



**FLORIDA
AGRICULTURAL AND
MECHANICAL
UNIVERSITY**

Dean, College of Pharmacy and Pharmaceutical Sciences

Position Description (#19741000)



Greenwood/Asher & Associates, Inc.
Executive Search, Consulting and Training

The Position

Florida Agricultural and Mechanical University (FAMU) invites applications and nominations for the position of Dean of the College of Pharmacy and Pharmaceutical Sciences. FAMU seeks a visionary, dynamic leader, and skilled administrator to build upon the College's strengths while embracing the University's longstanding commitment to teaching, research and service.

Reporting to the Provost and Vice President for Academic Affairs, the Dean is the chief officer responsible for the operations of the College. The Dean is responsible for providing the leadership and vision necessary for setting strategic, operational, and financial directions for all areas of the College with overall responsibility for developing an effective, collegial environment that promotes excellence in teaching, research, and service. The Dean works with administrative faculty and staff to ensure that each program maintains University goals and policies. The Dean must also be an innovative and dynamic advocate for the College and its programs. Additionally, the Dean is responsible for supervising and supporting the College in a manner that promotes excellence in instruction, scholarly and creative productivity, and service.

Responsibilities and Qualifications:

The College of Pharmacy and Pharmaceutical Sciences seeks a visionary leader with an earned Doctor of Pharmacy and/or Doctorate in Pharmacy and Pharmaceutical Sciences or closely related field. Candidates must have at least six (6) years of administrative experience and have the professional credentials to be appointed to the rank of Full Professor at Florida A&M University. Preference will be given to candidates who have a demonstrated managerial style which is open, transparent, and inclusive. The ideal candidate also will have:

- Excellent communication and interpersonal skills to ensure the success of students, faculty, and staff;
- A knowledge of higher education administration including accreditation requirements and the operation of distance learning programs;
- An appreciation for FAMU's historic mission to educate underserved populations;
- A deep understanding of the College's professional practice, research, and public health missions;
- A commitment to a culturally diverse workplace environment; and
- Demonstrated skills in fundraising and working with alumni.

The College of Pharmacy and Pharmaceutical Sciences

The College of Pharmacy and Pharmaceutical Sciences (COPPS) at Florida A&M University (FAMU) has a rich history of producing high-caliber graduates capable of providing exceptional pharmaceutical care. Founded in 1951, it graduates more than 60 percent of the nation's African-American doctoral degree holders in Pharmaceutical Sciences and is ranked by U.S. News & World Report among the top HBCU colleges and schools of pharmacy in the nation. As one of 14 colleges and schools at FAMU, the College is dedicated to academic excellence, research superiority, and valuable community services. This focus prepares its graduates for leading roles in the practice of pharmacy, research, and public health.

The College has 1,000 students; 74 faculty; and 29 staff members. It offers the Doctor of Pharmacy, bachelor's degree, master's degree, and Doctor of Philosophy in Pharmaceutical Sciences; and Master of Public Health, online Master of Public Health, and Doctor of Public Health degree programs. The College's Doctor of Pharmacy program is accredited through the Accreditation Council for Pharmacy Education, and its Institute for Public Health (IPH) is accredited by the Council on Education for Public Health.



In addition to the Tallahassee main campus location, the college also has instructional sites located throughout the state of Florida including Crestview, Jacksonville, Tampa, and Davie. The Crestview Instructional Center offers the Doctor of Pharmacy program via synchronous distance-learning technology, where students receive real-time instruction simultaneously with their Tallahassee counterparts. At each site, under the direction of COPPS faculty, students gain valuable experience in providing pharmaceutical care to members of the local community through College-owned and managed pharmacies and local health providers.

COPPS faculty are very active in research with more than \$5.6 million in external contracts and grants obtained through agencies and companies such as the National Institutes of Health, Bristol-Myers Squibb, and Centers for Disease Control. Cutting edge research is conducted in a variety of areas including cancer, health disparities, nanomedicine, drug discovery, and population health. To date, COPPS faculty have been awarded 28 patents based on the research they have conducted. FAMU's Office of Technology Transfer has negotiated three licenses from these patents.

The College's Institute for Public Health was created in 1995 by the Florida Legislature to offer the Master of Public Health degree with the purpose of improving the health status of Florida's diverse poor and underserved. In 2004, the



IPH became the first public health program in Florida to offer the Doctor of Public Health (DrPH) degree. And in 2011, the online MPH degree was offered as one of FAMU's first distance learning online programs. Overall, the program ranks No. 5 in the production of African Americans with a public health degree.

THE ORGANIZATION

About Florida Agricultural and Mechanical University (FAMU)

Founded in 1887 as the State Normal College for Colored Students, Florida Agricultural and Mechanical University (FAMU), is a public, fully accredited member of the State University System of Florida. FAMU is an 1890 land-grant, doctoral/research institution and is the premier school among historically Black colleges and universities. Prominently located on one of “the highest of seven hills” in Florida’s capital city of Tallahassee, Florida Agricultural and Mechanical University remains the only historically Black university in the twelve-member State University System of Florida (SUS).

FAMU, the No.1 public HBCU according to U.S. News & World Report, provides support to the nation and the global community in helping to create a collaborative research infrastructure dedicated to improving lives across interconnected communities. Classified by the Carnegie Foundation for the Advancement of Teaching as a “Doctoral University: Higher Research Activity,” 54 bachelor’s degrees, 29 master’s degrees, three professional degrees, and 12 doctoral programs in a wide range of academic areas. 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 (DrPH). The Doctor of Philosophy 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. The University has 14 colleges and schools.

The University’s campus expands over 422 acres in Tallahassee and has several satellite campuses across Florida, including the College of Law in Orlando and the College of Pharmacy and Pharmaceutical Sciences (COPPS) which has sites in Miami, Jacksonville, Tampa and Crestview; and the FAMU Farm in Quincy.

Originally designed to meet the needs of the underrepresented and the underprivileged, FAMU continues to serve the citizens of Florida and the world through its provision of pre-eminent academic programs. For more information on Florida Agricultural and Mechanical University’s rich history, visit: <http://www.famu.edu/index.cfm?AboutFAMU&History>.

JUST THE FACTS

Enrollment (2017)

- Total enrollment is 9,918
- 80% Undergraduate; 20% Graduate
- 64% Female; 36% Male

Student-to-Faculty Ratio

- 16:1

Full-time Instructional Faculty

- 543; 79% are tenured or tenured-track

Non-Faculty Staff

- 1,096

Florida Agricultural and Mechanical University Foundation (2017)

- FAMU Foundation’s assets and managed funds totaled more than \$115 million

Contracts & Grants (2016-17)

- \$55.3 million

University Mission Statement

Florida Agricultural and Mechanical University (FAMU) is an 1890 land-grant institution dedicated to the advancement of knowledge, resolution of complex issues and the empowerment of citizens and communities. The University provides a student-centered environment consistent with its core values. The faculty is committed to educating students at the undergraduate, graduate, doctoral and professional levels, preparing graduates to apply their knowledge, critical thinking skills and creativity in their service to society. FAMU's distinction as a doctoral/research institution will continue to provide mechanisms to address emerging issues through local and global partnerships. Expanding upon the University's land grant status, it will enhance the lives of constituents through innovative research, engaging cooperative extension, and public service. While the University continues its historic mission of educating African Americans, FAMU embraces persons of all races, ethnic origins and nationalities as life-long members of the university community. *(Adopted by the FAMU Board of Trustees, October 2009)*

CORE VALUES

**Scholarship, Excellence,
Openness, Fiscal
Responsibility,
Accountability,
Collaboration, Diversity,
Service, Fairness, Courage,
Integrity, Respect,
Collegiality, Freedom, Ethics
and Shared Governance.**



Vision

Florida Agricultural and Mechanical University (FAMU) will be recognized as a premier land-grant, doctoral research university that produces globally competitive graduates.

Achieving this vision requires the University to provide students with an educational experience that allows them to compete in the 21st century global economy. Today's students are interested in becoming entrepreneurs, innovators and thought-leaders. They are not just interested in getting a job but addressing social issues and providing transformational solutions to world and community problems. FAMU is enhancing its status as a first-choice institution that students will pay for and in which donors will invest. The University will create strategies and choices to accomplish this, using six guiding principles: quality, integrity, transparency, accountability, core values, and outstanding customer service.



Strategic Plan

Florida Agricultural and Mechanical University conducted a broad and participative strategic planning process, resulting in the plan entitled, “FAMU Rising” ([FAMU Strategic Plan, 2017-2022.](#)) The Strategic Plan provides the University with a road map of actions that transcend the boundaries of colleges, schools, and administrative units. This plan puts FAMU in a position to compete not only with other HBCUs but any other university in the state and the nation as we produce highly trained undergraduate and graduate students with the purpose of helping families attain their educational and financial dreams. Through the implementation of the goals and strategies, FAMU demonstrates its dedication to “Rising” to meet all challenges and to making contributions to the state of Florida and the world that are bold and exceed all expectations. The plan will lead to the university to becoming internationally recognized as a premier land grant doctoral research institution that produces globally competitive graduates.



The following six strategic priorities of the plan are:

- Exceptional student experience
- Excellent and renowned faculty
- High-impact research, commercialization, outreach, and extension services
- Transformative alumni, community, and business engagement
- First-class business infrastructure
- Outstanding customer experiences

Institutional Governance and Structure

FAMU is part of the State University System of Florida, composed of 12 universities of varying sizes and missions, which is overseen by the Florida Board of Governors, a constitutional body. The President reports directly to the Florida Agricultural and Mechanical University Board of Trustees, which consists of thirteen (13) members. Six (6) trustees are appointed by the Governor, and five (5) trustees are appointed by the Board of Governors, subject to confirmation by the Florida Senate. These trustees serve staggered terms of five (5) years. The University’s academic programs are managed by the Provost and Vice President of Academic Affairs. The Presidents of the Faculty Senate and Student Government Association are elected by their bodies and serve a one-year term. As the governing body of the University, the Board of Trustees is charged with policy making for the University. The powers and duties of the Board of Trustees are set forth in Sections 1001.71 - 1001.73, Florida Statutes; and Board of Governors Regulation 1.001.



The University is committed to shared governance, with faculty members represented through a Faculty Senate. The Faculty Senate is the highest legislative body within the University and advises the President on academic matters and other concerns affecting more than one school or college. The Faculty Senate considers, legislates, and advises on all matters of general University interest.

Faculty Senators are elected annually for two-year staggered terms in March of each year by the faculty of each college or school. New Senators take office at the initial fall meeting of the Faculty Senate. In addition, various members of the University administration may serve ex-officio members, and the Student Government Associate elects four (4) student members. The Faculty Senate elects its officers, sets its own rules of procedure, and establishes committees to perform Senate functions.

Accreditation

Florida Agricultural and Mechanical University is accredited by the [Southern Association of Colleges and Schools Commission on Colleges \(SACSCOC\)](#) to award baccalaureate, master’s, professional and doctoral degrees. In addition to SACSCOC accreditation, individual colleges, schools, and departments are accredited by their appropriate accrediting agencies.



About Tallahassee



The City of Tallahassee, the county seat and the only incorporated city in Leon County, was established in 1825. Now Leon County’s largest city, Tallahassee, is also home to the Florida legislature. Over the last 10 years the population within the city of Tallahassee has grown making it the 12th fastest growing metropolitan area. The population of the Tallahassee metropolitan area was 379,627 as of 2016. Tallahassee is the largest city in the Florida Panhandle region, and the main center for trade and agriculture in the Florida Big Bend and Southwest Georgia regions.

Highlights of Tallahassee:

- *Nationally, Tallahassee ranks among the top 100 cities as:*
 - ✓ One of the best cities to live in America
 - ✓ One of the best cities for millennials in America
 - ✓ One of the best cities to raise a family in America
 - ✓ One of the cities with the best public schools in America
- In 2017, Tallahassee was ranked among the top 10 of the most educated cities in America
- In 2017, Tallahassee was ranked No.1 in Florida and No. 39 in the nation for the best city to start a business according to Wallet Hub
- Tallahassee is currently ranked as the No. 18 best college town in the nation by Best College Reviews
- In 2016, Tallahassee was ranked among the top 10 best college towns
- In 2015, the city was awarded the All-American City Award by the National Civic League for the second time
- According to the 2015 World Population Review, Leon County is the most highly educated county in Florida with 49.9% of residents holding a bachelor's, master's, professional or doctorate degree, compared to the national average of 24% and the Florida average of 22%

Local Economy

The greater Tallahassee area has the fastest growing economy per capita in Florida. The area is experiencing a rate of growth twice that of the state and nearly three times that of the country. Private development, a driving force strengthening and diversifying the local economy, is thriving in the city and signals a positive outlook for the next couple of years. Scattered throughout Tallahassee, there are close to 100 development projects in various phases. These include approximately 8,800 dwelling units and over 4.4 million square feet of non-residential uses (retail spaces, offices, hotels, etc.). These projects will translate into thousands of local job opportunities – both during development and after.

A recent analysis that considered six of these development projects estimated the total economic impact to be nearly \$775 million with more than 6,000 jobs and \$253 million in wages. Additionally, Florida A&M University has major development projects on the horizon related to the individual campus master plan. Financial impacts to the area are expected to be over \$1 billion.

<http://www.talgov.com/cotnews/majordevelopment.aspx>

Salary

The salary is competitive and commensurate with qualifications and experience.

How to Apply

Applications and nominations are now being accepted. For best consideration, please submit application materials prior to March 16, 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 three 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
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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 Pharmacy and Pharmaceutical Sciences, please visit <http://www.famu.edu/> or <http://pharmacy.famu.edu/>.

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.