



**Dean, College of Agriculture and Life Sciences and  
Executive Director for Agricultural Programs**

**NC STATE UNIVERSITY**

## The College of Agriculture and Life Sciences

[The College of Agriculture and Life Sciences](#) works to fulfill NC State's land-grant mission by preparing students to thrive in a global marketplace, pursue cutting-edge research and put those results to work across North Carolina and beyond.

The college is a connected community of 3,600 extraordinary undergraduate, graduate and Agricultural Institute students, 345 tenure track and professional faculty, 100 postdocs, 898 staff and 598 county operations employees. Diversity benefits everyone, and the college, in part through its dedicated Office of Diversity and Inclusion, is committed to fostering an environment of inclusion and equity where each student, faculty and staff member can reach their full potential.

Students can study agricultural and life sciences across 17 undergraduate majors, 21 undergraduate minors, 12 undergraduate certificates and 11 graduate certificates in the [12 academic departments](#). The college offers 19 bachelor's degrees, 91 master's degrees and 45 doctoral degrees. [The Agricultural Institute](#) is the college's two-year program offering six associate of applied science degrees and the same rigor and hands-on learning as the four-year programs.

The college brings together the brightest minds in academia, government and industry to drive the vital research and innovation necessary to tackle agriculture and life sciences challenges. Award-winning researchers in the college are conducting bold, interdisciplinary research at the [N.C. Plant Sciences Initiative](#), [Plants for Human Health Institute](#), [Center for Marine Sciences and Technology](#), the [North Carolina Food Innovation Lab](#), four [University Field Labs](#) and over 30 facilities on-campus and off-campus. In partnership with the North Carolina Department of Agriculture and Consumer Sciences, the college operates 18 agricultural [research stations](#) to test research in real-world scenarios under natural conditions.



Transforming science into solutions that enrich lives and grow North Carolina is at the heart of NC State Extension, housed in the college. NC State Extension is present in [every county of the state](#), with 1,100 experts and a vast network of partnerships to extend the knowledge from our faculty to farmers, families and citizens. It delivers more than 17,000 educational activities statewide via nearly 8,000 programs. NC State Extension's 4-H program addresses the diverse issues of today's youth, helping to nurture healthier, more involved generations of future leaders. Extension also works alongside the U.S. Department of Agriculture's National Institute of Food and Agriculture (USDA-NIFA), N.C. A&T State University, local governments, and industry and community partners, to generate \$2 billion in economic impact for North Carolina each year.

The college expended \$313 million in FY 2022: the largest expense categories are Academic Affairs - \$33 million, Agricultural Research - \$73 million, Cooperative Extension - \$60 million and Contracts and Grants - \$85 million. In addition, college endowment assets were \$302 million at the end of FY 2022.

## The Opportunity

NC State invites applications and nominations for the position of dean of the College of Agriculture and Life Sciences. The university seeks a leader committed to: expanding the college's foundation of groundbreaking research and scholarship; promoting a strong reputation of service, outreach and extension; and boldly opening up the college to additional areas of national renown. This leader must understand the college's role in creating social and economic prosperity for the state, nation and world through agriculture and life sciences discovery, learning and engagement.



## The Position

The dean is the chief academic, administrative and budgetary officer and spokesperson for the college, and reports directly to the provost. The dean provides visionary leadership and strategic direction for the college's academic departments, programs, initiatives and extension activities within a complex fiscal and personnel environment.

The dean must have the ability to provide innovative direction for the college while working with myriad stakeholders, and addressing the academic and other needs of faculty, staff and students. An ability to manage relationships across a wide spectrum of constituencies, with business, political and social acumen, will be important. As an institutional leader, the dean will be responsible for building coalitions and promoting outreach efforts that engage the university in responding to statewide, national and international issues.

The dean is responsible for the following:

- Providing strong, visionary leadership and strategic direction for the college;
- Building and sustaining a college leadership team that comprises considerable content expertise and operational effectiveness;
- Representing the college within the university at a skilled, politically-astute level with respect to campus resources and issues;
- Cultivating a culture of interdisciplinarity in teaching, research and engagement both within the college and in partnership with other colleges, creating systems that reward such interdisciplinarity.
- Promoting a culturally responsive and inclusive environment, with a strong commitment to recruiting, retaining and supporting diverse faculty, staff and students;
- Developing and implementing the college's strategic plan aligned with the university's strategic plan, Wolfpack 2030: Powering the Extraordinary;
- Demonstrating a strong commitment to NC State's land-grant mission and increasing momentum on the aspiration to be a top land-grant university relevant to current and future needs of the state, nation and world;
- Providing leadership in advancing the college's academic excellence within the university as well as relative to state, national and international peers;
- Effectively linking educational programs within the college to the broader university culture and mission;
- Promoting a robust culture of interdisciplinary research, and building partnerships internal and external to the university;
- Cultivating relationships and engendering trust with stakeholder groups in and outside of the university by listening to their concerns and working together to help develop solutions to real-world issues;
- Regularly and effectively communicating with these stakeholder groups regarding the development, implementation and evaluation of programs;
- Representing the diverse clientele, programs and interests of the college persuasively to all stakeholder groups;
- Understanding and managing the educational, political, and cultural dynamics of the university, the state and the UNC System;
- Increasing public understanding and support for the university and college as a valuable contributor to the state's and nation's vitality and wellbeing;
- Maintaining and enhancing relationships with the over 90 agriculture-based commodity groups in North Carolina that support the College;
- Efficiently managing the financial resources of the college and effectively advocating for resources;
- Being a successful fundraiser and a visible, interactive participant in external-facing activities with alumni and donors; and
- Openly communicating in a transparent manner that provides clarity in financial management and decision-making.

## Qualifications

The successful candidate will possess most, if not all, of the following qualities or experience:

- Evidence of working effectively and collaboratively with faculty, university administration, and other constituent groups and partners both within and outside the university;
- Ability to play a key role in university leadership, advocating for the college and forging advantageous and strategic connections across colleges;
- A deep understanding of current and emerging challenges and opportunities in agriculture and life sciences;
- Significant experience and demonstrable skills in leading and managing progressive change in the complex environments within a modern land-grant university;
- A clear commitment to excellence in research and scholarship;
- Outstanding communication skills, including interpersonal, written, verbal, presentation and listening capabilities;
- A proven record of success in setting priorities, allocating resources effectively and achieving specific goals;
- An affinity for fundraising, and the ability to contribute to and lead relationship-based development efforts;
- Ability to function in a complex, high-demand environment, balancing and executing internal and external responsibilities;
- Demonstrated commitment to advancing diversity, equity and inclusion initiatives;
- Experience in production agriculture;
- Distinguished record of research, engagement, teaching and service; and
- A terminal degree in their field and qualifications for an appointment as a full professor with tenure in at least one of the departments within the college.



## About NC State

At NC State, we create prosperity for North Carolina and the nation. We value diversity, equity, inclusion and justice. We began as a land-grant institution grounded in agriculture and engineering. Today, we're a pre-eminent research enterprise that excels across disciplines.

NC State is a powerhouse in science, technology, engineering and math. We lead in agriculture, education, textiles, business and natural resources management. We're at the forefront of teaching and research in design, the humanities and the social sciences. And we're home to one of the world's best colleges of veterinary medicine.

Our more than 37,000 undergraduate and graduate students learn by doing. They pursue original research and start new companies. They forge connections with top employers and serve communities local and global. Through it all, they enjoy an outstanding return on investment.

Whether it's [Princeton Review](#) ranking NC State among the nation's best values for universities, Money magazine naming it the No. 1 best college for your money in North Carolina, or [U.S. News & World Report](#) ranking NC State among the top 10 best values in public higher education, the university has many reasons to be proud.

Each year, NC State adds [\\$6.5 billion to the statewide economy](#), equivalent to creating more than 90,000 new jobs. That represents a significant return on investment for the citizens of North Carolina in the form of research advances, innovative technologies, successful companies, skilled graduates and new jobs waiting for them. We're also No. 2 in the country for research commercialization among U.S. universities without a medical school.





Our 9,000 faculty and staff are world leaders in their fields, bridging the divides between academic disciplines and training high-caliber students to meet tomorrow's challenges. Together, they forge [powerful partnerships](#) with government, industry, nonprofits and academia to remake our world for the better. We expect everyone to give of their talents, skills, time and effort to make NC State an environment of inclusive excellence for all.

## About Raleigh and North Carolina

North Carolina's rapid growth makes the state a diversity leader and top spot for young professionals and families. Raleigh reflects statewide growth as a city on the rise:

- No. 2 among the best places to live in the U.S. ([U.S. News & World Report](#), 2021)
- No. 5 among the best-performing economies in the U.S. ([Milken Institute](#), 2021)
- One of America's top 10 recession-resistant cities ([Smartasset](#), 2020)
- Among the top 10 "Best Cities to Move to Right Now" ([Curbed](#), 2020)

With Durham and Chapel Hill, the capital city anchors the Research Triangle, a national hotspot for high-tech enterprise. The region's top companies — including IBM, Cisco Systems, SAS Institute, Biogen Idec and GlaxoSmithKline — rank among the country's best employers. NC State also maintains strong agricultural partnerships with Bayer, BASF, Novozymes and Syngenta, companies that lead the way in hiring new NC State graduates. The region maintains a robust startup ecosystem with numerous agriculture and life sciences startups – many from NC State – along with abundant venture capital. Celebrating its 135<sup>th</sup> year in 2022, NC State continues to make its founding purpose a reality. Every day our career-ready graduates and world-leading faculty make the fruits of learning, discovery and engagement available to people across the state, throughout the nation and around the world.



## How to Apply

Buffkin / Baker is assisting NC State on this search. Inquiries and nominations may be directed to Martin Baker, managing partner, at (770) 313-5573 or Dr. Pelema Ellis, principal, at (617) 866 - 7748 or you can send an email to [ncsucalsdean@buffkinbaker.com](mailto:ncsucalsdean@buffkinbaker.com).

Confidential review of applications will begin in January of 2023, and will continue until the position is filled. Candidates should provide a resume or curriculum vitae, cover letter, and the names and contact information of three references. References will not be contacted without prior knowledge and approval of candidates. These materials may be submitted online at <https://jobs.ncsu.edu/> (position #00001601).

*NC State provides equal opportunity and affirmative action efforts, and the university prohibits all forms of unlawful discrimination, harassment and retaliation that are based upon a person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability, gender identity, genetic information, sexual orientation or veteran status.*