

Dean, College of Agriculture and Environmental Sciences
North Carolina Agricultural and Technical State University

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Posted May 15, 2025, set to expire Sep. 14, 2025

Job Title	Dean, College of Agriculture and Environmental Sciences
Department	College of Agriculture and Environmental Sciences (CAES)
Institution	North Carolina Agricultural and Technical State University Greensboro, North Carolina
Date Posted	May 15, 2025
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Dean
Academic Field(s)	Administration - Academic Unit
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Job Description	

North Carolina Agricultural and Technical State University

Dean, College of Agriculture and Environmental Sciences (CAES)

Academic Career & Executive Search is pleased to assist North Carolina Agricultural and Technical State University (N.C. A&T) in its search for Dean, College of Agriculture and Environmental Sciences.

For full consideration, please apply by June 27, 2025.

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This is a rare opportunity for a visionary leader in agriculture and environmental sciences to shape the future of the field for decades to come. N.C. A&T seeks a bold thinker who sees the future of agriculture, animal science, landscape agriculture, environmental systems, food and nutrition science, family and consumer sciences, agricultural education and agribusiness/ag-economics decades ahead and is ready to drive forward-looking research, teaching, community engagement and partnerships to shape that future. With solid funding and the full backing of a visionary Chancellor and Provost, this role offers the resources and institutional commitment to drive truly transformative work. The next Dean will be prepared to amplify their impact, launch fundable, local and world-changing ideas, and leave a legacy in the future of agriculture and environmental sciences as well as their career.

CAES is the largest agricultural and environmental sciences college at any historically Black college or university (HBCU), an academic and research enterprise central to the overall success of America's largest HBCU. N.C. A&T is a strong and growing doctoral, research university currently designated "R2 / high-research activity" in the Carnegie Classification for Institutions of Higher Education. As of May 2025, the college will graduate its first cohort of doctoral students. Its growth and development have charted a course to attain the "R1 / Very High Research Activity" designation – one of several exciting institutional goals that N.C. A&T is pursuing. Building on this momentum, N.C. A&T welcomed this summer [James Martin II](#) as Chancellor, accepted an historic [\\$20 million donation](#), and established the first Bachelor of Science degree in Artificial Intelligence in the state of North Carolina.

The College of Agriculture and Environmental Sciences (the College) is a shining example of instructional excellence and impactful research, a major driver of the university's success since its inception in 1891. N.C. A&T is at a pivotal moment in its evolution. As one of only two land-grant universities in North Carolina, its prolific research output and transformative economic impact of \$2.4 Billion on the state have garnered significant attention. Further, the state legislature and governor continue to prioritize support for the institution. The next Dean will be closely aligned with the university's research output and economic impact showing evidence of their ability to transform and lead within an R1 environment.

As chief executive officer for the College, the Dean provides exemplary leadership toward realizing the goals of the university's strategic plan, [Preeminence 2030: North Carolina A&T Blueprint](#). The Dean should have deep knowledge and understanding of the history and role of 1890 land-grant universities and a proven commitment to interdisciplinary, cross-college collaboration to advance research expansion. The Dean reports to the Provost and Executive Vice Chancellor for Academic Affairs and is a member of the Deans' Council.

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The Dean provides support and leadership to facilitate innovative solutions to technical, human and organizational challenges while leveraging strategically valuable opportunities and practicing effective change management. The Dean advances strategies to shape the future of the College, with a particular focus on catalyzing collaborative, mutually beneficial partnerships and inspiring a team of talented faculty, staff and students. The dean is responsible for recruiting and retaining highly talented faculty and staff, growing enrollment and supporting student success. The Dean also focuses on developing strong alumni relationships and external partnerships in support of fundraising activities.

The successful candidate will have demonstrated administrative ability and possess an understanding of the philosophy and mission of a land-grant university. In addition, the successful candidate will have demonstrated budgeting, public relations, development and personnel management experience.

KNOWLEDGE, SKILLS AND ABILITIES

Administrative

The position requires operational and strategic leadership applied to technical, human and conceptual challenges and opportunities. The Dean will supervise college assessments and action plans, as well as work collaboratively with others in implementing and updating the long-range vision and 2030 strategic plan implementation for the College. The Dean will also engage in day-to-day administrative activities, as necessary.

Financial Management

The Dean will manage budgets and oversee revenue from various sources, track expenditures, analyze current spending, monitor ROI and submit strategic budget requests aligned with the 2030 strategic plan. The Dean will work closely with local, regional and national business leaders and collaboratively with the University's Division of Advancement, to build a substantial endowment to fund new initiatives and enhance the College's future.

Leadership

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The Dean must lead by example and ensure a strong leadership team comprising associate deans, department chairs and selected staff and administrators who also supervise multiple employees across the college. This position requires understanding of change management and the sociotechnical requirements and human relations associated with change management. This position requires using networks and influence to guide others during change and to do so with authority and integrity. The Dean must ensure highly qualified faculty and staff are recruited, hired, retained, upskilled and provided with opportunities for growth and promotion as appropriate. The Dean will be responsible for continuing to advance and strengthen innovative and accessible degree programs; foster excellence in research, teaching and engagement; promote local, regional, national and global visibility; advance innovation and entrepreneurship strategies; and increase the College's financial resources.

MINIMUM QUALIFICATIONS

- Ph.D. in agriculture, environmental sciences, or a related discipline from an accredited institution.
- Evidence of formal leadership development.
- Qualifications appropriate for an appointment at the rank of full professor with tenure in the College of Agriculture and Environmental Sciences.
- A minimum of three years of senior leadership experience in addition to academic service, and knowledge and understanding of an institution with a land grant mission.
- Experience as a chief officer (director, dean, associate dean, department chair/head, or similarly ranked senior management role.
- Evidence working across disciplines outside of agriculture and environmental sciences.
- Evidence working with agricultural extension.
- Experience and knowledge of holistic student success, including academic and career development.
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Demonstrated success with extramural funding and facilitating high-quality education and curriculum design.

- Excellent communication and interpersonal skills.
- Excellent budget management skills.
- Successful record of fundraising.
- A strong record of effective organization and administration skills with demonstrated ability to work both independently and as a team member.
- A commitment to student learning and promoting a culture that values diversity.

PREFERRED QUALIFICATIONS

- A minimum of five years of academic leadership and administrative experience.
- PhD in agriculture and environmental sciences or a related discipline from an accredited institution.
- Strong record as a visionary, dynamic and collaborative leader.
- Evidence of ability to position the University's assets and capabilities to advance the College, expand research, including competitive, extramural research, and elevate student success using an evidence-based, data-informed approach.
- A successful candidate for this position will demonstrate skills and knowledge related to partnering with University Advancement.

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Additionally, successful candidates will also possess many of the following qualifications:

- Demonstrated excellence in leadership within the context of change.
- Understanding of active approaches to recruit, promote and retain high quality faculty and staff.
- Experience working with accreditation and innovative and inclusive curriculum design.

About the Institution

Located in Greensboro, N.C. A&T is one of 17 institutions of the University of North Carolina (UNC) System and is an 1890 land-grant doctoral research institution with national distinction in STEM education and research. The university is committed to fulfilling its fundamental purposes through exemplary undergraduate and graduate education, scholarly and creative research and effective community engagement. The mission of N.C. A&T is to *prepare students to advance the human condition and facilitate economic growth in North Carolina and beyond by providing a preeminent and diverse educational experience through teaching, research, and scholarly application of knowledge.*

N.C. A&T ranks third in the UNC System in external research and sponsored program awards, trailing only UNC-Chapel Hill and N.C. State University. The university's new strategic plan, Preeminence 2030, focuses on development of its teaching, research and engagement work consistent with attaining the "R1 / Very High Research Activity" institutional designation.

The university's academic structure comprises the:

- College of Arts, Humanities and Social Sciences
- College of Agriculture and Environmental Sciences
- Willie A. Deese College of Business and Economics

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- College of Education
- College of Engineering
- Honors College
- John R. and Kathy R. Hairston College of Health and Human Sciences
- College of Science and Technology
- Joint School of Nanoscience and Nanoengineering
- School of Nursing

The University offers 59 undergraduate degrees, 36 master's degrees, 14 doctoral programs (including 13 PhD programs and one Doctorate in Nursing Practice), 43 online degree programs and 45 certificate programs. N.C. A&T provides a dynamic learning experience to all students that is responsive to current critical needs in higher education and in the disciplines. To learn more about the Division of Academic Affairs and its strategic plans, visit [there](#).

N.C. A&T competes in Division I of the NCAA and is a member of the Coastal Athletic Association.

About the College of Agriculture and Environmental Sciences

The College of Agriculture and Environmental Sciences comprises four departments:

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Agribusiness, Applied Economics and Agriscience Education

- Animal Sciences
- Family and Consumer Sciences
- Natural Resources and Environmental Design

The College grants bachelor's, master's and doctoral degrees and has three sites supporting teaching and research: the N.C. A&T main campus, on which it has three buildings, multiple facilities located on the 492-acre University Farm and the North Carolina Research Campus in Kannapolis, N.C., location of the Center of Excellence in Post-Harvest Technologies. The CAES recently broke ground on a new Urban and Community Food Complex, a 15,000 square-foot building with laboratories for post-harvest research, consumer research, food processing, a commercial kitchen and a food safety lab.

College faculty are tremendously competitive nationally in landing support for scientifically important applied research, having secured \$45.8 million in FY2023 funding 65 individual projects. The supermajority of the College's external support comes from federal sources, including the U.S. Department of Agriculture, the National Science Foundation, the U.S. Environmental Protection Agency and more.

The College is also home to the North Carolina Extension Service, which it co-manages with colleagues at North Carolina State University, the UNC System's other land-grant campus. Extension at N.C. A&T serves roughly 500,000 North Carolinians each year, many of them living in limited-resource, underserved communities.

The College has an enrollment of 1,039 in 2023-24 (908 undergraduates, 131 graduate students), which maintains its position as the largest HBCU agricultural college in America, and 46 full- and part-time faculty, 41 of whom are tenured or on tenure tracks.

Alumni of the college hold leading positions across the country in government, industry and academia. Prominent graduates include U.S. EPA Administrator Michael Regan and landscape architect Walter Hood, winner of a "Genius Grant" from the MacArthur Foundation.

Living in the Area

Offering a 16.1% lower cost of living than the national average, Greensboro is a thriving city of 300,000 with something for everyone: shopping, restaurants, the visual and performing arts, golf courses and 21 institutions of higher learning locally and in the surrounding area. The city itself has more than 90 miles of trails for hiking, biking and walking. It was voted a "Top 10 Green City" by Livability.com, and North Carolina is ranked

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America's top state for business by CNBC for the second straight year.

?? Greensboro is situated in the Piedmont Triad, an area of great natural beauty, diverse industry and mild temperatures. North Carolina's mountain resorts are an easy two-hour drive from Greensboro, and the beaches of North and South Carolina are three to four hours away. North Carolina's famed Research Triangle, home to multiple collaborative partners with N.C. A&T, is just an hour away. More information on the region is available at: <http://www.piedmonttriadnc.com/>.

To Apply

For full consideration, please apply by June 27, 2025.

To be viewed by the search firm, you must apply directly at:

<https://acesrch.applicantstack.com/x/detail/a21esjyr3qim>

Please apply through the application link and do not email applications.

Applications will be reviewed as they are received and should include a cover letter and curriculum vitae.

Ideally cover letters should not exceed two pages. All applications are treated confidentially.

Inquiries, referrals, and nominations are also treated confidentially.

Inquiries and questions: Please send to NCATDeanCAES@acesrch.com

Nominations and referrals: Please send the nominees' name, title, and contact information if available to nominations@acesrch.com

Institution's EEO Statement

North Carolina A&T State University is an Equal Opportunity and Affirmative Action Employer. No one who applies or seeks employment will be denied admission to or employment at North Carolina A&T State University on the basis of race, religion, color, national origin, sex, age, disabling condition, veteran status, political affiliation, genetic information or sexual orientation and sexual identity.?

Contact Information

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Please reference Academickeys in your cover letter when
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Contact

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