

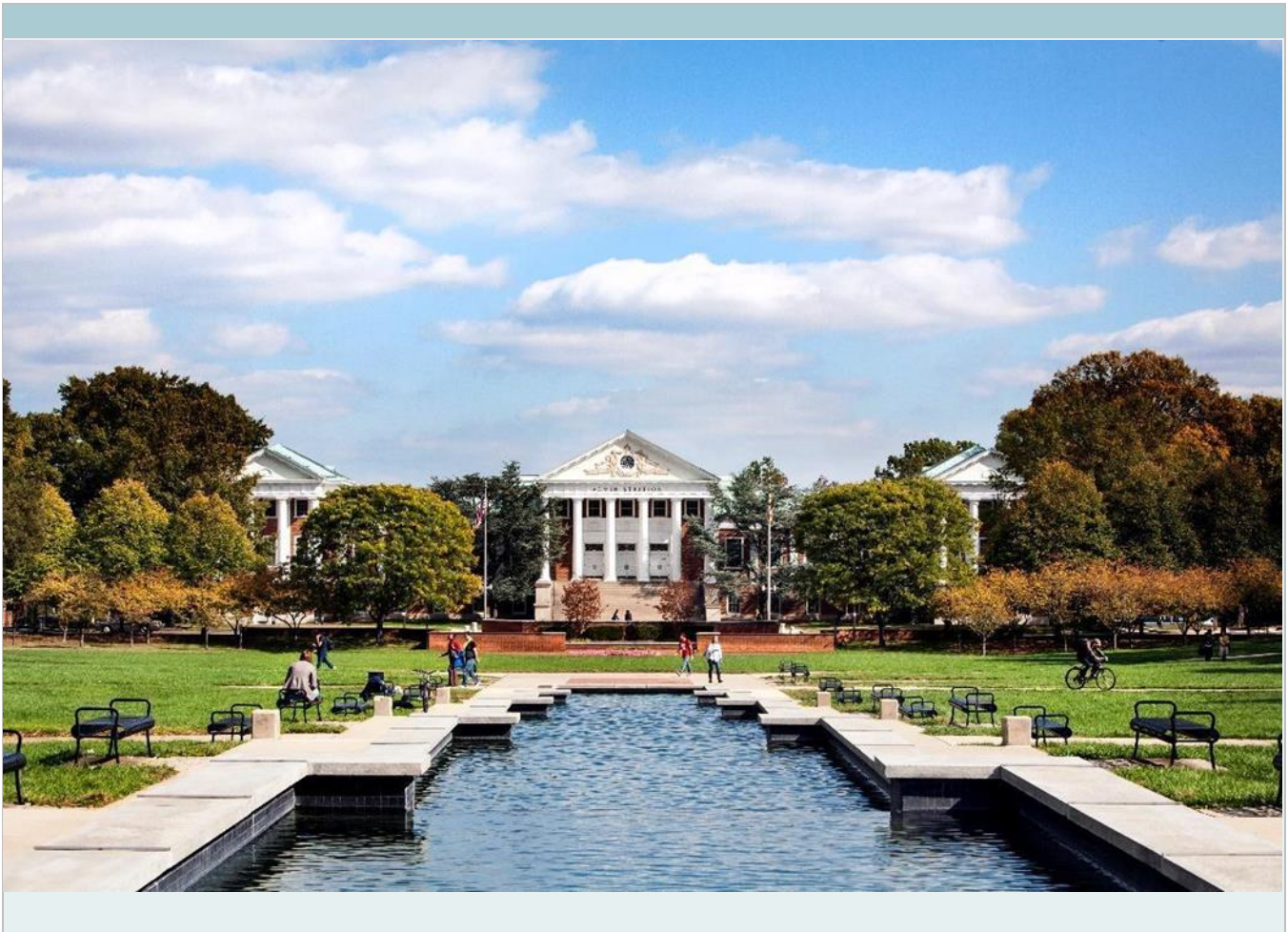


UNIVERSITY OF
MARYLAND

Dean, College of Agriculture and Natural Resources

Leadership Profile

November 2024



The Opportunity - Executive Summary

The University of Maryland (UMD) invites nominations and applications for the position of Dean of the College of Agriculture and Natural Resources.

Reporting to the Senior Vice President and Provost, the next Dean of the College of Agriculture and Natural Resources (AGNR) will be committed to strong and innovative leadership, eager to articulate and champion a compelling and future-focused AGNR vision. Rooted by the College's five strategic initiatives --- food security; healthy watersheds and the Chesapeake Bay; sustainable agriculture; improving human, animal and environmental health; and optimizing urban environments through design, green technology, and community engagement--- the Dean will promote a culture of impactful scholarship and research, supporting cross-college and school collaborations and advancing interdisciplinary research and partnerships that are in line with the University's strategic priorities. Additionally, the Dean will be deeply committed to building a community whose members constantly intertwine diversity, equity, inclusion, and respect into their teaching and learning, research, and scholarship. Given the University of Maryland Extension is a unique and significant element under the AGNR umbrella, the Dean will thoughtfully balance their campus engagement with relationship building and engagement opportunities with key constituents across the State of Maryland and beyond. Finally, the dean will be laser focused on supporting student academic success and growing enrollment while also working to increase partnerships and philanthropic support for AGNR's faculty, programs, and students.

The University seeks a strategic, visionary, collaborative, entrepreneurial, and dynamic leader with a national and international perspective; a collegial and consultative leadership style; a deep commitment to student success; and the demonstrated skill of creating an inclusive and welcoming environment for students, staff, and faculty. A terminal degree in a represented field and the scholarly achievement to attain the rank of full professor within the College of Agriculture and Natural Resources at Maryland is required.

The University of Maryland is a diverse and inclusive community of more than 50,000 fearless Terrapins. The University is recognized as one of the nation's top 20 public universities, is the nation's first [Do Good campus](#), and is consistently ranked for its innovation, research, and commitment to inclusive excellence. Propelled by a \$1.3 billion joint research enterprise, UMD is dedicated to addressing the grand challenges of our time. Located four miles from Washington, D.C., the University offers an unparalleled student experience with more than 300 academic programs, 25 living-learning programs and 400 study abroad programs. Spurred by a culture of innovation and creativity, its faculty are global leaders in their field and include Nobel laureates, Pulitzer Prize winners, and members of the national academies.

In 1856, UMD was founded as the Maryland Agricultural College. As the University's cornerstone, the College of Agriculture and Natural Resources is shaped by a commitment to its land-grant heritage and mission to integrate academics, extension, and research for the benefit of Maryland citizens. AGNR is dedicated to discovering new approaches and ideas through a commitment to cutting edge research and tackling the local and global challenges of a rapidly changing world including feeding the world, stewarding our planet, and serving public purpose all in the name of creating a sustainable future.

The College of Agriculture and Natural Resources is a complex and far-reaching college at the University of Maryland to include:

- Seven academic departments (plus a joint program in Environmental Science and Policy)
- Roughly 1000 faculty and staff (plus faculty in Entomology; Cell Biology; and Molecular Genetics)
- Total student enrollment of 1,329

- A robust Agricultural Experiment Station that supports agriculture and natural resource-related research in three different colleges: College of Agriculture and Natural Resources; College of Computer, Math, and Natural Sciences; and the School of Public Health
- Four Research and Education centers at eight locations that serve six million Maryland residents
- Extension offices in 23 counties and Baltimore city and a close working relationship with University of Maryland Eastern Shore
- Four program areas within Extension:
 - 4-H Youth Development
 - Agriculture & Food Systems
 - Environment & Natural Resources
 - Family & Consumer Sciences
- Complex budgeting system at the federal, state and County levels totaling over \$105 million

To nominate an individual or express personal interest in this position, please see the Procedure for Candidacy section at the end of this profile.

The University of Maryland

The University of Maryland is the state's flagship university, a land-grant institution and one of the nation's preeminent public research universities, committed to reimagining teaching and learning, advancing the public good, investing in people and communities, and taking on humanity's grand challenges. Compelled by a fearless mission to serve the state, nation and world, UMD confronts the great societal issues of our time through an unparalleled academic and research enterprise.

With 12 colleges and schools offering degree programs from the bachelor's through doctoral levels, UMD is ranked as a top 20 public university by US News and World Report, and many of UMD's academic programs are highly ranked, with more than 70 graduate and undergraduate programs in the top 25 and 20 in the top 10.

UMD enrolls more than 41,000 students, employs more than 14,000 faculty and staff and offers 286 academic programs. UMD boasts a diverse student body with students from every U.S. State and over 120 countries and is committed to attracting and retaining outstanding and diverse faculty and staff who contribute to its stature of preeminence in its three missions of teaching, scholarship and full engagement in its community, the state of Maryland, and the world.

As the only public research university inside Washington, D.C.'s Beltway, UMD gives students and faculty unparalleled opportunities inside the classroom, labs and beyond the campus. This unique proximity to business and technology leaders, federal departments and agencies, and a myriad of research entities, embassies, think tanks, cultural centers, and non-profit organizations is unparalleled. Synergistic opportunities for our faculty and students abound and are virtually limitless in the nation's capital and surrounding areas.

The University of Maryland fosters an inclusive environment where all 50,000 members of our community know that they belong and are empowered to reach their full potential, a vision known as TerrapinSTRONG. It includes an onboarding program for all students and employees that celebrates diversity and promotes connection on campus. The University is also supporting efforts to expand the pool of qualified candidates for faculty positions, and building cultural spaces and naming buildings for those who opened doors and broke barriers. In addition, the Arts for All initiative aims to ensure equitable access to the arts and leverages the power of the arts, technology and social justice to address the grand challenges of our time.

The institution has a nearly \$2.97 billion operating budget including more than \$834 million annually in research funding. Maryland is recognized as a top-10 public research institution, and has been in the top-ten for the past 10 years. UMD's research and innovation has global impact across the traditional disciplines and takes a multidisciplinary, innovative approach to solving real-world problems and addressing the questions of foundational research. The campus's adjacent Discovery District, a 150-acre research and innovation park, includes government agencies, international scholarly associations, corporate partners and advanced University research facilities. Collaborations with the University of Maryland, Baltimore through a strategic partnership called Mpowering the State also boost educational opportunities, research and combined degree programs.

As the nation's first Do Good campus, UMD offers unique and ambitious courses, fellowships, certificate programs and coaching to support social entrepreneurship and students looking to make an impact across the globe. The Do Good Initiative is a campus-wide effort to engage the entire student body in programs designed to ensure that every student who graduates from UMD will be informed and motivated to Do Good in their communities and around the world.

Maryland fields 20 intercollegiate varsity teams in the NCAA Division I. Members of the Big Ten Conference, the Terrapins (or "Terps") are a major part of campus life for students and the larger community. Since 2005, Terps have won 16 national championships in men's and women's sports. Maryland Athletics is distinguished for fierce competition on the field coupled with excellent performance in the classroom and in careers after college. The Terps boast one of the highest graduation rates in the Big Ten. Maryland is a sustainable university community committed to becoming carbon-neutral by 2050. The forthcoming Purple Line mass transit system, with five stops



on or around campus, will further connect UMD to all the region has to offer. The light-rail line will also expand the success of the Greater College Park initiative, a \$2 billion public-private investment to revitalize the community around the University and create one of the nation's best college towns.

Maryland is a member of the Association of American Universities (AAU), the invitation-only organization that includes North America's most prestigious research universities. The University is a member of Universitas 21 (U21), the network of leading universities on six continents that focuses on global research

collaboration, education and exchange, as well as the Association of Public and Land-Grant Universities (APLU) and the Big Ten Academic Alliance (BTAA). The University's teaching, research and innovation mission is evident in its connectivity to the greater Washington region through numerous long-term partnerships in the private and public sectors.

Fearlessly Forward: In Pursuit of Excellence and Impact for the Public Good

Fearlessly Forward: In Pursuit of Excellence and Impact for the Public Good, the University of Maryland Strategic Plan presents a bold reimagining of what UMD must be to uphold and expand its mission of service to humanity and is rooted in the principles of values-driven excellence; diversity, equity and inclusion; impact; innovation; collaboration, and service to humanity. Pursuant to the plan, UMD seeks to:

- Reimagine learning and teaching as inclusive, experiential, publicly engaged, creative, integrative, holistic, and empowering.
- Accelerate solutions to humanity's grand challenges – within UMD's communities and around the globe.
- Invest in people, their well-being and advancement, and the conditions that support their ability to fully participate and thrive in UMD's community, the state, and the world.
- Partner to advance the public good by creating and sustaining partnerships that allow UMD's research to have impact locally and globally, its education to prepare students for civic engagement and impact, and its service to create solutions for a more equitable, sustainable, and resilient world.

College Park, Maryland

The City of College Park is located in Prince George's County, which has experienced tremendous growth over the past decade, becoming an epicenter for economic development in the Washington, DC metropolitan area.

Greater College Park encompasses historic districts, up-and-coming new neighborhoods, and a bustling downtown that offers a myriad of amenities; including hotels, retailers, restaurants, and recreation. Several neighboring communities provide diverse housing options, including the City of College Park, City of Greenbelt, City of Hyattsville, City of New Carrollton, Town of Berwyn Heights, Town of Riverdale Park, and the Town of University Park.

College Park is easily accessible to Baltimore, MD, the Maryland state capital of Annapolis, and Washington, DC, as well as Baltimore/Washington International Thurgood Marshall Airport and Ronald Reagan Washington National Airport.

Leadership



Dr. Darryll J. Pines has served as the University's 34th President, since July 2020. He also is the Glenn L. Martin Professor of Aerospace Engineering.

Formerly the Nariman Farvardin Professor of Engineering and Dean of UMD's A. James Clark School of Engineering, where he has been on the faculty since 1995, Pines amassed a record of academic leadership and research accomplishments that dramatically elevated the School's rankings and stature nationally and internationally. In 2019, he was elected to the National Academy of Engineering for his "inspirational leadership and contributions to engineering education."

As Dean for 11 years, Pines instituted sweeping changes to improve the student experience, including revamping teaching in fundamental undergraduate courses; encouraging participation in national and international student competitions; emphasizing sustainability engineering and service learning; and expanding innovation and entrepreneurship activities. Under Pines' leadership, the School established five interdisciplinary research centers and institutes: the Maryland Energy Innovation Institute, Robert E. Fischell Institute for Biomedical Devices, Maryland Transportation Institute, Quantum Technology Center (jointly with the Department of Physics) and Maryland Robotics Center. Research accomplishments ranged from revolutionary, safer energy storage techniques to the development of futuristic materials and quantum technologies.

The Clark School led UMD in fundraising while Pines was Dean, raising \$240 million of the achieved \$1 billion goal of the Great Expectations campaign ending in 2013. In the recent \$1.5 billion Fearless Ideas campaign, Pines and his leadership team secured a \$219.5 million investment—which in 2017 was the sixth-largest gift ever

to a public university—from the A. James & Alice B. Clark Foundation. The Building Together: An Investment for Maryland gift is funding need-based scholarships campuswide, as well as graduate fellowships, faculty positions, infrastructure, and other initiatives. One signature element of this investment is support for the Emilio Fernandez IDEA Factory, an innovative facility to encourage transformative ideas that have a positive impact on people and society.

Prior to his promotion to Dean, Pines led the Department of Aerospace Engineering for four years, taking a leave of absence from UMD from 2003 to 2006 to serve as a program manager for the Tactical Technology Office and Defense Sciences Office at the Defense Advanced Research Projects Agency. He also held positions at the Lawrence Livermore National Laboratory (LLNL), Chevron Corp., and Space Tethers. At LLNL, Pines worked on the Ballistic Missile Defense Organization's Clementine spacecraft program, which discovered water near the south pole of the moon. A replica of the spacecraft now sits in the National Air and Space Museum.

Pines' research focuses on structural dynamics, including structural health monitoring and prognosis, smart sensors, and adaptive, morphing and biologically inspired structures as well as the guidance, navigation and control of aerospace vehicles. He holds seven co-authored patents with his students and collaborators.

In recognition of his contributions to the field, Pines was named a fellow of the American Institute of Aeronautics and Astronautics, American Society of Mechanical Engineers and Institute of Physics. He chairs the Engineering Advisory Committee for the National Science Foundation's Engineering Directorate and sits on the Board of Trustees for Underwriters Laboratory not-for-profit arm. Pines received a B.S. in mechanical engineering from the University of California, Berkeley. He earned M.S. and Ph.D. degrees in mechanical engineering from the Massachusetts Institute of Technology.



Dr. Jennifer King Rice is the University of Maryland's senior vice president and provost. As the chief academic officer, she steers the University's academic enterprise in accordance with its mission, including providing strategic direction for its 12 schools and colleges.

An accomplished administrator and educator, Dr. Rice manages a diverse portfolio, including academic planning and programs, enrollment management, community engagement, faculty affairs, international affairs, academic innovation, and institutional research, planning and assessment. Dr. Rice's leadership is driven by

her commitment to innovative and inclusive teaching, impactful research and scholarship, and work that advances the public good.

In her first year as Provost, Dr. Rice spearheaded the University's strategic plan, *Fearlessly Forward: In Pursuit of Excellence and Impact for the Public Good*, embodying UMD's vision of service to humanity. Her innovative approach led to a campuswide commitment to reimagining learning, taking on humanity's grand challenges, investing in people and communities, and advancing the public good.

Since becoming Provost in 2021, she has taken a fresh look at budgetary strategies for academic programs and resources, and has championed the development, review, and implementation of new academic policies and regulations that align with University priorities.

Dr. Rice previously served as Dean of UMD's College of Education, where she focused her efforts on advancing excellence, equity and social justice from preschool through graduate school. Under her leadership, the college advanced in national rankings and received unprecedented research funding. Rice has served on the faculty and in college leadership roles at UMD for more than 25 years and was recognized as a Distinguished Scholar-Teacher.

Her research draws on the disciplines of economics and philosophy to explore policy that addresses excellence and equity in K-12 education systems. An expert on school finance and teacher policy, she regularly advises state and federal agencies. She is a fellow of the American Education Research Association and is a past

College of Agriculture and Natural Resources



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AGNR is intensely focused on excellence in academics, research, and extension, and focuses efforts around each through alignment with its [five strategic initiatives](#) – establishing a health food system and ensuring global food and nutritional security; ensuring healthy watersheds and the Chesapeake Bay; advancing innovative, profitable, and sustainable agricultural production systems; one health: improving human, animal, and

environmental health; and optimizing urban environments through design, green technology, and community engagement. AGNR has planted flags in each of these areas and is seen as a local, regional, and national leader in these areas and on supporting climate resilience broadly writ. Additionally, AGNR has aligned its coursework with the strategic initiatives, with faculty submitting for almost \$137 million in research grants, and University of Maryland Extension educators organizing more than 3,000 events around AGNR's strategic initiatives. Since the inception of the strategic initiatives, the implementation teams as well as multiple groups and individuals across the College have executed multiple successful projects to strengthen the impact of their research and outreach efforts across the College and in communities across the state.

AGNR also boasts a highly prolific research enterprise, with competitive and capacity funding support over \$58 million in FY24, the third highest on campus. On- and off-campus faculty conduct state-of-the-art research related to some of the most pressing challenges of our time including climate change, renewable energy, disease prevention, water quality, human/animal health and nutrition, food safety and security, plant and animal genomics, environmental and ecosystem health, soil and watershed, horticulture and landscape design, and more. Additionally, AGNR offers students the opportunity to conduct research with more than 120 on-campus faculty. Students also work alongside University of Maryland Extension (UME) faculty within AGNR and other collaborating colleges.

With offices in all counties and Baltimore City, UME faculty apply research-based practical education to improve the lives of American families, and to enhance agriculture, business, and industry. UME engages a yearly average of 600,000 Marylanders in partnership with 5,300 certified/trained volunteers who contribute \$6,630,000 in volunteer time along with 1,100 community partnerships.

Role of the Dean of the College of Agriculture and Natural Resources

Reporting to the Senior Vice President & Provost, the Dean of the College of Agriculture and Natural Resources is the senior administrative officer for the college and provides a clear and strategic direction, vision, and leadership for its academic departments and programs and [extension activities](#). The Dean promotes excellence in curricula, teaching and learning, and student success; research scholarship and research growth; cross-university, regional, national, and international interdisciplinary initiatives; faculty and staff recruitment, retention and professional development; and the stewardship of physical resources. The Dean is expected to be deeply engaged in development opportunities and expanding donor support. The Dean serves as a strong advocate for AGNR, both within the University and with legislators, state and federal agencies, industry partners, and community constituents, regularly representing the University of Maryland in important discussion relating to agronomic, environmental, social, and policy issues.



The Dean manages a budget of over \$105 million and provides leadership to 468 faculty (181 [TTK or tenure track faculty](#) and 287 [PTK or professional track faculty](#)). The Dean also supervises four Associate Deans, three

Assistant Deans, six directors, and eight academic department chairs/directors along with the multiple facilities associated with the College. An organizational chart for AGNR can be found in Appendix A.

The state of Maryland boasts a remarkably diverse agricultural environment, thanks to its varied climate and geography. The state's fertile soil and moderate climate support a wide range of crops, from corn and soybeans in the northern and central regions to tobacco and vegetables in the southern areas. Maryland's eastern shore is renowned for its poultry farms and seafood, particularly blue crabs and oysters, which thrive in the Chesapeake Bay. Additionally, the state is home to numerous orchards producing apples, peaches, and other fruits, as well as vineyards that contribute to a growing wine industry. This diversity not only sustains local economies but also provides a rich tapestry of agricultural products that cater to both local and national markets.

Opportunities and Challenges

The next Dean will be committed to strong and visionary leadership for the College, supporting its array of exceptional departments, extension programming, research centers, disciplines, and academic cultures while also working with many constituencies to chart the way toward the continued success of Maryland's College of Agriculture and Natural Resources.

Working closely with the Senior Vice President and Provost and senior academic leadership, and members of the college community, the Dean will engage with the following issues, ideas and opportunities at the University of Maryland:

- **Continue to articulate and champion a compelling vision for the College of Agriculture and National Resources**

When Charles Benedict Calvert established the Maryland Agricultural College in 1856, his goal was for the college to lead the way for excellence in teaching, research, and outreach. Now, over 150 years later, the College of Agriculture and Natural Resources boasts some of the top programs in the nation, engaging over 250,000 Marylanders statewide through the University of Maryland Extension and spreading their research efforts across Africa and the world to support high-stakes issues like water quality, climate resiliency, food security, sustainable agriculture and optimizing urban environments.

The new Dean will build upon this legacy of excellence and impact and to continue to advance a forward-looking vision for the future of the College. Using AGNR's current [strategic initiatives](#) as a grounding framework, the new Dean will further align the College with the University's [new strategic plan, Fearlessly Forward: In Pursuit of Excellence and Impact for the Public Good](#) that positions the University for leadership and distinction as a model next-generation, land-grant institution.

Within the changing landscape of both higher education and agriculture and national resources, the next Dean will lead the College's faculty, extension partners, staff, students, and other key constituents in developing and articulating a shared vision and strategy for AGNR with respect to the future trajectory of the fields, being mindful to incorporate emerging research avenues and their intersections with technology and sustainability. With thoughtfulness and respect of past AGNR achievements and successes and taking stock of the current college culture and climate, the next Dean will engage the AGNR community in ongoing dialogues on how to best advance the College's land grant mission into the future. Through this process, AGNR will continue to act as a thought leader in the regional, national, and international conversations occurring in the dynamic topics influenced by AGNR expertise and research.

- **Provide leadership in fostering inclusive excellence and a welcoming environment for AGNR**

The next Dean of AGNR will be deeply committed to building a community whose members integrate equity amongst, inclusion of, and respect for diverse constituencies into their teaching and learning, research, and scholarship. Given their unique role as the cornerstone college of the University of Maryland, AGNR recognizes that an inclusive, welcoming community increases their ability to successfully carry out their land-grant mission of research, education, and extension.

The College's next Dean will be well versed and practiced in introducing strategies, systems, and initiatives that are scalable to make the College's programs and offerings accessible on all levels. The Dean will also continue to invest attention, resources, and thought leadership around issues of equity and excellence, continually examining all facets and complexities associated with diversity and inclusion. Finally, they will act as a strategic partner to the campus academic leadership team and university-wide committees and initiatives to address structural inequalities in policies and practices as the Maryland community strives to cultivate a learning and work environment where everyone can thrive and participate.

- **Catalyze and advance collaboration**

The Dean must be a quintessential partner and collaborator who thrives in a highly collaborative and collegial environment to develop strong partnerships with University leadership as well as fellow deans, administrators, institute directors, faculty, and staff. The Dean must have a visible and active campus presence, which will enable them to get to know the depth and breadth of Maryland's academic programs. With this knowledge, the Dean will be well positioned to identify opportunities to work across programs, colleges, and schools to build new partnerships and realize synergies. Against the backdrop of one of the most comprehensive and diverse universities in the world, AGNR is extraordinarily well positioned to collaborate with almost any program on campus in efforts to address many of the University's strategic goals and priorities. Maryland is well known for its collaborative, interdisciplinary environment, so the new Dean will need to leverage this culture to bridge relationships and grow partnerships for AGNR.

Simultaneously, the Dean will need to balance external engagements and expectations of partners associated with the University of Maryland Extension to include legislators, state and federal agencies, industry

partners, and other community leaders and organizations. These important constituencies will be eager to quickly meet, develop, and then nurture long-term relationships with the new Dean. Additionally, external constituents of AGNR readily recognize that they frequently invite the Dean to a multitude of discussions and committees to offer thought leadership, expertise, and at times, real-time data or research to support regional, national, and international conversations and initiatives. These opportunities are excellent for advancing Maryland's land grant mission yet require the Dean to exercise skillful political and interpersonal savvy to balance the needs of the campus community with that of Maryland constituents and beyond.



- **Grow enrollment and support student success**

The next Dean will be tasked with helping AGNR grow their undergraduate and graduate enrollment. Success in this space will entail a number of coordinated activities to include securing new funding sources for Master's and doctoral students, improving recruitment practices across the College, strengthening the student experience, and ensuring professional development opportunities and internships for students, amongst others. The next Dean will be expected to prioritize student success and support increased degree production across all programs in the College. They must also have a deep commitment to experiential learning, innovation, entrepreneurship, and emerging trends in agriculture and natural resources education to ensure the right mix of new academic program development that is rooted in thorough market analysis.

- **Champion AGNR externally and grow philanthropic support for the college**

As a key part of its land grant mission and as already noted, the next Dean will be actively engaged in external relationship building across the state and beyond. The Dean will continue the work of further enhancing the College's global visibility to strengthen its reach and reputation and garner increased support and partnership. As the external face of AGNR, the Dean will play a key role in attracting philanthropic giving and shaping future AGNR fundraising priorities.

To secure philanthropic and other forms of support, the next Dean will play a key role in cultivating relationships with AGNR constituents, including individual donors, foundations, corporations, and government officials at local, state, and federal levels. The Dean will work closely with campus partners, the AGNR Board of Visitors, alumni, donors, foundations, and industry partners to increase philanthropic support for the College's faculty, staff and students. The College raised \$3.8 million last year and will soon be launching a \$20 million capital campaign to support the campus farm. The new Dean will benefit from a strong divisional fundraising staff and campus development partners as well as from a recently formed capital campaign committee.

Responsibilities

Responsibilities of the Dean of the College of Agriculture and Natural Sciences will include but are not limited to:

- Provide leadership and vision for the College, including oversight and guidance in all aspects of the college's activities: educational programs, research endeavors, extension efforts, budget, and development activities;
- Continue to articulate and champion compelling strategic initiative areas for the future of agriculture, natural resources, and interconnected disciplines and for AGNR's role in that future;
- Support the growth, development, and community reach of University of Maryland Extension;
- Support research enterprise productivity and growth;
- Develop partnerships with other colleges and with agriculture and natural resources constituents to provide new educational and research opportunities to students and faculty and potentially increase the fiscal resource base for the College;
- Foster an excellent teaching and learning environment for all constituents, including the recruitment and retention of academically talented and diverse faculty and students as well as the recruitment and retention of highly qualified, competent, and diverse staff;

- Foster higher levels of excellence and rigor in undergraduate and graduate educational programs and research;
- Work with department chairs and College leadership to identify and develop new degree programs grounded in market feedback;
- Work with department chairs and College leadership to develop assessment measures that monitor the quality and effectiveness of the curriculum;
- Provide responsible and effective fiscal management and oversight, ensuring that AGNR's budget remains in balance;
- Increase fundraising activities;
- Maintain and enhance existing College infrastructure and facilities;
- Encourage effective collaborative relationships within and outside of the University, articulate effectively, and engender enthusiasm for the College's mission to the students, faculty, staff, alumni, legislators, federal and state agencies, industry partners, and other constituents.

Qualifications and Qualities



The Dean of the College of Agriculture and Natural Science will be a transformative, innovative, entrepreneurial, and inclusive leader with a national and international vision; a collegial and consultative leadership style; a deep commitment to student success; and with demonstrated skill creating an equitable and welcoming environment for students, staff, and faculty. The next dean will have a history of scholarly excellence, administrative leadership in a large and highly complex enterprise, and the ability to build and cultivate consensus within the College and beyond.

While no single candidate will have all the ideal qualifications, the committee seeks candidates with the following qualifications and abilities:

Required Qualifications

- A terminal degree in a represented field and the scholarly achievement to attain the rank of full professor within the College of Agriculture and Natural Resources at Maryland;
- An intellectual leader, a distinguished teacher, scholar, and academic visionary who can articulate the transformative potential of research and education within and across the disciplines represented in AGNR;

- Progressive experience as a skilled academic administrator — for example, as a department chair, assistant or associate dean, institute director, etc. — with a track record of success in a large, complex unit, college/school, or similar environment, preferably at a research extensive university.

Preferred Qualifications and Qualities

- A demonstrated track record of enhancing diversity, equity, and inclusion at all levels; the ability to articulate its value with confidence and authority; and a deeply held belief in its power to transform education, scholarship, and service for the betterment of AGNR and the University as well as the critical importance of diversity in enabling students and graduates to solve society's most pressing challenges;
- The ability to be an effective advocate for agriculture, natural resources, and interconnected disciplines and a willingness to articulate the varied ways in which research and scholarly practices these areas can contribute to the land-grant mission of the University of Maryland and to the public good;
- Proven experience or potential for success in fundraising, donor cultivation and stewardship, and public relations;
- Experience collaborating with related disciplines outside of the College to promote interdisciplinary studies that will enhance AGNR, the University of Maryland, and beyond;
- Deep devotion to student-centered, experiential learning and the ability to implement the latest pedagogical models conscientiously and effectively;
- An astute understanding of finances and the relationship between academic priorities and budget;
- The ability to address fiscal constraints collaboratively and creatively;
- A record of participation in faculty appointment and promotion-review processes;
- Experience with strategic planning, assessment, and policy development to enhance services and the entrepreneurial spirit and strategic mindset to stimulate growth;
- A demonstrated commitment to shared governance, transparency in management, and data informed decision-making;
- An authentic, open, consultative, and collaborative leader who is an excellent collaborator and can actively listen to, support, partner with, and motivate faculty, staff, students, and external constituents;
- A technologically adept communicator who can inspire and cultivate key external constituencies, attract partners, raise funds, generate enthusiasm, and obtain substantial commitments to further support the College;
- Experience and demonstrated success in hiring, training, developing, supervising, assessing, and evaluating faculty and staff performance in the achievement of College and unit goals;
- Integrity, honesty, and enthusiasm, and a sense of humor;
- An interest in being a visible member of University life and connected to civic life in the Washington, D.C., Metropolitan area, the state of Maryland, and on the national and international stage.

Procedure for Candidacy

[WittKieffer](#) is assisting the University of Maryland in this search. All applications, nominations and inquiries are invited.

Applications should include, as two separate documents, a CV or resume and a letter of interest addressing the themes in this profile. Professional references are not requested at this time.

For fullest consideration, candidate materials should be received by January 27, 2025.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Jen Meyers Pickard, Ph.D., Jessica Herrington, and Jess Cummings

MarylandAGNRDean@wittkieffer.com

The anticipated compensation range for this position is between \$350,000 and \$375,000 annually.

Benefits Information: [Benefits Overview for Regular Exempt Employees](#) [Additional Information](#)

Affirmative Action and Equal Employment Opportunity

The University of Maryland, College Park, an equal opportunity/affirmative action employer, complies with all applicable federal and state laws and regulations regarding nondiscrimination and affirmative action; all qualified applicants will receive consideration for employment. The University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, national origin, physical or mental disability, protected veteran status, age, gender identity or expression, sexual orientation, creed, marital status, political affiliation, personal appearance, or on the basis of rights secured by the First Amendment, in all aspects of employment, educational programs and activities, and admissions.

Appendix A: AGNR Organizational Chart

