



# FLORIDA AGRICULTURAL AND MECHANICAL UNIVERSITY

PRESIDENT

*Position Description*

Greenwood/Asher & Associates, Inc.

EXECUTIVE SEARCH, CONSULTING, AND TRAINING



## ***The Position***

Celebrating 125 years of “Excellence with Caring,” Florida Agricultural and Mechanical University (FAMU) embarks upon its search for the 11<sup>th</sup> President of the institution. The President is the chief executive officer of the University and reports to the FAMU Board of Trustees. The President has broad delegated responsibility for all operations of the institution, including overall leadership and articulation of the mission and goals of the university to both internal and external constituencies. As CEO, the President will evaluate, manage, and promote sustainable growth, enhance and improve academic programs and facilities, identify new and expand existing resources, and strengthen the technological infrastructure.

## ***About the University***

Founded in 1887 as the State Normal College for Colored Students, Florida A&M 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 “the highest of seven hills” in Florida’s capital city of Tallahassee, Florida A&M University remains the only historically black university in the twelve member State University System of Florida (SUS).

FAMU is providing support to the nation and to the global community in helping to create a collaborative, research infrastructure dedicated to improving our lives across our interconnected worlds. Classified by the Carnegie Foundation for the Advancement of Teaching as a Doctoral Research University, FAMU offers 62 bachelor’s degrees and 39 master’s degrees. The University has 14 colleges and schools. FAMU offers three professional degrees, the Juris Doctor, Doctor of Pharmaceutical Sciences, and Doctor of Physical Therapy. FAMU offers eleven (11) doctoral programs which include 10 Ph.D. programs to include chemical engineering, civil engineering, electrical engineering, mechanical engineering, industrial engineering, biomedical engineering, physics, pharmaceutical sciences, educational leadership, and environmental sciences.

The university’s campus expands over 419 acres in Tallahassee and has several satellite campuses including the College of Law in Orlando; the College of Pharmacy and Pharmaceutical Sciences which has sites in Miami, Jacksonville, Tampa and Crestview; and the FAMU Farm in

### ***Just the Facts***

#### ***Enrollment***

- *Total enrollment on and off campus is 13,204 of which 1,928 are non-Florida residents.*
- *83 percent undergraduate; 15 percent graduate*
- *5,234 male; 7,973 female students*

<http://www.famu.edu/index.cfm?AboutFAMU&Overview>

#### ***Student-to-Faculty Ratio***

- *18:1*

#### ***Full-time Instructional Faculty***

- *537; 76 percent are tenured or tenured-track*

#### ***Non-Faculty Staff***

- *1,131*

#### ***Florida A&M University Foundation***

- *Florida A&M University Foundation’s assets and managed funds — including gifts and bequests — totaled more than \$110 million.*



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The university fulfills its land-grant mission of transforming knowledge to practice through technological leadership and by fueling \$1.6 billion dollars in economic growth and approximately 25,000 jobs created locally, regionally, and across Florida.

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

## ***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.

## ***Institutional Governance and Structure***

The University is part of the State University System of Florida, composed of 12 universities of varying sizes and missions, which is overseen by the Board of Governors, a constitutional body.. The president reports directly to

the 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 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.

Trustees serve without compensation and meet at least quarterly. The officers of the Board of Trustees are chair and vice-chair. Each is elected for a term of two (2) years and may be re-elected for one additional consecutive term. The President serves as the corporate secretary to the Board of Trustees. The President has the responsibility for the day-to-day management of the University. For this reason, one of the most important responsibilities of the Board of Trustees is the selection, retention and replacement of the President. The powers and duties of the President are set forth in FAMU Regulation 1.021.

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 be 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.

## ***Strategic Plan***

Florida A&M University conducted a broad and participative strategic planning process, resulting in the plan entitled, ***2020 Vision with Courage***. Presented and approved by the Board of Trustees in October 2009, the plan will lead to the University becoming internationally recognized as a premiere land grant and research institution committed to exemplary teaching, research and service. Courageous visioning and actions have been and will continue to be keys to FAMU's success. As such, this strategic plan is yet another courageous step toward FAMU 2020, with 2050 in its sights. The following five strategic initiatives are the goals of the plan:

- Create a 21<sup>st</sup> century living and learning collegiate community
- Enable excellence in University processes and procedures
- Develop, enhance, and retain appropriate fiscal, human, technological, research and physical resources to achieve the University's mission
- Enable excellence in University Relations and Development

### ***Vision Statement***

Florida A&M University (FAMU) will be internationally recognized as a premier land grant and research institution committed to exemplary teaching, research, and service preparing transformational graduates with high ethical values dedicated to solving complex issues impacting our global society.

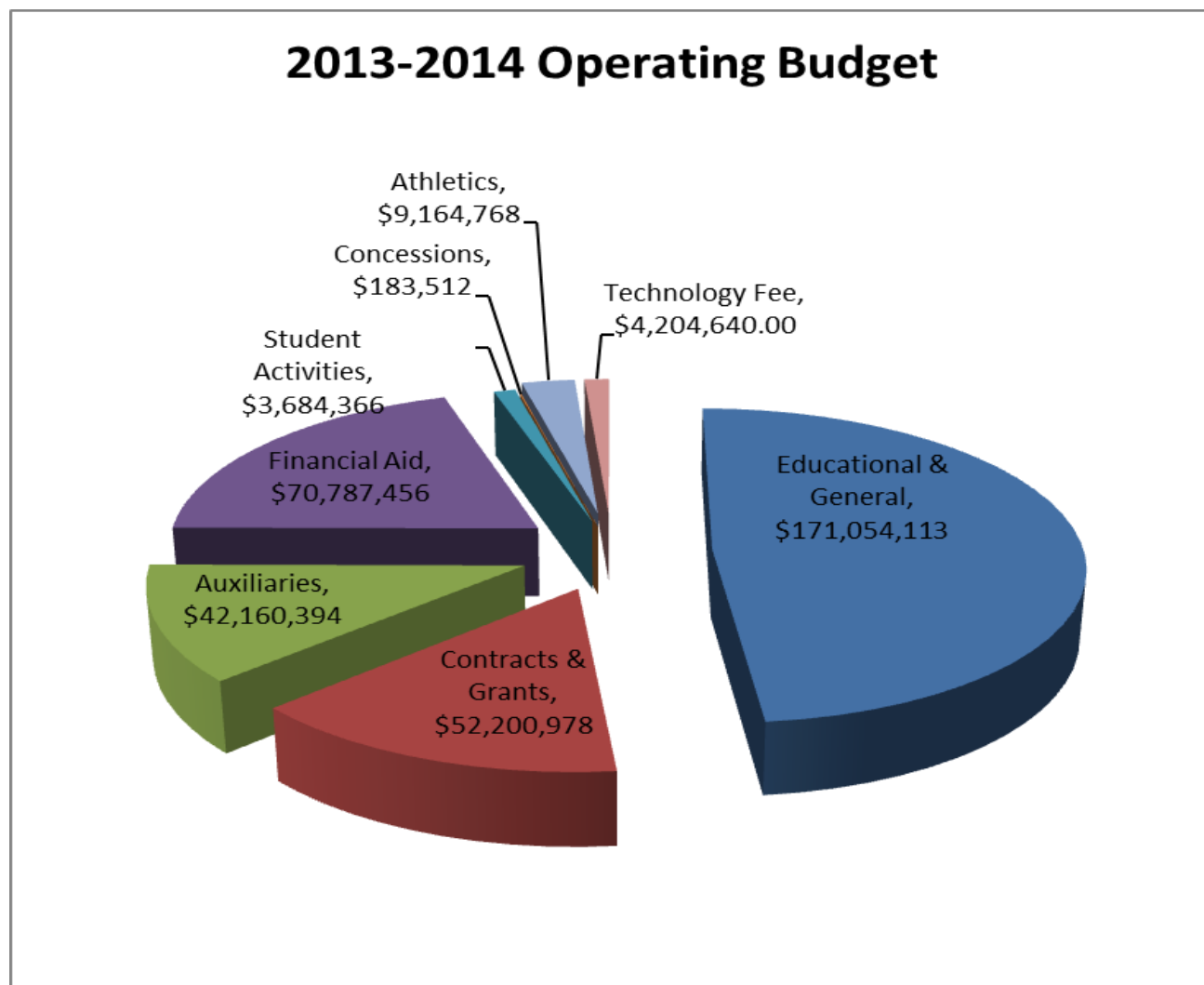


- Enhance and sustain an academic and social environment, promoting internationalization, diversity, and inclusiveness

<http://www.famu.edu/index.cfm?AboutFAMU&StrategicPlan>

## University Budget

Florida A&M University's operating budget in 2013-14 is approximately \$384 million dollars.



| Educational & General | Contracts & Grants | Auxiliaries  | Financial Aid | Student Activities | Concessions | Athletics   | Technology Fee |
|-----------------------|--------------------|--------------|---------------|--------------------|-------------|-------------|----------------|
| \$171,054,113         | \$52,200,978       | \$42,160,394 | \$70,787,456  | \$3,684,366        | \$183,512   | \$9,164,768 | \$4,204,640    |

## Academics



FAMU is known as a top producer of African American graduates in the nation and leads among universities within Florida. FAMU encourages and supports innovative teaching, research and public service, enhanced by informational and instructional technology and distance learning. It also provides service programs through cooperative extension, technology transfer, international affairs and a variety of public service programs to ever-broadening, diversified constituencies. FAMU has increasingly developed a graduate infrastructure of master's and doctoral programs. The academic divisions of FAMU are listed below:

|   |  |
|---|--|
| College of Science and Technology               | College of Law                           |
| College of Education                            | College of Agriculture and Food Sciences |
| College of Pharmacy and Pharmaceutical Sciences | FAMU/FSU College of Engineering          |
| College of Social Sciences, Arts and Humanities | School of the Environment                |
| School of Allied Health Sciences                | School of Architecture                   |
| School of Business and Industry                 | School of Nursing                        |
| School of Journalism and Graphic Communication  | School of Graduate Studies and Research  |

The University was ranked among the Top 10 Best Historically Black Colleges or Universities in the nation and for the third consecutive year one of the Best National Universities for 2014 by *U.S. News & World Report*. FAMU and was named a “Best in the Southeast” College in *The Princeton Review* for 2014 and was listed on the *Forbes* list of top colleges in the U.S. for 2013 The University was recognized and ranked #2 among public universities by *The College Database* for providing high-quality education at an affordable price in Florida.

<http://www.famu.edu/index.cfm?AboutFAMU&Accolades>

## **Research**

Florida A&M University’s research funding currently exceeds \$53 million. The University continues to seek and earn research awards from national funding agencies, such as the U. S. Departments of Education, Health & Human Services, Agriculture, Defense, State, Commerce, Interior, Environmental Protection Agency, the National Oceanic and Atmospheric Administration, the National Science Foundation, the National Aeronautics & Space Administration, and the National Institutes of Health, to name some agencies.

### **Research Vision Statement**

Florida A&M University (FAMU) will become a nationally recognized research institution with an efficient infrastructure that supports the administration of research activities that foster relevant research, intellectual discovery, creative problem solving and the dissemination of knowledge.



<http://www.famu.edu/oir/UserFiles/File/DataReporting/FactBooks/1112/research%202011-12.pdf>

Some of the most recent awards include: one for national security with the U.S. Army on the detection of radioactive nuclear materials and a research award for future Army combat systems for ground and aerial vehicles; FAMU was also awarded \$5 million from the NSF for a new research center in science and technology and new academic programs in astrophysics and astrochemistry at the graduate and undergraduate levels.

A faculty member in the College of Pharmacy and Pharmaceutical Sciences has entered into an exclusive license agreement with a biopharmaceutical company for his work in creating compounds to treat some of the effects of Parkinson's disease.

The FAMU faculty is involved in cutting-edge research activities that are leading to advances in physical, chemical, biological and social sciences, the quality of health care, the food and agriculture industry, environmental health and safety, bioengineering and much more. The Division of Research provides FAMU investigators the maximum level of service and a solid infrastructure for all research activities of the University.

## ***Accreditation***

Florida A&M University is accredited by the Commission on Colleges of the Southern Association of Colleges and School, Commission on Colleges to award baccalaureate, master's, professional and doctoral degrees. In addition, individual colleges, schools, and departments are accredited by their appropriate associations. <http://www.famu.edu/index.cfm?AboutFAMU&AccreditingAssociations>

## ***Athletics***

Florida A&M University is a member of the Mid-Eastern Athletic Conference, sponsors 18 athletic programs. FAMU sponsors NCAA Division I teams for men and women and operates a FCS football program. Men's varsity sports include baseball, basketball, football, golf, swimming/diving, tennis, and track and field. Women's sports include basketball, bowling, cheerleading, golf, softball, swimming/diving, tennis, track and field, and volleyball.

<http://www.famuathletics.com>



## ***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 ten years the population within the City of Tallahassee has grown by more than 15%; its current population is 275,487. The population in the surrounding metropolitan area is over 650,000.

Some highlights of life in Tallahassee are listed below:

- In 2013, Livability.com ranked Tallahassee among the Top 100 Best Places to Live
- In 2013, ranked 10h Most Business-Friendly State
- In 2012, U.S. Census named Tallahassee among the best zip codes for young workers.
- Power Association (APPA) named Tallahassee the #1 Public Utility in the country; the City also received APPA's 2012 Energy Innovator Award.
- 2011, Tallahassee named among top cities worldwide as an innovation leader.
- 2011, Livecom awards Tallahassee the National 2011 Livability Award.
- 2011, Top 25 best mid-sized cities for job growth by Newgeography.

Tallahassee is vibrant, engaging and offers a highly-educated workforce in several major growth sectors:

### **Renewable Energy and Environment (CleanTech)**

As a community committed to clean technology and protecting the area's considerable natural resources, Tallahassee has found great success developing its renewable energy sector. Companies such as Danfoss Turbocor (oil-free compressors for large scale air-condition systems), Bing Energy (developing a less expensive hydrogen fuel cell), Verdicorp (turning waste heat into electricity), and SunnyLand Solar (making high efficiency solar tubes), are just a few recent examples. Partnerships with university-based research institutes have allowed this sector to flourish.

### **Aviation, Aerospace, Defense and National Security**

As home to many industry-leading companies in this sector, Tallahassee fits in nicely with its Gulf Coast neighbors as one of the largest concentrations of aviation, aerospace and defense assets in the world. Aviation leaders include Flightline Group, which is a regional dealer for PiperJet and HondaJet. TeligentEMS in Gadsden County, Chemrigh Ordinance and General Dynamics Land Systems serve the defense industry as does Datamaxx Group, which provides cutting-edge technology solutions to local, state and federal law enforcement agencies.

### **Health Sciences and Human Performance Enhancement**





The Economic Development Council (EDC) has been focused on health care for years as a targeted industry sector painted with the broader brush of health sciences and human performance enhancement. Because Tallahassee serves as an “urban island” that provides health care to a 23-county radius, development of this sector is crucial for the well-being of the region, both in delivering care and creating good jobs. In the last year alone, several cutting-edge facilities and treatment centers have opened across the region.

### **Information Technology**

One of the largest private business sectors in the Capitol Region, information technology supports a vibrant business climate. Industry leaders and start-up CEOs work side by side with university researchers and investors in attracting and nurturing technology-based businesses and innovative pursuits. Local start-up activity in the sector substantially exceeds national averages as Tallahassee grows in its reputation as a place where good ideas become profitable businesses.

### **Research and Engineering**

University-based research is changing the face of economic development in this region as it causes community leaders to redefine targeted industry sectors. Tallahassee’s research community and related workforce-training programs are attracting companies that are producing products in high-wage, capital-intensive industry sectors such as life sciences and clean technology.

### **Transportation and Logistics**

Tallahassee’s unique geographic location within the state of Florida makes it an ideal location for companies involved in transportation, distribution and logistics. The Capital Region offers multiple access points to Interstate 10, CSX rail service, the Tallahassee Regional Airport and nearby access to 17 public general aviation airports, two deep-water ports — both of which are designated Foreign Trade Zones — and a barge port with direct Intracoastal Waterway and Gulf of Mexico access. Plus, Tallahassee is a one-day truck haul to virtually all primary markets in the Southeast.

<http://taledc.com/about-our-region/targeted-industry-sectors/>

## ***Economic Development & Public Service***

### **Business and Industry Cluster**

Since 1968, FAMU has developed partnerships with industry and corporate leaders across the country. The historic motivation for this initiative was to enable employers to access highly-qualified minorities with leadership skills for placement in the business, scientific and technology fields. FAMU prepares students that become highly valued employees and leadership resources with the financial and vital resources provided by the Cluster partners. Cluster partners make significant contributions to the development of future workforce leadership by serving on an advisory boards, participating in curriculum design, and accessing students and faculty for exchange programs. The faculty of the University participates in realizing economic and social visions in both industry and



government through summer work exchange programs, technology development and transfer, and research projects.

<http://www.famu.edu/index.cfm?UniversityAdvancement&IndustryClusterOverview>

### **NOAA Environmental Cooperative Science Center (ECSC)**

Florida A&M University has been awarded an education and research grant totaling \$15 million from the National Oceanic and Atmospheric Administration (NOAA) to meet the agency's workforce needs in areas of science, technology, engineering and mathematics (STEM) that support NOAA's mission. FAMU, as the lead institution, along with its partners will focus on increasing the number of well-trained and highly qualified scientists and managers, particularly from under-represented minority groups entering the NOAA workforce and other resource management entities. Further the center will improve the scientific bases for coastal resource management and to develop tools and research products to characterize, evaluate, and forecast coastal and marine ecosystem responses to natural and human induced stressors. This center will facilitate community engagement related to the function and relevance of coastal ecosystems and the services they provide to society.

<http://www.ecsc.famu.edu/about.html>

### **Center for Plasma Science & Technology (CePaST)**

The CePaST investigators have received nearly \$40 million in federal and state funding to support their research activities. This has included support from Boeing Aircraft Corp, National Science Foundation, NASA, NOAA, Department of Energy (DOE) and Department of Defense (DOD). Current research has been supported by NASA for applications to hypersonic aerodynamics, by DOE for applications to fusion science, and by DOD for applications to materials research and to experimental, theoretical, and computational physics in remote sensing through the breakdown spectroscopy in plasmas. In addition to its external funding, CePaST projects, staff and students receive support directly from FAMU.

<http://www.physics.famu.edu/cepast.php>



## ***The Position***

The President will build upon the current foundation of learning, collegial relationships and shared governance to provide leadership in continuing development and implementation of FAMU's Strategic Plan. The President will also recognize and foster the mission of FAMU based upon its history as a land grant institution, its HBCU character, and promote its core values of Scholarship, Excellence, Openness, Fiscal Responsibility, Accountability, Collaboration, Diversity, Service, Fairness, Courage, Integrity, Respect, Collegiality, Freedom, Ethics and Shared Governance. The President reports to the FAMU Board of Trustees; it is a 13-member governing board, with appointments made by the Governor and the SUS Board of Governors.

## ***Challenges and Opportunities:***

- Develop and implement a comprehensive fund-raising plan.
- Recruit, develop, support and retain a world-class faculty.
- Recruit, retain and graduate talented students.
- Manage, monitor and be accountable for the fiscal affairs of the University.
- Improve the technology across the University.
- Enhance the quality of academic programs.
- Improve communication and collaborations between Executive Administrators, Schools, Divisions, and Departments.
- Continue the history of partnering and securing federal and corporate funds to support the University.

## ***Qualifications, Knowledge, Characteristics:***

Celebrating 125 years of "Excellence with Caring," Florida Agricultural and Mechanical University (FAMU) embarks upon its search for the 11<sup>th</sup> President of the institution. The President is the chief executive officer of the University and reports to the FAMU Board of Trustees, which is appointed by the Governor and the Board of Governors of the State University System of Florida. FAMU's annual budget is approximately \$384 million and it has research awards that total over \$53 million. The President has broad delegated responsibility for all operations of the institution, including overall leadership and articulation of the mission and goals of the university to both internal and external constituencies. As CEO, the President will evaluate, manage, and promote sustainable growth, enhance and improve academic programs and facilities, identify new and expand existing resources, and strengthen the technological infrastructure.

The President should possess credentials sufficient to engender cooperation and respect from the state legislature, local, regional, and national business communities, colleagues throughout higher



education as well as among the alumni, faculty, staff, and students. The Board of Trustees will consider candidates both within and outside academia. Advanced academic credentials including a terminal degree are desired; however, an extraordinary business or government profile will be considered.

The desired leader should have a proven track record of building an accomplished, talented, and diverse senior leadership team and understands their role as leader, in a corporate model of an historic academic institution. The President should demonstrate progressively responsible administrative/managerial experiences, understands changing trends in higher education and their impact on student financial aid, recruitment, retention, and graduation rates.

Specifically, the successful candidate:

- Demonstrates a record of meaningful accomplishments in executive leadership of and decisive management in complex organizations, and has a strong record of innovation and transformation;
- Appreciates and is committed to the quality, scope, complexity, and vitality of the University's land-grant mission and legacy;
- Demonstrates a record of fiscal leadership, strong financial oversight, and accountability;
- Possesses a sophisticated understanding of the fiscal complexity and structure of an academic research institution, and can lead the development of new and creative funding models, as well as optimize resources in a changing global economy and public higher education environment;
- Demonstrates an ability and commitment to working with the Board of Trustees to develop the University's priorities and strategic vision, leading the institution to successfully accomplishing them;
- Cultivates strategic relationships with academic, political, business, State University System of Florida colleagues, and other relevant constituencies;
- Demonstrates ability to think and act entrepreneurially, boldly, and strategically;
- Demonstrates the ability to attract, develop and retain world-class faculty and students who are at the core of the University's mission and success;
- Demonstrates the ability to hire talented and diverse personnel, building effective teams, delegating appropriate work, encouraging professional development, and holding administrators accountable for their actions;
- Possesses exemplary interpersonal communication and listening skills; is an inspirational, proactive and politically astute leader; and is a skilled change-manager capable of making difficult but important adjustments, while preserving those traditions that serve the institution well;



- Displays an appreciation and understanding for the integration of technology in the administrative and academic operations of the University;
- Promotes and enhances the historic strengths of the University and its reputation for innovation among all stakeholders;
- Creates and sustains a culture of transparency, accountability, and shared governance;
- Appreciates and displays a commitment to leveraging the passion of the FAMU alumni and the Rattler Nation and its culture;
- Exercises the highest degree of ethics and integrity at all times;
- Demonstrates the ability to set and promote a standard of excellence throughout the University;
- Possesses significant experience in successful fundraising with an understanding of the role philanthropy plays in higher education;
- Appreciates, relates well and commits to fostering an exceptional, well-balanced and varied graduate and undergraduate student experience—in academics, research, co-curricular opportunities, social and service experiences, as well as residential and work activities; and
- Serves as a tireless champion for public higher education issues such as quality, access, affordability and diversity.

## ***Salary***

The salary is competitive and commensurate with qualifications and experience.

## ***How to Apply***

Greenwood/Asher & Associates, Inc. is assisting the Florida Agricultural and Mechanical University Board of Trustees in the search for the University's 11th President. Applications and nominations are now being accepted; review and screening will continue until an appointment is made. Application materials should include a résumé or curriculum vitae, a letter addressing how the candidate's experiences match the position requirements, and contact information for at least five references.

Individuals wishing to nominate a candidate may contact the search firm via phone or in writing and provide the name, position, address, and telephone number of the nominee. A letter addressing how the candidate's experiences match the position requirements is recommended.

Applications and letters of nominations should be submitted to:  
Marion Frenche, Principal  
Greenwood/Asher & Associates, Inc.  
Florida Agricultural and Mechanical University - President



42 Business Centre Drive, Suite 206  
Miramar Beach, Florida 32550  
Phone: 850-650-2277 / Fax: 850-650-2272  
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Email: [marionfrenche@greenwoodsearch.com](mailto:marionfrenche@greenwoodsearch.com)

*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.*

For more information about Florida Agricultural and Mechanical University, please visit:  
<http://www.famu.edu>

*This search is being conducted under Florida law, including the Sunshine law and public records law.*