs.

To learn more about the State University System of Florida, please visit <http://www.flbog.edu/>.

About Florida Agricultural and Mechanical University (FAMU)

Founded on October 3, 1887, Florida Agricultural and Mechanical University (FAMU) is part of the State University System of Florida and is accredited by the Southern Association of Colleges and Schools Commission on Colleges. Distinguished by lush foliage and massive oaks, FAMU's main campus comprises 156 buildings spread over 422 acres atop the highest of Tallahassee's seven hills. The university also has several satellite campuses including a site in Orlando where the College of Law is located and sites in Miami, Jacksonville and Tampa for its pharmacy program.

Florida A&M University enrolls nearly 10,000 students from the United States and more than 70 countries such as India, Egypt, Trinidad, Netherlands, China, Bahamas, Jamaica, and Brazil. Florida A&M University offers 54 bachelor's degrees, 29 master's degrees, three professional degrees and 12 doctoral degrees. The three professional degrees include the Juris Doctor, Doctor of Pharmacy, and the Doctor of Physical Therapy. The 12 doctoral degree programs include 11 doctoral degrees and one Doctor of Public Health. The doctoral degrees include the following: biomedical engineering, chemical engineering, civil engineering, electrical engineering, mechanical engineering, industrial engineering, pharmaceutical sciences, physics, educational leadership, environmental science, and entomology.

For more information about the University, visit <http://www.famu.edu/>.

About the College of Education

The primary mission of the College is the production of exemplary professionals to serve in educational institutions who are informed, proactive, competent, and reflective practitioners. The College of Education administers the pre-service and in-service professional education and graduate programs encompassed within four (4) undergraduate and graduate degree granting departments: Elementary Education; Secondary Education and Technology Education and Foundations; Health, Physical Education and Recreation; and Educational Leadership and Counseling. The College of Education provides the relevant curriculum for elementary, secondary, and graduate education programs supporting 12 undergraduate degrees and 6 graduate degrees.

The College purposes to: (1) assume leadership for the selection, guidance and professional preparation of teacher educators and practitioners who will serve in elementary, secondary and post-secondary schools, and other related agencies of Florida and the nation; and (2) provide a substantial foundation for advanced study as students choose to extend their educational preparation and pursuits. These purposes will be met through a foundation of general education, a planned sequence in professional education and rigorous graduate programs providing excellent preparation for professional pursuits, graduate study and post-graduate work.

The College of Education is accredited by the National Council for the Accreditation of Teacher Education (NCATE). The College's Initial Teacher Preparation Programs are all approved by the Florida Department of Education (FDOE).

For more information about College of Education, visit <http://www.famu.edu/education/>.

Role of the Dean of College of Education

Reporting to the Provost and Vice President for Academic Affairs, the Dean is the chief academic and administrative officer responsible for the operation of the College of Education. The Dean leads the College's strategic planning, student success efforts, accreditation, enrollment, academic program planning, assessment of curriculum and instruction, recruitment and evaluation of faculty and staff, professional development and research support, budgeting and management of funds, and the allocation and use of facilities.

The Dean works with the College's program heads and faculty to ensure that each program maintains or exceeds specialized accreditation standards. The Dean of the College will be required to: procure both internal and external funds to adequately support the College of Education's mission, engage stakeholders in College initiatives that address educational issues and support collaborative partnerships; promote a positive academic culture through team building and serving as a participatory manager; advocate for the college internally and externally; build a strong funding base and effectively manage resources; possess a strong understanding of disciplines and directions in the educational field; and provide leadership and direction for administrators, faculty, and staff, as well as facilitate K-12 education at the FAMU Developmental Research School (FAMU DRS).

The Dean provides direct supervision to an Associate Dean for Academic Affairs, an Associate Dean for Assessment, and an Associate Dean for Student Affairs, and faculty and staff in the departments of Elementary Education; Secondary Education and Foundations; Health, Physical Education and Recreation; and Educational Leadership and Counseling.

Key Opportunities and Challenges for the Dean

In carrying out the responsibilities of the position, the next Dean of the College of Education at FAMU will have several key opportunities and challenges, which are outlined below.

- Providing strategic leadership and vision that enhances the College of Education's impact on the local, regional, and national educational landscape;
- Building and leading a strong network of supporters and partners across campus and the educational community including the Florida A&M University Developmental Research School (FAMU DRS);
- Fostering a collaborative, innovative, inclusive, and supportive culture in the College with students, staff, faculty, and administrators;
- Creating an educational environment that supports student success as outlined in the College of Education's Strategic Plan (2017-2022);
- Managing and enhancing the financial resources of the College of Education using creative and imaginative strategies;
- Implementing effective team-building initiatives among the staff, faculty, and administrators;
- Leading the planning and provisions required for the upcoming state (Florida Department of Education 2020) and national accreditation (CAEP 2019; CACREP 20XX) site visits;
- Championing innovative and effective approaches to increase recruitment, retention, and graduation rates (e.g., increase student passage rates of the Florida Teacher Certification Examinations - FTCE); and
- Serving as an advocate for new, technology-rich, undergraduate and graduate program development in areas of high employer demand.

Qualifications and Characteristics

The successful candidate will:

- Hold a terminal degree in a discipline represented by the College's academic programs or equivalent experience.
- Demonstrate a record of teaching (Pre-K-12th and college/university levels), research, service, and/or experience meriting appointment as a tenured professor in the College.
- Have at least 5 years of demonstrated and specific experience in providing effective and visionary leadership for a diverse college community.
- Possess effective communication, human relations, customer service, and collegiality competencies with stakeholders.
- Possess knowledge of laboratory/research schools and how to implement best practices for teachers and students to enhance student performance and the academic excellence of the school.
- Demonstrate a record of accomplishment promoting academic excellence and innovation to improve student and faculty success.
- Show evidence of fundraising abilities and demonstrate the capability to lead effective grant writing activities.
- Possess strong interpersonal and communication skills and have an ability to build relationships with K-12 partners, the community, and public, private, and/or government organizations.
- Articulate knowledge and understanding of national and disciplinary trends, including accreditation and state standards.
- Strong skills in policy development, academic planning, administration, budgeting, and personnel management.
- Demonstrate a knowledge of the requirements and facility needs of exceptional education programs and have a familiarity with required technologies relevant for effective, innovative, and contemporary teaching methodologies, and delivery.
- Preference given to those with leadership experience at the department chair, director, associate Dean or Dean level, experience with accreditation, and/or experience working in a collective bargaining environment.

How to apply: Applications and nominations are now being accepted. **For best consideration, please submit application materials prior to March 30, 2018.** Greenwood/Asher & Associates, Inc. is assisting Florida A&M University in this search. Initial screening of the applications and nominations will continue until an appointment is made. Individuals who wish to nominate a candidate should submit a letter of nomination including contact information for the nominee. Application materials should include a letter of interest that clearly states the applicant's qualifications for the position, a current curriculum vita; and the name, address, telephone number and email address of five professional references. Submission of materials as PDF attachments is strongly encouraged.

Inquiries, nominations, and application materials should be directed to:
Marion Frenche, Principal & Practice Leader, Diversity, Equity & Inclusion
Patricia Gibbs, Executive Search Consultant
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Greenwood/Asher & Associates, Inc.
Executive Search, Consulting and Training

For more information on Florida A&M University and the College of Education, please visit
<http://www.famu.edu/> or <http://www.famu.edu/education/>.

Florida Agricultural and Mechanical University is an equal opportunity/equal access University. Successful candidate is subject to a pre-employment screening which includes a review of criminal records, reference checks and verification of education. If an accommodation due to a disability is needed to apply for this position, please call (850) 599-3076.

This search is being conducted under Florida law, including the Sunshine law and Public Records law.