



## **Dean, College of Communication and Information Position Profile**

Florida State University (FSU) invites nominations, expressions of interest, and applications for the position of Dean in the College of Communication and Information (CCI). The University seeks a dynamic and entrepreneurial leader and scholar who will support the mission of the College and continue its proud history of academic achievement, research, and service by faculty, students, and alumni.

### **Florida State University**

As one of the nation's elite research universities, and one of the largest and oldest of the 12 institutions of higher learning in the State University System of Florida, FSU offers a distinctive academic environment built on its cherished values and unique heritage. With nearly 44,000 students, approximately 6,600 employees and an operating budget of \$1.62 billion, FSU provides a welcoming campus environment on the oldest continuous site of higher education in Florida with a prime location in the heart of the state capital. U.S. News and World Report ranks Florida State University as #19 among all public universities in the nation, and the state of Florida's university system as #1 in the nation. Underlying the educational experience at FSU is the development of new generations of citizen leaders, based on the concepts inscribed in the University's seal: Vires, Artes, Mores — Strength, Skill, and Character.

Combining traditional strengths in the arts and humanities with internationally recognized leadership in the sciences, FSU provides unmatched opportunities for students and faculty through challenging academics, cultural discovery, and community interaction. FSU's 18 colleges and its Graduate School offer more than 276 undergraduate, graduate, doctoral, professional, and specialist degree programs, including medicine and law. The University awards more than 3,000 graduate and professional degrees each year. With an impressive breadth of leading graduate, professional and undergraduate programs, FSU is a demanding, intellectually stimulating, yet warm and caring environment for students and faculty. Recognized nationally for its strong commitment to diversity, FSU is a national leader in the number of doctorates awarded to African American students and in the graduation rate of African American undergraduates. The College of Medicine and College of Law are ranked among the nation's Top 10 for Hispanic students. The University also has more than 60 years of experience in international education and is a leader in the field of study-abroad programs, ranking 11<sup>th</sup> in the nation in providing students with extraordinary study-abroad experiences through its permanent study centers in London, Florence, Valencia, Republic of Panama, and summer-specific programs in various locations around the world.

FSU's arts programs — performing and fine/visual arts, design, and education — rank among the finest in the world, offering an arts education comparable to leading conservatories. The creative writing program is home to the most consistently honored and published student body in the country. FSU also operates the Ringling Center for the Cultural Arts in Sarasota, which includes the John and Mable Ringling Museum of Art, the largest museum/university complex in the nation, and home to the FSU Center for the Performing Arts, which houses the Asolo Repertory Theatre. FSU hosts the annual series *Opening Nights*, drawing a lauded selection of artists to Florida State's campus year after year.

Other programs consistently included in the top public university rankings include physics, chemistry, political science, psychology, criminology, public administration, library science, information technology, health and human sciences, business, education, social work, and law. At the Ph.D. level, interdisciplinary programs draw on notable research faculty strengths that transcend the traditional disciplines, including neuroscience, molecular biophysics, computational science, materials science, and research at the National High Magnetic Field Laboratory — home to the world’s most powerful magnets. More than 2,000 scientists from around the globe utilize the magnet lab each year to conduct their research.

Throughout its history, FSU has grown its academic organization and expanded from the original few acres and buildings to 384 buildings on 1,632 acres, including the downtown Tallahassee main campus of 485 acres, The Rez (FSU’s Lakefront Park & Outdoor Center), the Coastal and Marine Laboratory on the Gulf Coast, the FAMU-FSU College of Engineering facility, the National High Magnetic Field Laboratory and Division of Research at Innovation Park, and the campus in Panama City, Florida. FSU is home to the Jim Moran College of Entrepreneurship, the nation’s first stand-alone entrepreneurship college at a public university. FSU has major focal areas in Commercial Entrepreneurship, Social Entrepreneurship, Retail Entrepreneurship, STEM, Arts and the Humanities, Allied Health and applied disciplines such as law, education, criminology and social work.

FSU has received the Carnegie Foundation’s highest designation (Doctoral Universities: Very High Research Activity) and consistently ranks in the top 10 universities nationally in physical sciences grants awarded by the National Science Foundation. FSU also produces exceptional scholarship from highly ranked programs in the humanities and performing and fine/visual arts and each year attracts world-class exhibitions and performers to Tallahassee. FSU faculty includes members of the National Academy of Sciences, the National Academy of Engineering, the National Academy of Medicine, the National Academy of Inventors, and the American Academy of Arts & Sciences; Pulitzer Prize winners; Oscar winners; and Guggenheim, Fulbright, and National Endowment for the Humanities fellows. Six Nobel laureates have been associated with FSU.

Additional information about FSU, its history and programs can be found at <http://www.fsu.edu>.

## **New Leadership Team**

### ***President Richard McCullough***

Richard McCullough became the 16th president of Florida State University on Aug. 16, 2021, bringing more than 30 years of academic research and leadership experience to the role as well as a commitment to innovation, entrepreneurship, and diversity, equity and inclusion. McCullough is a serial entrepreneur successfully launching two companies.

Prior to joining FSU, McCullough had served as vice provost for research and professor of materials science and engineering at Harvard University since 2012. In this role, he oversaw the development, review, and implementation of strategies, planning, and policies related to academic research. In addition, he led an office of Foundation and Corporate Engagement and assisted in the oversight of more than 25 interdisciplinary institutes, centers and oversaw entrepreneurship across the university.

Previously, McCullough spent 22 years at Carnegie Mellon University in Pittsburgh, where he began his academic career as an assistant professor of chemistry in 1990 and became the Thomas Lord Professor of Chemistry in 2009. He was promoted to head of the chemistry

department in 1998 and then served as dean of the Mellon College of Science from 2001 to 2007 before becoming the university's vice president for research.

A first-generation college student from Mesquite, Texas, McCullough attended Eastfield Community College before earning a bachelor's degree in chemistry from the University of Texas at Dallas in 1982 and a doctoral degree in organic chemistry from Johns Hopkins University in 1988. McCullough also spent two years as a postdoctoral fellow at Columbia University in New York.

### ***Provost and Executive Vice President for Academic Affairs James J. Clark***

James J. Clark became the Provost and Executive Vice President for Academic Affairs of Florida State University on January 3, 2022. He graduated from Siena College (B.A. 1980), the University of Kentucky College of Social Work (MSW 1983) and the University of Chicago (Ph.D. 1995).

From 2015-2021 he served as Dean of the College of Social Work at Florida State University. Prior to that he served for three years as the Director of the School of Social Work at the University of Cincinnati, as well as Associate Director for Research and faculty member at the University of Kentucky from 1991-2012. Clark co-founded the UK Center on Trauma & Children, a nationally recognized clinical research center and has published in the areas of evidence-based behavioral health, forensic mental health, child and adolescent traumatic stress, criminal justice, ethics and accountability, and psychobiography and the study of lives. Dr. Clark also co-founded a private sector company that developed novel approaches for work with at-risk children and families.

During his term as a dean at FSU, Dr. Clark developed and enhanced research centers that have driven innovations in criminal justice, child and family assessment and interventions, university student resilience, and other translational science programming. His leadership is characterized by interdisciplinary team science, translational research, and community-based strategic partnerships.

### **Position Summary**

The Dean of the College of Communication and Information provides leadership and vision for the future of the College. Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean is the senior academic and administrative officer of the College and is responsible for providing visionary leadership of strategic, operational, and financial matters. The Dean is expected to provide the open, collaborative, and dynamic leadership necessary to preserve and enhance the FSU College of Communication and Information's commitment to scholarship and outstanding, student-centered education.

Externally, the Dean has major responsibilities for the College's relationships with stakeholders, the professions, and the larger public it serves. Creative and active fundraising, development initiatives, and the enhancement of the College's reputation will be priorities. The next Dean will play a leadership role in the future growth of the College as well as ensure the College's success in education and community impact. The Dean will serve as a catalyst and the primary architect for advancing innovative initiatives and programs that build upon College strengths, incorporate innovative ideas in communication and information education, and connect to university priorities.

The Dean has responsibility for leading the faculty and staff to work cohesively to advance the College as a whole and represents the College on campus and to the outside world, including alumni, donors, and other external stakeholders. The Dean is responsible for managing a

budget of over \$14M and providing leadership to 88+ tenure-track, teaching and research faculty members as well as over 400 staff members and 2500 students.

### **The College of Communication and Information**

The College of Communication and Information (CCI) was formed in 2009 by combining two vibrant colleges central to FSU's mission: the College of Information (founded 1947) and the College of Communication (founded 1973). CCI is made up of three schools—the School of Communication, the School of Communication Science and Disorders, and the School of Information—which work together closely on a research portfolio that is vibrant, resilient, and diverse and seeks to solve society-wide issues in communication and information.

In July 2021, CCI completed 12 years, and underwent a change of leadership as founding Dean Larry Dennis joined the faculty in the School of Information. Today, the College opens the door to rewarding professions that emphasize research, service, and leadership. Its hands-on approach taught by world renowned faculty provides students with essential tools for careers in communication, information, and communication science and disorders. CCI is home to the following schools, centers, and institutes:

#### **The School of Communication**

The study of communication has been part of FSU's curriculum since 1947, when the Department of Speech was founded. Subsequently, in the late 1960s, it was renamed the Department of Communication; it then became part of the College of Communication in 1974. As prescribed in its mission statement, it is crucial for the School of Communication to understand the complex and ever-changing nature of communication's vital role in a democratic society, and therefore, recognizes the need to examine the field from a multitude of theoretical, practical, and creative approaches. The School prepares students to be versatile communication practitioners and engaged global citizens through innovative and experiential learning experiences, research and creative scholarship, and service to the discipline, university, and community.

Undergraduate Programs – The School of Communication offers four majors, as well as two minors, at its main Tallahassee campus. The majors offered are Media/Communication Studies, Advertising, Public Relations, and Digital Media Production. The minors are in Communication and in Hispanic Marketing Communication. In addition, the School offers a combined Bachelor's to Master's (BA/MA or BS/MS) program, which enables academically strong students to complete Bachelor's and Master's degrees at an accelerated pace. The School also participates in a number of Academic Exchange Agreements, allowing students to take a semester at a partner university with coursework counting as FSU credit. The School also offers a semester in London and Florence through FSU International Programs.

Graduate Programs – The School of Communication offers graduate degrees at both its Tallahassee campus and its Panama City campus. The master's degree programs include both professional and research tracks. The master's degrees offered at main campus are Professional Communication with an Emphasis in Integrated Marketing Communication, and Communication and Digital Media with an Emphasis in Media and Communication Studies, or an Emphasis in Public Interest Media Communication. The School also offers a combined Bachelor's to Master's (BA/MA or BS/MS) program, which enables academically strong students to complete Bachelor's and Master's degrees at an accelerated pace. This program is offered on the Tallahassee campus only. The School also offers a Ph.D. in Communication; the program is primarily designed for students who are interested in pursuing positions at research-based institutions within the communication discipline, especially academic positions at research universities. However, students may choose to

use the degree to launch a career in research, consultancy, not-for-profit organizations, governmental affairs, or one of the various communication-related industries.

The School of Communication has several affiliated centers and programs that both support and enhance the educational programs of the School. They include:

The Project Management Center, founded by Dr. John DuBard, currently manages the School of Communication's academic Graduate Certificate program in Project Management. The Communication faculty affiliated with the Center are actively engaged in teaching courses, developing workshops, and/or conducting research that achieve the goals of the Center.

The Center for Hispanic Marketing Communication, founded by Dr. Felipe Korzenny, manages the undergraduate minor in Hispanic Marketing Communication and the Graduate Certificate programs in Hispanic Marketing Communication and Multicultural Marketing Communication. The first of its kind in the United States, the center's faculty and students are conducting ground-breaking research and serving as an innovative resource for the Hispanic marketing industry.

Seminole Productions provides live event production services to Florida State University. Some major clients include the athletic department, homecoming live, and the live streams of graduation. Students have numerous opportunities to become involved with Seminole Productions. Visit the Seminole Productions site at <https://sempro.cci.fsu.edu/>.

### **The School of Communication Science and Disorders**

The mission of the School of Communication Science and Disorders is to generate and disseminate scientific knowledge related to variety and differences in communication processes and disorders; prepare students to demonstrate broad-based knowledge of communication science and skills to apply theory and research findings to clinical practice in their communities; empower students to provide effective diagnostic and treatment services in a global and diverse community and utilize innovative, evidence-based approaches to support individuals with a wide variety of speech, language, cognitive, swallowing, and hearing abilities; and prepare leading clinical and research scientists to generate new knowledge for practicing at the top of the license.

Since their inception in the early 1950s, FSU's programs in audiology and speech-language pathology have been major contributors to the nation. The quality of its academic programs and its research programs have increased markedly. For the past several years, the program has been ranked consistently in the top 10% in the nation by U.S. News and World Report. As a result, the college has continued to recruit outstanding students at both the undergraduate and graduate levels.

With the July 1, 2009 merger of the College of Communication and College of Information, the department became the School of Communication Science & Disorders with the College of Communication & Information. Its focus, however, remained the same: to provide the finest academic and clinical training for the next generation of speech and hearing scholars and professionals. Communication Science & Disorders students study the nature and development of our communication abilities, a central aspect of the human condition. They also learn about communication disorders which involve impairments in hearing, speech, voice, resonance, fluency, swallowing, and language processes.

The School offers a major in Communication Science and Disorders as well as undergraduate certificates in Interdepartmental Developmental Disabilities and Multilingual

Services. At the graduate level, the School offers a Master's program in Communication Science & Disorders, offered both on campus and through distance learning. The School also offers a graduate certificate in Speech-Language Pathology Prerequisites (Bridge). Finally, the School offers a Ph.D. in Communication Science & Disorders.

The School is home to the L.L. Schendel Speech and Hearing Clinic; with a clear goal to provide effective community services that improve the communication abilities of clients and to provide a teaching and clinical research laboratory that seeks to develop exemplary assessment and treatment procedures for use by students and professionals in speech-language pathology and audiology. Speech-language pathology has consistently been ranked highly in the best 100 jobs in the US. The Bureau of Labor Statistics predicts that 28,900 new jobs will become available in speech-language pathology before 2024.

### **The School of Information (The iSchool)**

The iSchool was formed as its own unit at FSU in 1947 and was later a founding member of the iSchool movement. As a worldwide leader in the information fields, the iSchool examines the critical relationships between people, information, and technology. In keeping with the iSchool philosophy, our Information, Information Technology, and Information Communication and Technology programs emphasize professions and activities which help others use and manage information as a vital part of everyday life.

The iSchool is a dynamic, exciting place to learn, work, educate, and research. The School offers an innovative undergraduate degree in Information Technology. The MS in Information Technology was recently ranked the 5th best online program of its kind by U.S. News and World Report while the Master's degree in Information is ranked 11th and accredited by the American Library Association (ALA). Both Masters degrees can be completed entirely online. The iSchool also offers a Specialist degree in Information, the PhD in Information; designed to produce careful scholars that will undertake cutting-edge research that illuminates society's most complex issues involving information, people, and society.

FSU iSchool faculty, staff, students, alumni and employers can be found in all kinds of information spaces: exploring cybersecurity; supporting health information technology; participating in social media, data mining and data analytics; promoting cultural heritage; conducting assessments of early literacy programs in public libraries; building digital libraries and creating new information resources for K-12 classrooms; sponsoring hackathons and coordinating information makerspaces; helping consumers judge the credibility of health information on the Web; and implementing broadband in rural communities.

The iSchool is home to the *Information Institute*, which conducts research that focuses on the information user, and the interaction of the user with information products, services, policies, technologies, and organizations; and conducts information policy research on current issues at Federal and state levels related to public access, privacy, records management, and use of information in electronic forms as well as other topics. Also, part of the iSchool is the *Institute for Digital Information and Scientific Communication* (iDigInfo), which provides a home for innovative, multidisciplinary projects centered on large-scale information creation, organization, use, and communication to address society's grand challenges. It catalyzes new interactions between the college's information and communication experts and those from other domains across campus.

The College's faculty and students work on a wide range of research and creative endeavors, connecting with units across campus and in the community to address key health, social, technical and economic issues. CCI seeks to align its goals with FSU priorities, including health

sciences, STEM education, IT workforce pipeline, community resilience, and regional economic development. CCI also seeks to expand and support a growing culture of research in CCI through a number of mechanisms (Associate Dean for Research, Research Coordinator, Research Steering Committee, Research Day, Health Sciences Subject Matter Expert). Some of these activities occur through larger projects, and some research and creative work happens through topically focused centers and institutes.

The interdisciplinary nature of CCI's research and creative activities and their cross-campus connections are unique and defining features of the faculty. For example, research in the School of Communication Science and Disorders links to broader projects on development disabilities. Research on reading complements and extends active projects and brings together the School, the College of Education, and the Florida Center for Reading Research. Information studies and librarianship research done in the School of Information highlights the importance of libraries as sites for and librarians as ancillary providers of social services that promote personal and community resiliency among overlooked and vulnerable populations. Health big data research unites researchers in the School of Information, College of Medicine, College of Social Work, and many other units. In these and many more contexts, CCI offers specific subject matter expertise; cutting-edge ethical data collection, management, and analysis techniques; innovative project conceptualization and management; and cutting-edge media production and public relations that contribute to the success of projects and research teams, as well as impacting communities within and beyond campus.

Because each of CCI's schools is focused on applied problems that serve a range of needs and clients, its academic disciplines shape, reflect, and promote FSU's campus-wide interdisciplinary goals. CCI faculty's experience in building relationships and in participating in successful collaborations across units and working in research teams means that College faculty are well positioned to actively contribute to the success of the large, flagship, "grand challenge" projects that enhance FSU's research profile and result in significant social impact.

### **Opportunities and Challenges**

The successful candidate's inspirational and entrepreneurial spirit will be crucial to determining and meeting the College's future strategic priorities and goals. With this in mind, opportunities and challenges for the next Dean include:

- Vision – Shape a cohesive vision to lead a college that is broad with unique academic offerings and align such vision with FSU's mission, goals, and values.
- Faculty – Need to recruit, groom, and mentor faculty at all levels and align resources to support their scholarly and research projects.
- Enrollment Growth – Need to realign and shift resources to address expected enrollment growth.
- Promotion – Need to promote the value of CCI to other units and upper administration – opportunity to leverage the quality of its programs and national rankings.
- Space – Need a central space as different units are spread out which leads to lack of interaction and integration. With "limited access" to several CCI undergraduate majors ending will likely lead to enrollment growth and the addition of new staff and faculty, the space issue will be more pressing.
- Breadth of Programs– Recognize each school strength and foster synergistic collaborations.
- Funding – Secure additional resources to fund new faculty lines and staff, support student success initiatives, and improve equipment, technology, and infrastructure.

- Elevating Research and Prestige – Secure more resources through grants and elevate CCI’s stature and standings by supporting other scholarly activities and continuing to add to the list of accolades and rankings.
- Leverage Human Capital – Showcase and involve CCI’s well-rounded, skilled, and knowledgeable faculty and staff members in campus initiatives and the broader academic community.
- Champion Diversity, and Inclusion – Promote an inclusive environment and a sense of community where all CCI stakeholders feel welcomed, respected, and valued.
- Health Initiatives at FSU – Engage with the larger campus community to support university-wide initiatives. FSU Health is one of many initiatives where CCI can play a key role in the area of health communication and information dissemination.

### **Qualities and Characteristics**

The College of Communication and Information seeks a Dean who possesses a number of the following experiences, abilities, and skills:

- A demonstrated ability to lead, including management of human and financial resources.
- The ability to bring together diverse groups of interests to coalesce in a unified vision given CCI’s diverse academic offerings and develop a strategic plan for the future in an environment of shared governance.
- A commitment to CCI’s student centeredness and experiential learning and ability to advocate for hands-on opportunities for students, including student clubs and other co-curricular activities.
- An entrepreneurial mindset that will capitalize on the region’s unique environment and promote engagement and partnership opportunities with community stakeholders.
- The ability to communicate effectively to build and enhance relationships with the staff, community, and various constituent groups.
- An innovative and interdisciplinary approach to serve as a catalyst for new and existing academic programs as well as research initiatives in the College.
- A commitment to fostering and sustaining a culturally diverse academic environment with the ability to relate effectively to a wide variety of people of diverse backgrounds.
- Strong interpersonal and communication skills; willingness to listen and be transparent.
- A track record of advocacy on behalf of an academic unit and its programs to further develop external relationships and partnerships.
- A relationship builder, strengthen collegiality already existing in CCI.
- An experienced and strategic fundraiser; experience working with private and corporate donors, keeping alumni engaged, building partnerships and strengthening networks.
- A politically astute and diplomatic administrator, willing to seize opportunities in a challenging political environment and positively influence policy in Tallahassee, Florida, and the region.
- Experience in a public university setting preferred.
- Willingness to listen to different perspectives; have an open-door policy and be visible as well as accessible and flexible.
- An awareness of rapid-changing technology, social media, and health care trends and the ability to adapt and respond timely.
- Willingness to promote international programs and partnerships and internally, support international students and be mindful of their unique needs related to their status.
- Ability to empower staff and delegate; leverage expertise of faculty and staff in CCI.

### **Qualifications**

The envisioned successful candidate will have national distinction as a scholar, researcher/practitioner, and educator with the accomplishments expected for appointment as a tenured full professor in one of the academic disciplines in the College. The next Dean must



also exhibit substantial administrative leadership experience at a research university or comparable setting. In particular, the most competitive candidates will have:

- An earned doctorate or other terminal degree from an accredited university and a distinguished research record in their academic discipline;
- Extensive scholarly interest, and understanding of and commitment to promoting the full spectrum of research, including that conducted by undergraduate, graduate, and professional students, interdisciplinary research, and creative work;
- The ability to represent and strongly advocate for the College's research mission to a variety of constituencies, external and internal, including funding agencies;
- The ability to create and lead faculty development programs;
- Professional experience in administration;
- Extensive knowledge of and experience with budget management, research funding issues, policies, and sources;
- The ability to delegate, to manage people effectively, to foster the professional development of subordinate staff, and to make sound decisions regarding personnel;
- A demonstrated history of leading and managing change in a complex organization;
- The ability to build teams for interdisciplinary research;
- The ability to build and sustain collaborative partnerships and business, industry, philanthropic organizations, state agencies, and other universities; and
- Experience in building relationships and developing partnerships.

#### **Application and Nomination Process**

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applications should include a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submission of materials via email is strongly encouraged. Nomination letters should include the name and contact information of the nominee.

In accordance with the State of Florida's open records laws, all nominations, applications, and letters of interest will be made public. Application materials should be submitted to:



**Alberto Pimentel**, Managing Partner  
**Emy Cruz**, Partner

SP&A Executive Search  
6512 Painter Avenue, Whittier, CA 90601  
Email: [apsearch@spaexec.com](mailto:apsearch@spaexec.com)  
Refer to code "FSU-DCCI" in the subject line

*FSU is an Equal Opportunity/Access/Affirmative Action/Pro Disabled & Veteran Employer. FSU's Equal Opportunity Statement can be viewed at:*

[http://www.hr.fsu.edu/PDF/Publications/diversity/EEO\\_Statement.pdf](http://www.hr.fsu.edu/PDF/Publications/diversity/EEO_Statement.pdf)