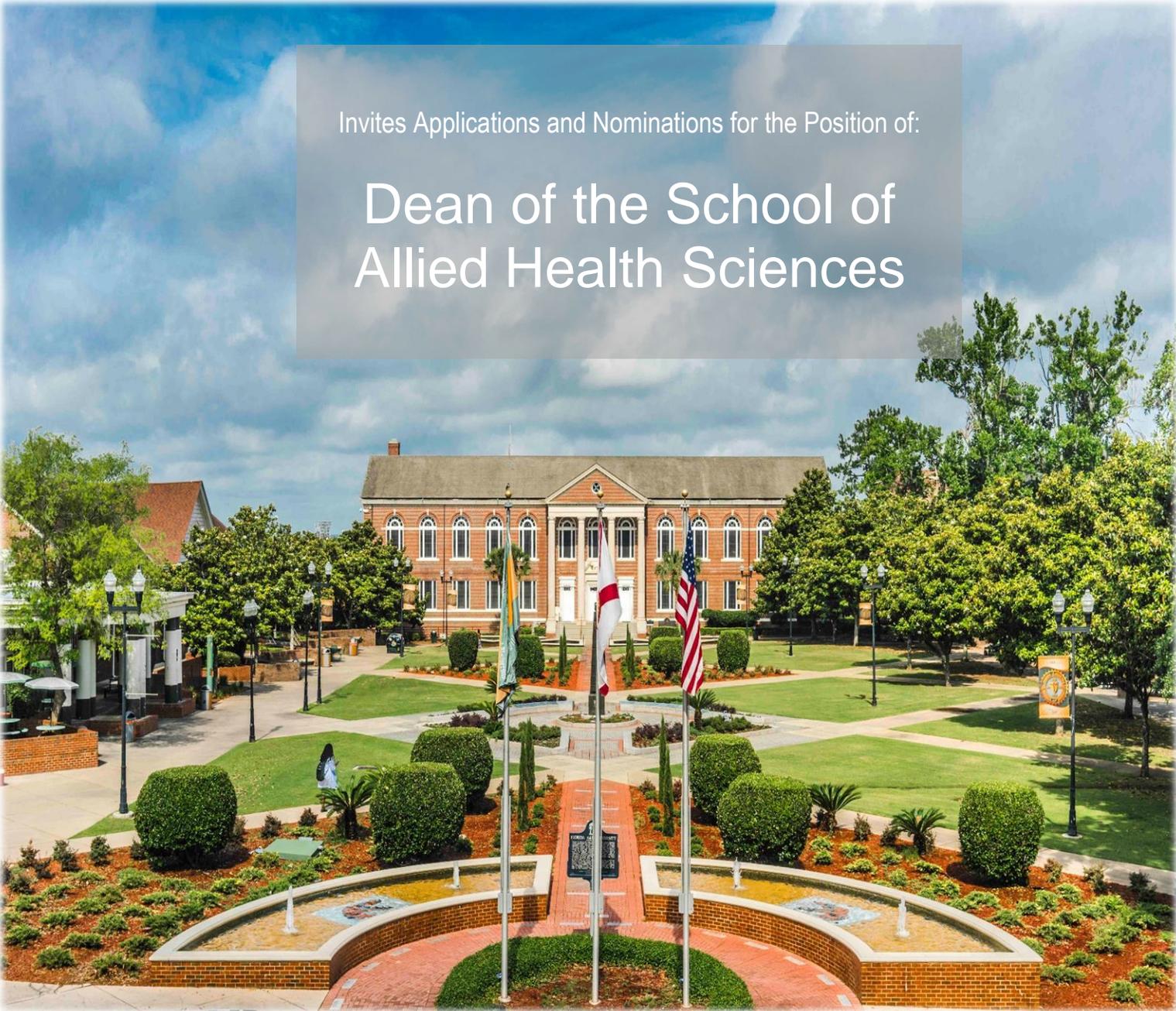




**FLORIDA  
AGRICULTURAL AND  
MECHANICAL  
UNIVERSITY**

Invites Applications and Nominations for the Position of:

# Dean of the School of Allied Health Sciences



**Greenwood/Asher**  
& ASSOCIATES

## The Opportunity

Florida Agricultural and Mechanical University (FAMU) seeks an innovative, strategic, and dynamic leader to serve as dean of the School of Allied Health Sciences. As part of the new strategic plan, the Dean of the School of Allied Health will be among the leaders who position FAMU on a trajectory to become a [Carnegie R1 institution](#) and establish “FAMU HEALTH” as a leading provider of culturally competent health care to the community, state, and nation.

The dean is the chief academic and administrative officer for the multidisciplinary School of Allied Health Sciences, offering both clinical and non-clinical degrees. While reporting to the provost and vice president for academic affairs, the dean works closely with other campus deans, contributing to the university’s vision and setting University goals and policies. Additionally, the dean engages in dynamic partnerships with other health programs on campus and in the community.

## The Responsibilities of the Dean

The chief purpose of this position will be to provide leadership and administration for the School of Allied Health Sciences and to ensure its continued development, operation, expansion, and enhancement. The dean:

- Serves as the chief executive officer and management leader for three graduate programs: physical therapy, occupational therapy, and health care administration, as well as four undergraduate programs: health science, health care management, health informatics and information management, and cardiopulmonary science.
- Provides leadership in curriculum, program development, accreditation activities, school’s budget, promotion and tenure, and hiring process.
- Oversees the maintenance of seven accreditations for the six programs within the school, including ACOTE, CAPTE, CoARC, CAHIIM, and CAHME.
- Coordinates the implementation of the strategic plan, including the new initiative, FAMU Health.
- Addresses the needs of underserved communities, including educational components.
- Builds and maintains community partnerships with external stakeholders, including hospital systems and advisory boards.
- Facilitates professional development among faculty and staff.
- Develops processes for strategic planning and analysis of the school’s operations.
- Engages professionals in collaborative fundraising opportunities and promoting the school’s programs and attributes.

## Required Qualifications

- A terminal or advanced degree is required; Ph.D. is preferred.
- Management experience at the department chair level or higher.
- Full professor with tenure or a record of excellence in teaching, research, scholarship, and

service that will qualify for the rank of full professor.

- Direct exposure and experience with accreditation, academic and professional program review, student learning outcomes and assessment, and curriculum development.
- Ability to engage in successful external fundraising and community partnership efforts.
- Fiscal and management skills with strong organizational and interpersonal qualities to maintain and grow SOAHS faculty, staff, students, research, service programs, facilities, and technology.

## The School of Allied Health Sciences

The School of Allied Health Sciences (SOAHS) is one of three health professional schools at Florida Agricultural and Mechanical University (FAMU). The school was established in recognition of the need to provide access to quality education in a group of rapidly growing health professions. With 1,238 students and 36 faculty and staff, the school is divided into six divisions: Cardiopulmonary Science, Health Care Management, Health Informatics and Information Management, Health Science, which offers the Health Science General concentration, Health Science Pre Occupational Therapy concentration, Health Science Pre-Physical Therapy concentration, Occupational Therapy, and Physical Therapy. The school has an annual operating budget of 5.6 million dollars.

Since its start in 1982, SOAHS has experienced continuous involvement in education, practice, and research that has contributed to the strong reputation of each academic division within the school. Each division is accredited by its respective accrediting body. Overall, FAMU ranks as the number one producer of African-American allied health professionals in the State of Florida. SOAHS has been successful in attracting substantial extramural funding. It has received over \$4 million from the Department of Health and Human Services to support programs designed to increase the number of minorities and other underrepresented persons in the allied health professions.

After completing their degree requirements, highly trained professionals assume leadership roles in their discipline throughout the state and nation.



## Mission

The mission of the School of Allied Health Sciences is to provide an enlightened and enriched academic, intellectual, moral, cultural, ethical, technological, and student-centered environment to educate individuals to become competent allied health professionals who are capable of:

- Complex critical thinking
- Comprehensive communication skills
- Interdisciplinary collaboration
- Analysis and involvement in research processes
- Improving the health status of underrepresented and underserved populations

- Lifelong learning

This mission will be accomplished through the contributions of dedicated faculty and staff capable of meeting student needs through inspired and creative teaching, exemplary scholarship, and meaningful public, community, and professional service at local, state, national, and global levels. As a result, students will be prepared to meet existing and emerging healthcare needs that will benefit the citizens of Florida, the nation, and the world.

## Vision

The School of Allied Health Sciences, as an exemplary health professions entity within Florida A&M University, views itself as a provider of the highest quality academic experiences at graduate and undergraduate levels, through excellence in student advising, teaching, research, and service, in existing and emerging health care arenas, for the benefit of the citizens of Florida, the nation and the world.

## Core Values

The School of Allied Health Sciences considers the following core values for students and faculty: Scholarship, Ethics, Excellence, Openness, Collaboration, Diversity, Service Fairness, Integrity, Respect, Collegiality, Freedom, Fiscal Responsibility, Accountability, Courage, and Honesty.

## Points of Pride

- Student-centric and productive [faculty scholars](#) loyal to the School and University.
- State-of-the-art, high-tech hospital [simulation laboratory](#).
- The [Doctor of Physical Therapy](#), a full-time, campus-based program.
- Strong partnerships with other health programs on campus in the community.
- Active membership in [Research Centers in Minority Institutions \(RCMI\)](#).
- Continued collaboration with and funding from [regional medical centers](#).
- State-wide leadership in [Covid-19 vaccination and prevention efforts](#).

For more accolades, please visit <https://www.famu.edu/about-famu/index.php>.

## Undergraduate Degree Programs

**Cardiopulmonary Science:** Cardiopulmonary Science (CPS), also known as respiratory therapy, is an allied health profession that provides for the diagnosis, treatment, management, preventive care, and rehabilitation of patients with cardiopulmonary abnormalities. Respiratory therapists commonly evaluate and treat patients who have asthma, chronic bronchitis, emphysema, cystic fibrosis, and coronary heart disease.



The CPS Program is accredited by the Commission on Accreditation for Respiratory Care (CoARC) #200321.

**Health Care Management:** The Division of Health Care Management (HCM) offers two degrees: a Bachelor of Science in Health Care Management (BSHCM) and a Master of Health Administration (MHA). The Division's primary mission is to provide comprehensive undergraduate and graduate education in health care management, thereby increasing the pool of qualified underrepresented groups in this discipline.

The vision of the Division of Health Care Management is to be nationally recognized as a leader in preparing students for high-level achievement in the healthcare industry through our outstanding graduates, curricular innovations, scholarly activities, and service to our community.

**Health Informatics and Information Management:** Health Informatics and Information Management (HIIM) is the study of the principles and practices of acquiring, analyzing, and protecting digital and traditional medical information vital to providing quality patient care. It is the link to clinicians, technology designers, and information technology; and is the value-adding bridge between leadership and management of health information in all formats (paper, scanned, or computerized forms), and it is a critical component of the electronic health record (EHR) workforce.



The Health Information Management accreditor of Florida A&M University is the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM). The University's accreditation for a Baccalaureate degree in Health Informatics and Information Management has been reaffirmed through 2029.

**Health Science General:** The Health Science General undergraduate degree major represents an inventive multidisciplinary education approach consisting of courses grounded in fundamentals of the health and human service professional arena. Health and Human Services represent professions directly or indirectly involved in preventing and remediating problems and improving the quality of life of the populations served. This degree track seeks to expand the knowledge base and skill set of students who are: action-oriented, creative thinkers, and/or natural problem solvers.

The curriculum provides foundational knowledge and skills reflecting both practical and new and developing professional approaches toward helping individuals, families, and communities to address their unique wellness needs.

**Health Science Pre-Occupational Therapy:** The Health Science Pre-Occupational Therapy undergraduate degree major is a pre-clinical track that includes all the courses required for admission to graduate professional occupational therapy programs.

The Health Science Pre-Occupational Therapy curriculum is designed to produce graduates capable of demonstrating characteristics identified as desirable by employers of tomorrow's healthcare professionals. Graduates may seek to work in a health care setting or to continue to other (non-MSOT) graduate and professional programs.

**Health Science Pre-Physical Therapy:** The Health Science Pre-Physical Therapy undergraduate degree major is a pre-clinical track that includes all the courses required for admission to graduate professional physical therapy programs.

As described by the Division of Physical Therapy, students pursuing graduate study would seek to become members of a profession involving the evaluation and treatment of individuals with movement disorders, disabilities, and injuries caused by various problems, such as musculoskeletal, neurological, and cardiovascular disorders and aging. Physical therapists treat individuals of all ages (across the lifespan), restoring function and promoting independence.

The Health Science Pre-Physical Therapy curriculum is designed to produce graduates capable of demonstrating those characteristics identified as desirable by employers of tomorrow's healthcare professionals. Graduates may seek to work in a health care setting or to continue to other (non-DPT) graduate and/or professional programs.

## Graduate Degree Programs

**Master of Health Administration:** The MHA degree program was established in 2000 and graduated its first class in 2003. It received initial CAHME accreditation in November 2020. The program is housed in the School of Allied Health Sciences (SOAHS), Division of Health Care Management. The SOAHS is one of four schools/colleges and institutes that make up the Health Science Center on campus. Other components of the center are pharmacy, nursing, and public health.



**Occupational Therapy:** The mission of the occupational therapy program is to recognize that the program promotes meaningful participation in all occupations and activities. The primary objective embodied within the concept of "occupation" is the practitioner's use of activities meaningful to the client within their environment. Hence, occupational therapy services are provided within the contexts of activities of daily living, instrumental activities of daily living, education, work, play, leisure, and social participation. Practitioners provide services to individuals to increase their everyday function, enhance/support health and development and prevent disability by promoting effective performance skills within environments and using tasks adapted to meet their individualized abilities and needs. Admissions are open and encourage cultural diversity for the student population and meet the needs of the community. Research and evidence-based practice are promoted for knowledge acquisition and retention. The program will produce competent and critically thinking therapists. The program values integrity, ethical behavior, respect for all people, and accountability.

The program is accredited until the subsequent on-site evaluation in 2022/2023 by the Accreditation Council for Occupational Therapy Education (ACOTE). Graduates are eligible to take the National Certification Examination for Occupational Therapists administered by the National Board for Certification in Occupational Therapy (NBCOT).

**Physical Therapy:** The Division of Physical Therapy (housed within the School of Allied Health Sciences) at FAMU was established in 1981, becoming the third physical therapy program in Florida's State University System (SUS). The first students were admitted to the baccalaureate program in 1982; the last baccalaureate class graduated in August 2001. All Doctor of Physical Therapy (DPT) students must have completed a bachelor's degree. Consistent with other SUS physical therapy programs, applicants accepted into the FAMU program are admitted as graduate students in the professional curriculum. The mission of the FAMU DPT Program is to become a premier provider of Doctor of PT graduates who contribute to abolishing healthcare disparities and access in existing and emerging healthcare arenas by developing doctorally prepared practitioners who will increase the availability of healthcare to medically underserved populations in Florida. The physical therapy program fosters clinical reasoning, reflective practice, life-long learning, and critical inquiry that integrates evidence and practice, as reflected in the tenets espoused in the Guide to Physical Therapist Practice.

## About Florida Agricultural & Mechanical University

Founded in 1887 as the State Normal College for Colored Students, Florida Agricultural and Mechanical 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 one of "the highest of seven hills" in Florida's capital city of Tallahassee, Florida Agricultural and Mechanical University remains the only historically black university in the 12-member State University System of Florida. FAMU ranked Top Public HBCU for the fourth consecutive year and #104 among Top Public schools nationally.

FAMU supports the nation and the global community in helping to create a collaborative research infrastructure dedicated to improving lives across interconnected communities. Classified by the Carnegie Foundation for the Advancement of Teaching as Doctoral Universities as an institution with "Higher Research Activity," FAMU offers 54 bachelor's degrees, 29 master's degrees, three professional degrees, and 12 doctoral programs in a wide range of academic areas. The three professional degrees include Juris Doctor, Doctor of Pharmacy, and the Doctor of Physical Therapy.

### Enrollment (Fall 2021)

- > Total enrollment is 8,688
- > 81% Undergraduate; 19% Graduate
- > 66% Female; 34% Male
- > Retention Rate 89.9%
- > Acceptance Rate 32%

### Student-to-Faculty Ratio

- > 14:1
- > 44% of classes with fewer than 20 students

### Accolades

- > Ranked #103 in 2023 U.S. News & World Report Rankings
- > Highest-ranked public HBCU (for four consecutive years)
- > 16 degree programs ranked in the top 10

### Research and Development

- > Ranked #2 HBCU by The National Science Foundation

### Global Reach

- > FAMU is a Fulbright HBCU Institutional Leader

### 2021-2022 annual giving campaign

- > Raised a record \$23.1 million

The 12 doctoral degree programs include 11 doctoral degrees and one Doctor of Public Health (DrPH). The doctoral degrees include the following: biomedical engineering, chemical engineering, civil engineering, electrical engineering, mechanical engineering, industrial engineering, pharmaceutical sciences, physical therapy, physics, educational leadership, environmental science, and entomology. The University has 14 colleges and schools.

The University's campus expands over 422 acres in Tallahassee. It has satellite campuses across Florida, including the College of Law in Orlando and the College of Pharmacy and Pharmaceutical Sciences (COPPS), which has sites in Miami, Jacksonville, Tampa, and Crestview, and the FAMU Farm in Quincy.

Originally designed to meet the needs of the underrepresented and the underprivileged, FAMU continues to serve the citizens of Florida and the world through its provision of pre-eminent academic programs. For more information on Florida Agricultural and Mechanical University's rich history, visit [History of Florida A&M University \(famu.edu\)](https://www.famu.edu/history).



## Mission

Florida Agricultural and Mechanical University (FAMU) is an 1890 land grant doctoral/research institution devoted to student success at the undergraduate, graduate, doctoral and professional levels. FAMU enhances the lives of its constituents and empowers communities through innovative teaching, research, scholarship, partnerships, and public service. The University continues its rich legacy and historic mission of educating African Americans and embraces all dimensions of diversity.

## Vision

Florida Agricultural and Mechanical University (FAMU) will be recognized as a leading national public university that is internationally renowned for its competitive graduates, transformative research, and innovation.

## Strategic Plan

FAMU conducted a broad and participative strategic planning process, resulting in the plan entitled "*Boldly Striking*" ([FAMU Strategic Plan, 2022-2027.](#)) The strategic plan builds upon the most recent project, "FAMU Rising," and is the roadmap for the next five years to enhance student success, meet state performance metrics to fund strategic initiatives, and fulfill FAMU's institutional mission. The strategic plan provides the University with a road map of actions that

transcend the boundaries of colleges, schools, and administrative units. This plan includes aligning academic offerings to address emerging workforce demands and increase degree production in programs of strategic emphasis. It empowers university leaders to pursue pathways that position FAMU on a trajectory to becoming a Carnegie R1 institution to compete not only with other HBCUs but any other university in the state and the nation as we produce highly trained undergraduate and graduate students to help families attain their educational and financial dreams. Through implementing the goals and strategies, FAMU demonstrates its dedication to “boldly striking” to meet all challenges and to making contributions to the state of Florida and the world that are bold and exceed all expectations. The plan will lead the university to become internationally recognized as a premier land-grant doctoral research institution that produces globally competitive graduates.

The following five strategic priorities of the plan are:

- Student Success
- Academic Excellence
- Leverage the Brand
- Long-term Health and Fiscal Sustainability
- Organizational Effectiveness and Transformation

## Institutional Governance and Structure

FAMU is part of the State University System of Florida, composed of 12 universities of varying sizes and missions, which is overseen by the Florida Board of Governors, a constitutional body. The president reports directly to the Florida Agricultural and Mechanical University Board of Trustees, which consists of thirteen (13) members. The governor appoints six (6) trustees, 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 University’s academic programs are managed by the provost and vice president of academic affairs. The faculty senate and student government association presidents 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 policymaking for the University. The powers and duties of the Board of Trustees are outlined in Sections 1001.71 - 1001.73, Florida Statutes, and Board of Governors Regulation 1.001.

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 serve as 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.

## Core Values:

Accountability,  
Inclusion,  
Innovation and  
Integrity



## Accreditation

FAMU is accredited by the [Southern Association of Colleges and Schools Commission on Colleges \(SACSCOC\)](#) to award baccalaureate, master's, professional and doctoral degrees. In addition to SACSCOC accreditation, individual colleges, schools, and departments are accredited by their appropriate accrediting agencies.



## About Tallahassee

The city of Tallahassee, the county seat and the only incorporated municipality in Leon County, was established in 1825. Leon County's largest city, Tallahassee, is also home to the Florida legislature. Over the last ten years, the population in Tallahassee has grown at a rate of 12.4%, which is higher than Miami and Tampa. With a 2022 population of 198,758, it is the 8th largest city in Florida and the 134th largest city in the United States. Tallahassee is growing at a rate of 0.5% annually, and its population has increased since the most recent census in 2020.



## Highlights of Tallahassee

- Nationally, Tallahassee ranks among the top 100 cities as
  - One of the best cities to live in America
  - One of the best cities for millennials in America
  - One of the best cities to raise a family in America
  - One of the cities with the best public schools in America
- In 2022, Tallahassee ranked among the top 25 most educated cities in America

- Tallahassee is currently ranked as the No. 18 best college town in the nation by Best College Reviews
- According to World Population Review, Leon County is the most highly educated county in Florida, with 45.71% of residents holding a Bachelor's, Master's, professional, or doctorate degree, compared to the national average of 13.1% and the Florida average of 29%.

Money Magazine has recognized Tallahassee as one of the three top medium-sized cities in which to live. The median household income is around \$40,000, ranked the “Best in America” for parks and recreation by the National Recreation and Park Association. A long list of yearly festivals, museums, gardens, dining, and entertainment options attract interest from both residents and tourists. Tallahassee was ranked as one of the Top 100 Places to Live by livability.com three years in a row for its education, economics, and artistic and cultural venues.

Tallahassee is the state capital home to the Florida State Capitol, Supreme Court of Florida, Florida Governor’s Mansion, which was added to the U.S. National Register of Historic Places in 2006, and nearly 30 state agency headquarters. The city is also known for its many law firms, lobbying organizations, trade associations, and professional associations, including the Florida Bar and the Florida Chamber of Commerce.

Tallahassee has a humid subtropical climate with long summers, short, mild winters, and drier springs and autumns. Summers in the city are hotter than in the Florida peninsula, and it is one of the few cities in the state to occasionally record temperatures above 100 °F (37.8 °C), averaging 2.4 days annually. The average summer temperature in July, the hottest month, is 82.0 °F. The city is markedly cooler in the winter, with a January daily average temperature of 51.2 °F.

## Local Economy

The greater Tallahassee area has the fastest-growing economy per capita in Florida. The area is experiencing a rate of growth twice that of the state and nearly three times that of the country. Private development, a driving force strengthening and diversifying the local economy, is thriving in the city and signals a positive outlook for the next couple of years. Scattered throughout Tallahassee, there are nearly 100 development projects in various phases. These include approximately 8,800 dwelling units and over 4.4 million square feet of non-residential uses (retail spaces, offices, hotels, etc.). These projects will translate into thousands of local job opportunities during development and after.

A recent analysis that considered six development projects estimated the total economic impact to be nearly \$775 million, with more than 6,000 jobs and \$253 million in wages. Additionally, Florida A&M University has significant development projects on the horizon related to the individual campus master plan. Financial impacts to the area are expected to be over \$1 billion.

[Projects | Current City Projects \(talgov.com\)](#)

# Nomination and Application Process

## Salary

Salary will be competitive and commensurate with qualifications and experience.

## How to Apply

Greenwood/Asher & Associates, LLC is assisting Florida A&M in this search. Applications and nominations are now being accepted. Inquiries, nominations, and application materials should be directed to Greenwood/Asher and Associates. Application materials should include a cover letter, CV, and list of five references. Submission of application materials as PDF attachments is strongly encouraged. Initial screening of applications will begin immediately and will continue until an appointment is made. This position requires a background check and/or fingerprinting. **This search is being conducted under Florida law, including the Sunshine law and public records law.**

**Please direct inquiries, nominations, and application materials to:**

Greenwood/Asher & Associates, LLC, KELLY  
Marion Frenche, Practice Leader, Diversity, Equity & Inclusion  
Maggie Mayes, Executive Search Consultant  
Email: [marionfrenche@greenwoodsearch.com](mailto:marionfrenche@greenwoodsearch.com)  
E-mail: [maggiemayes@greenwoodsearch.com](mailto:maggiemayes@greenwoodsearch.com)



For more information on Florida A&M University and the School of Allied Health Sciences, please visit <http://www.famu.edu/> or <https://ahealth.famu.edu/>

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.