

## Dean of the College of Agricultural and Life Sciences Position Announcement

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<b>Expected Hire Date:</b>	January 2025
<b>Job No:</b>	<a href="#">531887</a>
<b>Work Type:</b>	Tenure-Track Faculty
<b>Location:</b>	Main Campus (Gainesville, FL)
<b>Categories:</b>	Biology & Life Science, Agricultural Sciences, Executive Management
<b>Department:</b>	60030000 - AG-DEAN FOR ACADEMIC PROGRAMS
<b>Classification Title:</b>	Dean & Professor
<b>Position Type:</b>	Administrative Faculty, Tenured, 12-month, Full-time
<b>Salary:</b>	Commensurate with Qualifications and Experience

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### Search Timeline

Friday, June 28, 2024:	Formal review of applications will begin and continue as applications are submitted until a competitive pool of applicants is established. The position posting will remain open and accept applications until a competitive pool of applicants is established.
Sunday, July 21, 2024:	Deadline, by 11:55pm ET, to guarantee full consideration for applications that include all required documents. All applications must be submitted online through <a href="#">Careers at UF</a> . Applications received after this deadline, Sunday July 21, will be reviewed at the discretion of the search committee.
August 1 – 9, 2024:	Zoom Interviews
Sept. 3 – Oct 4., 2024:	Campus Visits and Interviews
January 2, 2025:	Anticipated start date, with the specific date negotiable.

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### Position Summary

The Dean leads the 23 undergraduate and 25 graduate programs in the College of Agricultural and Life Sciences (CALs), a principal component of UF/IFAS. CALs is the fourth largest college at the University of Florida and one of the largest colleges of agriculture and related sciences in the United States, with nearly 6,600 students enrolled in Fall 2023. The Dean oversees 12 direct reports who include 3 Associate Deans and 5 Directors. In collaboration with other IFAS Deans, the Dean of CALs has oversight for promotion, tenure, post-tenure review of 660 state faculty, of which 390 state faculty have a budgeted teaching assignment and are involved with in-person and virtual/online classroom instruction. The Dean is administratively responsible to the Senior Vice President for Agriculture and Natural Resources and dual reports to the Provost, Senior Vice President for Academic Affairs.

If an accommodation due to a disability is needed to apply for this position, please call 352-392-2477 or the Florida Relay System at 800-955-8771 (TDD) or visit [Accessibility at UF](#).

## Dean of the College of Agricultural and Life Sciences Position Announcement

### **You belong at a university that's leading the way!**

The University of Florida is a major research institution that is leading the way by harnessing the power of artificial intelligence (AI), leveraging the brightest minds, and educating the next generation of leaders to solve some of the world's most formidable challenges. UF is ranked the #1 Public University by the Wall Street Journal and 6th of Public National Universities by U.S. News and World Report. The UF Institute of Food and Agricultural Sciences (UF/IFAS) embraces innovation to deploy solutions in agriculture and natural resources that impact teaching, research, and Extension.

[UF/IFAS](#) is recruiting a new Dean for the [College of Agricultural and Life Sciences](#) to join their exceptional [leadership team](#). UF/IFAS is dedicated to creating an environment that affirms community across all dimensions and welcomes applicants who can contribute to such an environment through their scholarship, teaching, mentoring, and professional service. We understand the benefit of having a team that consists of diverse talents, skills, strengths, points of view, and experiences. UF/IFAS is committed to creating a working environment where everyone can be heard and valued for their contributions.

### **The Opportunity**

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The roles and responsibilities of the Dean include but are not limited to:

#### Provide Visionary Leadership:

- Offer dynamic leadership in alignment with the mission of a comprehensive land-grant institution with preparing the next generation of leaders. This includes addressing the issues and opportunities associated to solve the world's critical challenges related to agriculture, food systems, human wellbeing, natural resources, and sustainable communities.

Oversee Academic Programs:

- Lead and manage all academic programs, including undergraduate, graduate, and non-degree offerings, across Gainesville, UF/IFAS statewide locations, and online platforms.

Enhance Student Development and Engagement:

- Lead initiatives for student development, retention, and recruitment, including career services and alumni relations.

Fiscal Management:

- Provide fiscal leadership, overseeing the allocation of the college's resources within UF/IFAS units and the CALS Dean's Office to support academic programs, managing an annual budget averaging \$50 million.
- Secure private endowments and increase extramural funding to bolster academic programs.

Programmatic Leadership and Faculty Management:

- Provide leadership in teaching and learning initiatives across UF/IFAS, and participate in faculty hiring, placement, tenure, and promotion processes for UF/IFAS faculty.
- Collaborate closely with UF/IFAS Deans as a collaborative member of the UF/IFAS Leadership Team.
- Represent UF/IFAS within the University of Florida on all academic matters and work closely with the Office of the Provost, the Dean of the Graduate School, Deans of the other UF colleges, and other University Leadership.

Professional Engagement:

- Actively engage as a member of the Academic Programs Section (APS) in professional organizations such as the APLU Board on Agriculture Assembly and the Association of Southern Academic Programs.

Commencement Ceremony Oversight:

- Facilitate planning and execution of commencement ceremonies, ensuring a seamless and memorable experience for graduates and guests each semester.

## **Required Qualifications**

- An earned doctorate or equivalent in a field relevant to the position
- Be qualified for an appointment at the rank of professor in a UF/IFAS [department](#)
- Administrative experience managing teaching faculty as a Chair, Director, Assistant Dean, Associate Dean, or Dean

## Preferred Qualifications

### Academic Leadership and Institutional Alignment:

Proven track record as a tenured faculty member at a land-grant university, embodying and communicating the institution's mission, vision, and values, such as the CALS [mission, vision, and priorities](#), to a variety of audiences. Demonstrated commitment to ensuring actions are aligned with institutional core values, such as [UF Core Values](#), fostering institutional coherence and integrity.

### Teaching Excellence and Student-Centered Education:

Dedication to outstanding teaching while advancing [the land-grant mission](#). Demonstrated ability to balance quantitative metrics with personalized student care, fostering a student-centered approach to education.

### Strategic and Adaptive Leadership:

Track record of developing and executing strategic plans that propel the college forward in line with broader university objectives. Proficient in long-term planning, resource management, and strategic prioritization. Demonstrated understanding and responsiveness to the evolving landscape of higher education, coupled with openness to change and innovation. Proven experience in implementing initiatives that support an academic environment, with diverse and inclusive skills and viewpoints, that caters to the varied needs of students, faculty, and staff.

### Ethical Leadership:

Exemplary integrity and ethics, serving as a role model for the college community. Consistently transparent and accountable in decision-making and leadership practices.

### Community Engagement, Advocacy, and Collaborative Leadership:

Proficient in fostering a supportive community that maximizes the strengths of students, faculty, and staff while creating opportunities for all. Demonstrated ability to build relationships with diverse stakeholders, including faculty, students, alumni, industry partners, and community members, serving as a steadfast advocate for the college. Proficient in building partnerships and facilitating collaboration with stakeholders, including government agencies, partners, and constituencies, to support the tripartite mission of teaching, research, and service, such as [UF/IFAS mission areas](#). Strong commitment to encouraging shared governance practices within the academic community.

### Strategic Administrative and Financial Management:

Demonstrated ability to navigate complex administrative systems and policies, ensuring efficient and effective operations. Proficient fiscal leadership skills, including managing multi-million-dollar budgets, fundraising, and resource allocation to support academic programs.

## **The University of Florida**

The [University](#) of Florida is one of America's leading research universities and the flagship university of the state of Florida. UF is also a Land Grant, Sea Grant, and Space Grant affiliated institution, encompassing nearly all academic and professional disciplines, with more than 56,000 students. UF is among the nation's most academically diverse universities, with students studying and conducting research across 16 colleges, more than 190 research centers and institutes, and offers more than 100 undergraduate degree programs, 200 graduate programs, and various professional degrees. UF is a member of the Association of American Universities.

## **UF/IFAS**

UF/IFAS traces its roots to the Morrill Act of 1862 which established the land-grant university system. In 1884, the establishment of the Florida Agricultural College in Lake City marked the beginning of what became the College of Agriculture of the University of Florida in 1906. Today, UF/IFAS encompass 16 on-campus academic departments and schools, as well as:

- The [College of Agricultural and Life Sciences](#)
- The [College of Veterinary Medicine](#)
- The [Florida Cooperative Extension Service](#), with Extension offices in Florida's 67 counties and the Seminole Tribe
- The [Florida Agricultural Experiment Station](#)
- 12 Research and Education Centers with a total of 20 locations, including 6 research/demonstration sites, throughout Florida
- The [Florida Sea Grant](#) Program

UF/IFAS employs over 2,500 people, including about 990 faculty and 1,400 support personnel in Gainesville and throughout the state. UF/IFAS is one of the nation's largest agricultural and natural resources research and education organizations and is administered by the SVP for Agriculture and Natural Resources and four deans: the Dean of the College of Agricultural and Life Sciences, the Dean for Extension and Director of the Florida Cooperative Extension Service, the Dean for Research and Director of the Florida Agricultural Experiment Station, and the Dean for the College of Veterinary Medicine. UF/IFAS also engages in cooperative work with Florida A&M University in Tallahassee.

## The City of Gainesville

[Gainesville](#) is home to Florida's largest and oldest university, as well as a vibrant hub of education, healthcare, culture, and sports in the state. The University of Florida and UF Health Shands Hospital are major employers, providing jobs for many residents of surrounding counties. The [Greater Gainesville area](#) serves as the cultural, educational, and commercial heart of north central Florida region. Gainesville offers a full range of municipal services, including cultural and administrative support. Renowned for its preservation of historic landmarks and natural beauty, the city boasts numerous parks, museums, and lakes that attract thousands of visitors. With its lush urban forest and Tree City USA® designation, Gainesville stands out as one of Florida's most picturesque cities. Its central location provides convenient access to both the Gulf of Mexico and the Atlantic Ocean, offering easy exploration of Florida's famed beaches, springs, and nature reserves. [Explore Gainesville in 60 Seconds.](#)

## Nomination and Application Instructions

We welcome nominations of and applications for the position of Dean of the College of Agricultural and Life Sciences at the University of Florida from anyone who would bring additional dimensions to the university's research, teaching, Extension, and clinical mission. For more information on the position and search, visit the UFHR – Strategic Talent Group's [Dean, CALS Search Page](#). Inquiries and nominations can be sent to Devan Brown, Talent Consultant for UFHR - Strategic Talent Group at [STG@ufl.edu](mailto:STG@ufl.edu).

Candidates must apply online at [Careers at UF](#). Review of applications will begin on June 28, 2024. For full consideration, applications must be submitted by Sunday, July 21 at 11:55pm with the following required documents:

- Cover Letter of application summarizing qualifications and interest in this role
- A complete Curriculum Vitae (CV)
- List of references for at least five (5) professional contacts that includes:
  - Full name
  - Current position
  - Relationship to candidate
  - Work Address
  - Work and/or personal email address
  - Work and/or personal telephone number

Applications received after Sunday July 21 will be reviewed at the discretion of the search committee. The position posting will remain open and accept applications until a competitive pool of applicants is established.

Selected candidate will be required to provide an official transcript to the hiring department upon hire. A transcript will not be considered “official” if a designation of “Issued to Student” is visible. Degrees earned from an education institution outside of the United States are required to be evaluated by a professional credentialing service provider approved by National Association of Credential Evaluation Services ([NACES](#)).

## **Our Commitment**

The University of Florida is an Equal Employment Opportunity Employer. The University is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identify and expression, marital status, national origin, political opinions or affiliations, genetic information, and veteran status in also aspects of employment including recruitment, hiring, promotion, transfers, discipline, terminations, wage and salary administration, benefits, and training.

Hiring is contingent on eligibility to work in the U.S. The University of Florida is a public institution and is subject to all requirements under Florida Sunshine and Public Record laws. If an accommodation due to a disability is needed to apply for this position, please call 352-392-2477 or the Florida Relay System at 800-955-8771 (TDD) or visit [Accessibility at UF](#).