



## FAMU-FSU College of Engineering

### **ASSOCIATE DEAN, RESEARCH AND GRADUATE STUDIES**

The Florida A&M University (FAMU)—Florida State University (FSU) College of Engineering is actively seeking a dynamic and visionary leader, characterized by ambition, collaboration, and strategic acumen, to assume the role of Associate Dean for Research and Graduate Studies (ADRGs). This pivotal position is geared towards propelling the college's research enterprise onto a new and dynamic upward trajectory. Beyond providing strategic guidance for the college's graduate research initiatives, the selected candidate will hold a distinguished reputation in their field of expertise, meriting appointment as a tenured full professor within the College.

#### **THE FAMU-FSU COLLEGE OF ENGINEERING**

The FAMU-FSU College of Engineering stands out as a unique college in the country that serves two renowned public universities, each recognized for its distinct contributions to higher education. Established by the Florida Legislature in 1982, this joint institution serves as the college of engineering for both Florida A&M University (FAMU) and Florida State University (FSU). FAMU holds the distinction of being the top public HBCU in the country, while FSU is renowned as a top-20 public research university. This synergistic pairing fosters an innovative atmosphere on our campus, seamlessly blending the strengths of a premier HBCU with the cutting-edge advancements of an R-1 public research university.

The faculty and researchers at the joint FAMU-FSU College of Engineering benefit from the world-class ecosystem of labs and centers immediately surrounding our campus. Located just steps from the engineering building are the world-renowned labs around Innovation Park in Tallahassee. Our engineering research is carried out at the closely-associated and faculty-staff laboratories including the National High Magnetic Field Laboratory (Mag Lab), Center for Advanced Power Systems (CAPS), Florida Center for Advanced Aero-Propulsion (FCAAP), Center for Intelligent, Systems, Control and Robotics (CISCOR), High Performance Materials Institute (HPMI), Resilient Infrastructure & Disaster Response (RIDER) Center, Applied Superconductivity Center (ASC) and the Florida Department of Transportation Structures Research Center. This research community includes our two major universities, matchless resources, powerful community collaboration and one-of-a kind programs. This support enables dynamic startups, emerging technologies, world-class research, and pioneering businesses that are equipped to innovate and push the envelope through life-changing discoveries.

The College is a leading academic institution with excellent records of achievement in education, research, and public service. It offers Bachelor of Science (B.S.) programs in chemical, biomedical, civil, computer, electrical, industrial, and mechanical engineering, as well as M.S. and Ph.D. programs in biomedical, chemical, civil, electrical, industrial, and mechanical engineering. The college has over 240 PhD students and research expenditures over \$34.9 million. The College has attracted an outstanding faculty from all over the world. All faculty in the college have full rights at both universities, although holding tenure at only one. For more information about the Office of Associate Dean for Research and Graduate Studies, please visit <https://eng.famu.fsu.edu/research>.

#### **THE POSITION**

The Associate Dean reports to the Dean of Engineering and is a member of the college's senior leadership team. In alignment with the newly developed 'Engineering our Future' Strategic Plan, the Associate Dean will drive efforts to realize the college's goal of ranking among the top 50 engineering schools in the next five years. He/she must provide vision and leadership for the College's research and graduate program,

emphasizing large-scale, multidisciplinary research and development. Furthermore, he/she should develop innovative strategies for graduate student enrollment, retention, and on-time graduation, while offering graduate student-focused support services. The Associate Dean will work with and inspire the College's faculty, staff, and students to address the following opportunities:

**Research Growth and Strategy:**

- Provide leadership in developing and implementing the college mission and strategic plan on research and graduate education.
- Serve as a visionary leader, inspiring and guiding faculty, staff, and students towards ambitious growth in research excellence and productivity.
- Provide leadership in large-scale multidisciplinary proposal development and submission.
- Provide opportunities for faculty to engage in cross-discipline collaborative research within the two universities as well as national and international collaborative partnerships.
- Provide support and mentorship to early career faculty in research grant proposal development, specifically for prestigious early career awards.
- Facilitate connections between faculty and federal government program managers.
- Foster faculty engagement in industry research, including technology transfer, and new intellectual property.
- Lead efforts to grow extramural funding and further develop relationships between the college and federal, state, and private funding agencies.
- Cultivate new funding avenues through OTAs, foundations, and private funding mechanisms.
- Foster a culture of intentional growth in which research goals are specified, strategies articulated, and results against goals are reported. Develop and implement initiatives, incentives, and processes that promote research productivity and excellence among faculty and staff across the units of the college.
- Represent the College's research strengths to external stakeholders, including at research forums, with industry partners (current and prospective), and funding agencies.
- Represent the College as needed for industry visits, making strategic prioritization, and matching of faculty interests with external partners.
- Organize seminars, colloquia, research and grantsmanship workshops.
- Recognize faculty and student excellence in research, provide oversight for the College research awards process.
- Track extramural funding from all sources and create programs that will incrementally increase this funding, consistent with the Strategic Plan.
- Create and manage an annual budget for college research support.
- Track and support research progress of research centers within the College.
- Coordinate with Associate Deans for Research and Graduate Studies at the national level.

**Research Operations**

- Serve as first point of contact for review and approval of research pre-proposals and proposals.
- Efficiently deploy, utilize and manage staff within the office of the ADRGS.
- Oversee and optimize the entire research support system (pre- and post-award) throughout the college and beyond to support the faculty.
- Work with the Finance Director for budgetary approvals for cost share when budgetary resources are needed.
- Liaise with the Office of Sponsored Research Administration at both universities and provide mentorship and guidance for pre- and post-funding compliance.

- Liaise, coordinate, and collaborate with the Offices of Vice President/Associate Provost for Research of both universities.
- Work with the Dean on the distribution of funds in support of faculty research, with the goal of catalyzing research growth.
- Ensure that the college's research activities comply with university policies, as well as federal and state policies and procedures related to research. Promote responsible conduct of research and integrity. Relevant compliance areas include human subjects' protection, animal welfare, financial conflict of interest, export control, research misconduct, hazards management oversight, foreign influence, national security matters, and secure research activities.
- Liaise with the Office of Undergraduate Research.
- Oversees the assessment, allocation, and optimization of research space within the college and the associate buildings in the Innovation Park, ensuring efficient utilization and alignment with faculty research needs and institutional goals.
- Collaborates with department chairs and new faculty recruits to negotiate comprehensive startup packages, including research space allocation, equipment, and resources, facilitating a seamless onboarding process for faculty members.

### Graduate Education

- Lead the development of graduate education policies and procedures, including recruitment, admission, and retention of graduate students.
- Coordinate with university-level leadership on the development and revision of university policies for graduate education.
- Develop and oversee innovative recruitment strategies to attract top tier MS and PhD students to the College.
- Work with the departments and other Colleges to develop exciting new graduate programs.
- Review and provide final college approval for thesis documents, on behalf of the Dean.
- Champion initiatives that prioritize the mental health, community development and work-life balance of graduate students, fostering a holistic academic environment.

### QUALIFICATIONS

Ideal candidates will have the following professional qualifications and personal characteristics:

- **Scientific or Scholarly Stature:** Distinguished research accomplishments, commensurate with appointment at the rank of professor, and appropriate to the leadership of a faculty with a tradition of excellence in research, teaching, and service.
- **Program leadership:** Demonstrated knowledge and ability to grow the quality and quantity of the College's research as measured by funding, faculty publications in peer-reviewed journals and collaborative research partnerships and cross-disciplinary projects.
- **Leadership experience:** Experience with the navigation of complex organizational structures with multi-faceted strategies, and especially the ability to work effectively with diverse groups of people, the capacity to listen, and the ability to gain trust and inspire others to further the school's mission and programs; ability to act as a contributing member of the Dean's team and work collaboratively with leaders across the College and broader Universities.

- **Grants and contract administration acumen:** Familiarity with pre- and post-award activity and the ability to oversee all tasks and responsibilities of the office to support research productivity.
- **Mentorship capacity:** Demonstrated ability to provide guidance to junior faculty members and graduate students as they seek to immerse themselves in the academic research environment, identify a research focus, and seek opportunities to build meaningful connections across the college.
- **Collaborative skill:** Experience in catalyzing collaborations, bringing people and entities together, creating synergies within and across collaborations;
- **Financial acumen:** Experience in financial management of budgets involving personnel, facilities, and programmatic resources;
- **Entrepreneurial spirit:** A keen eye for and a readiness to translate, invest in, and commercialize opportunities at the forefront of research and scholarship that will benefit the overall performance of the school, the Universities, and the world;
- **Effective communication:** Accessibility and the ability to communicate effectively with faculty, staff, students, and alumni.

Outstanding candidates will possess an earned doctorate and will be globally renowned for their exceptional research, leadership, and scholarship in engineering or an allied discipline. They must present a compelling and visionary perspective on the integration and future of diverse disciplines. Their capacity to spearhead and elevate a highly research-intensive college of engineering should be evident, coupled with a pronounced commitment to education and the mentorship of both faculty and staff. The ideal candidate will have pioneered a flourishing independent research program, orchestrated successful interdisciplinary research collaborations, championed the creation of innovative curricula, and showcased a history of distinguished academic and professional leadership. Mastery in organizational, interpersonal, and communication skills is imperative.

### The SEARCH

The FAMU-FSU College of Engineering has retained the services of Park Square Executive Search to assist in the search for the Associate Dean for Research and Graduate Studies. Nominations, inquiries, and applications may be sent to:

Jonathan Fortescue, Managing Partner or  
Caity McGuirk, Senior Associate  
+1 617 401 2984  
[jonathan@parksquare.com](mailto:jonathan@parksquare.com)  
[cmcguirk@parksquare.com](mailto:cmcguirk@parksquare.com)

Applicants should submit a CV, a 1-3 page letter detailing their experience in fostering a multidisciplinary research enterprise and their vision for the FAMU-FSU College of Engineering, and the contact information for four references. Please note: reference letters are not required at this stage. We will request them later in the process and will coordinate with the candidate before doing so. Although the search will remain open until the position is filled, review of candidate materials will begin immediately.

In accordance with the State of Florida's open records laws, all applications and other materials will be public records.

**Criminal Background Check**

This position requires the successful completion of a criminal history background check. The background check will be conducted as authorized and in accordance with FSU Policy 4-OP-C-7-B11.

*Florida A&M University/Florida State University is an Equal Opportunity/Access/Affirmative Action/Pro Disabled & Veteran Employer. FSU's Equal Opportunity Statement can be viewed at: [hr.fsu.edu/PDF/Publications/Diversity/EEO\\_Statement.pdf](http://hr.fsu.edu/PDF/Publications/Diversity/EEO_Statement.pdf)*