



KORN FERRY

Confidential Position Specification

University of Maryland

Dean, College of Agriculture and Natural Resources

2014

CONFIDENTIAL POSITION SPECIFICATION

Position	Dean, College of Agriculture and Natural Resources
Organization	University of Maryland
Location	College Park, Maryland
Reporting Relationship	The Dean reports directly to the Provost
Website	www.agnr.umd.edu

INSTITUTIONAL BACKGROUND/CULTURE

The University of Maryland, College Park invites applications and nominations for the position of Dean of the College of Agriculture and Natural Resources. The University is an 1862 Land-Grant institution, a Carnegie Research Extensive University, and flagship of the state university system. The University has a strong commitment to excellence in agricultural teaching, research and Extension.

On July 1, 2014, the University of Maryland officially transitioned to the Big 10. President Wallace Loh stated, “The move to the Big Ten Conference is a university-wide effort. It’s more than a change in athletic conference. Arts, academics, research—all will be enhanced by this transition.”

Driven by the pursuit of excellence, the University of Maryland has enjoyed a remarkable rise in accomplishment and reputation over the past two decades. By any measure, Maryland is now one of the nation's preeminent public research universities and on a path to become one of the world's best. In 2008, the University of Maryland published Transforming Maryland: Higher Expectations, its new 10-year Strategic Plan as a road map.

The vision of the plan is outlined below:

1. Through the quality and rigor of our academic programs, the University will attract Maryland’s and the world’s most exceptional undergraduate and graduate students and prepare new generations of leaders.
2. Maryland will be an international center, the state’s door to the world, and a catalyst for educational, research, and economic partnerships around the globe.
3. The University will help transform its surrounding area into an economically, socially, and culturally vibrant community that is welcoming and attractive to students, faculty, staff, neighbors, and visitors.
4. The State of Maryland and the nation will view the University as an indispensable partner in stimulating economic development and enhancing the quality of life of all its citizens.

Further details on the University's strategic plan can be found here:

http://www.umd.edu/strat_plan/index.cfm

College of Agriculture and Natural Resources (AGNR)

Currently, the College has an enrollment of approximately 1,141 undergraduate students and 371 graduate students. The College has 287 faculty FTEs and 314 staff, on- and off-campus. University of Maryland Extension has 24 county/city offices located throughout the state, and is jointly administered with the University of Maryland Eastern Shore—our 1890 Land-Grant partner. The Maryland Agricultural Experiment Station has 8 statewide research facilities. The College's extramural funding has grown to 41M in FY 2014 despite a tightening of available federal resources.

Research in the College spans the entire biosystem spectrum from molecular to ecosystem scales and focuses on communicating solutions for local and global human communities. Extension education reaches across Maryland's diverse landscape from Baltimore City and the Baltimore and Washington, D.C. suburbs, and into the rural areas and the farm families of the state. The College is home to 8 departments including Animal and Avian Sciences, Agricultural and Resource Economics, Entomology, Environmental Science and Policy, Environmental Science and Technology, Nutrition and Food Science, Plant Science and Landscape Architecture, and Veterinary Medicine, which functions within the College in partnership with the Virginia-Maryland Regional College of Veterinary Medicine (a professional preparation institution). The College is also home to the Institute of Applied Agriculture, which provides professional certification programs.

As outlined in the current strategic plan, the College expects to reach the next level of excellence by stimulating the scholarly environment of the College, increasing the rigor of its teaching programs, performing cutting edge research, increasing innovation in its Extension programs, and improving the efficiency and effectiveness of its operation.

The College's vision is to be a pre-eminent college of agriculture and natural resources in the nation through distinguished teaching, research and Extension programs, such as:

- Providing the highest quality of education for students;
- Performing cutting edge research to address the agricultural and environmental issues of Maryland, the nation and the world;
- Providing the highest quality of public education and service to the state of Maryland and the region through Extension and outreach activities; and
- Enhancing the reputation of the College and University by extending its knowledge and capability to other parts of the world.

From the Bay to the Beltway- Strategic Location

Strategically located a short 20 minute ride to Washington, D.C., the College has an advantage of being able to utilize the existing and build additional external resources as leverage to achieve its goals. Because of its long-term involvement in environmental issues related to the Chesapeake Bay ecosystem, the College is considered to be a national and international leader in the field of environmental science and policy.

KEY RESPONSIBILITIES

The Dean oversees the Maryland Agricultural Experiment Station and the University of Maryland Extension, and is responsible for the college's teaching, basic and applied research, and extension education programs, including the Maryland campus of the VA-MD Regional College of Veterinary Medicine. The Dean reports to and serves at the pleasure of the Senior Vice President and Provost. The Dean is responsible for planning, budgeting, implementing, and evaluating the College's integrated programs of resident instruction, research, and cooperative extension. S/he will manage programmatic, financial, research, alumni relations, fundraising, and strategic operations that support the mission and vision of the College of Agriculture and Natural Resources and its role within the University of Maryland. The successful candidate will be committed to student learning, research, and success. Additionally, s/he will provide leadership for external relations, diversify and enhance revenue sources, and partner with key stakeholders and legislators on state and national budget and policy issues.

The Dean will:

- Provide intellectual leadership by inspiring faculty, students, staff, donor partners, alumni and professional colleagues;
- Serve as the chief communicator and advocate for the College's faculty, staff and students, bringing a heightened level of visibility;
- Judiciously advocate for the College internally within the context of the Land-Grant mission of the University of Maryland;
- Take a leading role in attracting external support from industry partners, foundations and interested donors to support the College's mission;
- Assure that the University continues to serve its students with academic programs of the highest quality and effectiveness, promoting excellence as well as diversity in undergraduate and graduate degree programs;
- Commit to recruiting, developing and retaining a diverse and high quality faculty and staff.
- Lead and encourage forward thinking, creative opportunities for research, outreach, and new funding sources;
- Continue to build on the College's strong global agenda;
- Facilitate the needs of students, faculty, and staff through earnest listening and collaborative processes; and
- Be visible and approachable as a leader.

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

The successful candidate will have a distinguished record of research, teaching and/or Extension appropriate to an academic appointment of professor with tenure at the University of Maryland, as well as a record of successful leadership, management, and vision necessary to work with faculty, staff and stakeholders in shaping a college that will meet the developing public needs and opportunities of the future in agriculture, families, natural resources and the environment.

The successful candidate will demonstrate:

- Visionary, innovative and influential leadership skills to ensure AGNR will become pre-eminent in education, research and outreach;
- A successful record of leading a complex organization;
- Ability to build support and marshal resources for various initiatives and to achieve goals through appropriate engagement with internal and external stakeholders;

- Integrity and the ability to work collaboratively with university, AGNR alumni, state, national and global leaders in a rapidly changing and diverse environment;
- An understanding of the multiple missions and constituencies of a College with a Land-Grant mission;
- Strong communication skills (written and oral) and the need to adjust in order to fit the audience and the message;
- An earned doctorate with outstanding scholarly accomplishments or equivalent experience; candidates with government, private sector or other non-conventional backgrounds are also welcomed to apply; and
- Demonstrated success in promoting diversity and enhancing the climate for underrepresented groups.

EDUCATION

Candidates must hold an earned doctorate or equivalent experience, with scholarly or research accomplishments commensurate with the rank of full professor.

COMPENSATION

University of Maryland offers an attractive compensation and benefits package, commensurate with the successful candidate's background and experience.

KORN FERRY CONTACTS

Paul Chou Co-Managing Director, Global Education Practice Washington, DC/Philadelphia, PA	Rosa Morris Senior Associate, Global Education Practice Washington, DC
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While applications and nominations will be accepted until the position is filled, interested parties are encouraged to submit applications by January 31, 2015 for full consideration. Applicants should submit a letter of interest and curriculum vitae. All nominations, applications, and inquiries should be sent electronically via e-mail to:

Paul Chou, Senior Client Partner and Co-Managing Director, Global Education Practice
Rosa Morris, Senior Associate
Korn Ferry
umaryland-dean@kornferry.com

The University of Maryland is an equal opportunity employer; women and minorities are encouraged to apply. The University has a policy of being responsive to dual career couples.