



TEXAS TECH UNIVERSITY

Dean, Gordon W. Davis College of Agricultural Sciences and Natural Resources Position Profile

Texas Tech University (TTU) seeks a dynamic, effective, and visionary leader to serve as the new Dean for the recently named Gordon W. Davis College of Agricultural Sciences and Natural Resources (Davis College). The Dean will have the extraordinary opportunity to lead one of TTU's oldest academic units through a period of continued growth following the Davis' historic \$44 million naming gift to the College. The successful candidate will be a collaborative and energetic leader who will build upon the rich history of achievement in the Davis College and fully leverage its intellectual resources toward accelerating the Davis College's upward trajectory and global impact.

Gordon W. Davis College of Agricultural Sciences and Natural Resources

The Davis College is recognized as a center of excellence in teaching and learning and provides its 2,473 undergraduate and 474 graduate students with a full range of academic resources and opportunities. Home to 99 tenured/tenure-track faculty, 29 non-tenure track faculty 200 staff and supported by a budget of \$125 million, the Davis College consists of seven academic departments: [Agricultural and Applied Economics](#), [Agricultural Education and Communications](#), [Animal and Food Sciences](#), [Landscape Architecture](#), [Plant and Soil Science](#), [Natural Resources Management](#), and [Veterinary Sciences](#). In addition, the Davis College also includes the Texas Cooperative Fish and Wildlife Research Unit, one of only 40 cooperative research units among 38 universities across the country, a part of the [National Cooperative Research Units Program](#) that resides within the U.S. Geological Survey with a mission to conduct and facilitate research and education activities related to natural resource management and conservation. The Davis College also supports [eight research centers and institutes](#) and offers 10 baccalaureate, 10 masters, and six doctorate degrees in agricultural sciences and natural resources disciplines. Currently, the Davis College ranks in the upper third in size among universities with agricultural sciences and natural resources programs. In addition, the Davis College is a campus leader in distance education with one undergraduate, five masters and one doctoral distance degree programs. The Davis College maintains 20 Endowed Chairs and Professorships and benefits from a \$79.4 million endowment.

The Davis College has established a strong reputation for its student-centric learning environment while also achieving research funding totaling \$11.3 million in FY21. The Davis College supports multidisciplinary, interdisciplinary, and inter-institutional research programs and its research program is recognized nationally and globally for excellence in the discovery and delivery of knowledge on current and emerging aspects of the food, fiber, fuel, natural resources, environmental sciences, management, planning, and design disciplines.

The Davis College prepares students to be society-ready graduates with the ability to think creatively and analytically in solving disciplinary and interdisciplinary problems while also providing discoveries on current and emerging aspects of agricultural research with state, regional, national, and global impacts. The Davis College's faculty rank among the highest at the university on faculty and course evaluations and often lead the University in the percentage of classes taught by professors. As a testament to the Davis College's commitment to its students, the College maintains one of the largest scholarship programs among the colleges at

TTU. Typically, one of every three students receives a scholarship and the Davis College currently has 683 students on Presidential scholarships and 67 Dean's Scholars. Students in the Davis College earn scholarships totaling \$7.3 million via Texas Tech University Institutional Scholarships and \$2.4 Million through external philanthropic support.

The Davis College's physical footprint is comprised of state-of-the-art research and teaching facilities, including a \$14 million Bayer Plant Science Building, a biotechnology-ready greenhouse, a newly renovated collaborative design studio for landscape architecture, an Equestrian Center with four outdoor arenas and one indoor arena, the Therapeutic Riding Center with one indoor arena, one on-campus and two off-campus research farms, and a turf management and maintenance program at the Rawls Course—TTU's European designed, 18-hole championship golf course. For more information about the Davis College of Agricultural and Natural Resources, please visit: <https://daviscollege.ttu.edu>.

Dr. Gordon W. and Joyce Davis Naming Gift

[Dr. Gordon W. Davis](#), a local businessman who spent 10 years as an associate professor in the College, and his wife, Joyce, gave a [\\$44 million donation](#), which represents the single largest philanthropic donation to Texas Tech in school history and is one of the largest investments in people and programs in an agricultural college in the U.S. To honor this generosity, Texas Tech University has renamed the College the Gordon W. Davis College of Agricultural Sciences and Natural Resources.

The gift will provide:

- A \$25 million endowment that will directly benefit the College;
- A \$4 million gift to establish the Gordon and Joyce Davis Endowment for Excellence in Meat and Food Science; and
- A \$15 million gift from the Gordon W. Davis estate to benefit future educational efforts within the College.

These new endowments will continue to enhance the worldwide stature and success of the College by funding scholarships for the Meat Sciences and Muscle Biology program and the Food Safety and Microbiology program as well as overall excellence for the entire College. The gift also will challenge the Davis College leadership to forge a bold vision for future fundraising to continue supporting new and ongoing projects within the College and its seven departments and increase the level of excellence already established. To learn more about the Davis' decision to make this transformational gift to the College of Agricultural Sciences and Natural Resources, please visit <https://www.youtube.com/watch?v=69PMclda-jc>.

Texas Tech University

Texas Tech University was created by legislative action in 1923 and has the distinction of being the largest comprehensive higher education institution in the western two-thirds of the state of Texas. Committed to teaching and the advancement of knowledge, TTU provides the highest standards of excellence in higher education, fosters intellectual and personal development, and stimulates meaningful research and service to humankind.

TTU is the major institution of higher education in a region larger than 46 of the nation's 50 states and ranks at the highest level of Carnegie-classified (R1: Very High Research Activity) doctoral granting universities, one of 131 U.S. institutions with this designation. TTU research expenditures set a record, exceeding \$192 million in 2020, while awards from federal agencies set an all-time institutional record in the same year. TTU has also earned the Carnegie Community Engagement Classification, recognizing collaboration between institutions of higher

education and their larger communities for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity.

Even with an enrollment of more than 40,000 and a budget exceeding \$1 billion, the University prides itself on the ability of students to engage with some of the most inventive, innovative, and creative faculty in the nation. The University strives to foster an environment that celebrates student accomplishment and provides the best in facilities and academics to support its strong emphasis on student success. The University offers more than 150 undergraduate, over 100 master's, and 50 doctoral degree programs on a campus that encompasses 1,869 acres and is comprised of 10 colleges, a graduate school, a law school, and has experienced sustained state support for program enhancement over the past two years, with the creation of a new School of Veterinary Medicine located in Amarillo, Texas and the construction of a new 80,000 square foot research facility.

In Fall 2019, Texas Tech was designated a Hispanic Serving Institution (HSI), making it one of only 16 HSIs that are also Carnegie Research 1 institutions. Texas Tech also recently received a ninth consecutive Higher Education Excellence in Diversity (HEED) Award from INSIGHT into Diversity magazine, and this fall earned a five out of five stars on the Campus Pride Index, a national benchmark for measuring progress in creating an inclusive campus learning environment for LGBTQIA students, faculty, and staff. Texas Tech University was also ranked in the top 10 (#9) in an APLU-sponsored poll of corporate recruiters nationwide as the school whose graduates were the best-trained, educated, and able to succeed once hired. For more information about TTU, please visit <https://www.ttu.edu/>.

Position Summary

The Dean is the chief academic and administrative officer of the Davis College of Agricultural Sciences and Natural Resources, with responsibility for leading the academic, research, and outreach missions of the College and the management of its resources, including faculty and staff, physical facilities, and budget. The Dean will oversee the College's critical research and educational programs that address the needs of its constituents and fulfil its vision of supporting thriving agriculture, natural resources, people, and communities by integrating quality education, innovative research, and impactful engagement.

The Dean of the Davis College will interface with TTU and College leadership, faculty, industry leaders, policy makers, the Davis College Advisory Board, and others who have a vested interest in the College's teaching, research, and outreach programs, and their impact on West Texas, the state, and the nation. In serving as the Davis College's lead advocate, the Dean will facilitate interactions of common interest among the other colleges and schools on campus to coordinate the Davis College's research and service activities pertaining to agriculture, natural resources, and other related issues.

The Dean of the College of Agricultural Sciences and Natural Resources is responsible for:

- Serving as a key leader and spokesperson for the Davis College's endeavors in agriculture and natural resources statewide and nationally;
- Providing leadership in developing the vision and strategic planning activities associated with the growth and development of the Davis College.
- Providing leadership in sustaining and seeking additional resources from revenue-generating programs and advancement efforts in communication, relations, and fundraising with external stakeholders;

- Recruiting and retaining a diverse and excellent faculty and staff committed to positively impacting student performance and increasing their sense of belonging;
- Leading faculty to develop and improve high-quality academic programs, research initiatives, and outreach and service endeavors;
- Representing the Davis College to the campus and University administration, state agencies, national legislative committees, agricultural and environmental organizations, alumni, media, constituent groups, and the general public;
- Managing the Davis College's resources and personnel including faculty, staff, physical facilities and budget, including allocating resources to facilitate the successful recruitment and retention of highly qualified faculty;
- Expanding relationships with key stakeholder groups including agricultural industries, public agencies, and professional associations;
- Serving as a visible and engaged thought leader in the areas of instruction, research and outreach relating to food production, agriculture, nutrition, the environment, natural resources, and related issues in the region;
- Partnering with TTU's academic deans and university leadership in coordinating activities to achieve the University's strategic goals.

Opportunities and Challenges

As a key leader within the University, the next Dean of the Davis College of Agricultural Sciences and Natural Resources will join an institution that is deeply committed to research, teaching, and service. Specifically, the new Dean will provide decisive and effective leadership in the following areas:

- **Leveraging the Transformational Davis Gift** – The next Dean will have the extraordinary opportunity to guide the future development of the College supported by a historic and transformational [\\$44 million dollar gift](#) by Dr. Gordon W. and Joyce Davis. While the Davis' significant gift provides the opportunity to capitalize on the College's existing strengths and identify new and emerging opportunities for promoting academic excellence and further growth, the Dean must approach their role with an entrepreneurial mindset and strategically leverage the gift in a manner that will generate additional financial resources and inspire philanthropic activity.
- **Developing an Inspiring Vision for the Future** – The new Dean will play a critical leadership role in developing a bold, exciting new vision for the future of the Davis College. In partnership with a dedicated faculty, staff, and student community, the Dean will lead efforts to identify ways to best take advantage of the College's strengths in teaching, research, and outreach to increase its impact within and outside of the University. As a prominent figure within West Texas and on TTU's campus, the Dean must be an innovative and engaging leader prepared to work with the Davis College's stakeholders to establish a vision for excellence that balances its long-standing commitment to high-quality teaching, groundbreaking research, and exemplary service to the communities it serves.
- **Enhancing Infrastructure and Investing in Human Capital** – The Davis College foresees tremendous potential for future growth, but the processes, human resources, and internal infrastructure relied on in the past must be enhanced to support its heightened aspirations. As such, the new Dean must understand and value the balance between supporting current areas of excellence, while leading the discussion surrounding new areas for growth and how to best provide the necessary infrastructure

for achieving the Davis College's goals. In addition, the Dean must work toward securing new resources for the further recruitment, retention, and development of faculty and staff.

- **Developing External Relationships** – Serving as a highly-visible leader within TTU and the West Texas region, the next Dean will step into a role that will provide a significant platform for engaging influential stakeholders in West Texas, including: leaders from the local agricultural community, commodity organizations, government, non-profit organizations, and industry. The next Dean must be prepared to immerse themselves within a College and University environment that is dedicated to leveraging its diverse strengths on behalf of its equally diverse partners in the West Texas agricultural community. With this in mind, the Dean must be prepared to represent and advocate for the Davis College's needs and approach discussions as an active participant seeking to develop initiatives that are mutually beneficial.
- **Building Upon and Showcasing the Davis College's Identity** – The new Dean will inherit an organization that has built a strong reputation for its student-centric and collaborative environment and will serve as its champion in maintaining the exceptional learning experience that is considered one of the Davis College's hallmarks. The Dean must lead the Davis College with a focus on this core organizational belief as it moves forward on its journey toward achieving new levels of research excellence. In doing so, the Dean will enhance the existing environment and highlight the unique programs and strengths to increase the Davis College's visibility and reputation within the region and nationally. Doing so will allow the Dean to capitalize on opportunities to showcase the unique value proposition of the Davis College to current and prospective students, engage agricultural, industry, and governmental leaders, and recruit and retain high-caliber faculty and staff in an increasingly competitive academic environment.

Qualifications

Texas Tech University seeks a Dean of the Davis College of Agricultural Sciences and Natural Resources with exemplary academic achievements, together with strategic leadership ability; entrepreneurial spirit and high energy with the ability to serve as a visionary and strategic thinker; and a passion for the mission of the Davis College and the University. S/he will be able to work effectively with a broad range of constituents, including senior leadership, faculty, students, staff, alumni, donors, and external partners.

Candidates for the position will possess an earned doctorate from an accredited institution and an outstanding record of scholarly achievement commensurate with an appointment as full professor with tenure in one of the departments in the College. In addition, the strongest candidates will also possess many of the following characteristics:

- Academic administrative and/or leadership experience at a research university;
- A demonstrated ability for leadership and management, including excellent organizational, strategic planning, supervisory, and problem-solving skills;
- The ability to develop new and existing relationships between the Davis College and key stakeholders to inspire excitement and advance its fundraising efforts;
- Strong interpersonal and communication skills with constituencies both internal and external to the University; an effective communicator with a high level of integrity and emotional intelligence;

- Knowledge and understanding of budgeting, financial controls, fiscal interests and issues;
- A demonstrated and ongoing commitment to serving diverse populations; experience working with diverse student populations and first-generation students is preferred;
- A proven track record of engaging external stakeholders in addressing complex issues impacting the agricultural and/or natural resources communities; experience building partnerships, trust, and confidence within these stakeholder groups;
- The ability to work with faculty to develop a programmatic vision for the future in an environment of shared governance;
- The ability to function well as part of the campus leadership team in leading the Davis College;
- The ability to build and foster a diverse and inclusive working environment throughout all levels of the Davis College among faculty, staff, and students;
- The skills and the capacity to bring individuals and groups with diverse views to consensus and common action;
- An appreciation for and commitment to the value of diversity in the ranks of faculty, staff, and students; the ability to recruit and retain talented faculty to the Davis College with an emphasis on creating and maintaining a culture of diversity, equitability and inclusivity;
- Excellent oral and written communication skills and the ability to build and enhance relationships with the staff, community and various constituent groups;
- A high level of integrity and ethics;
- The ability to lead by example and hold themselves others to a high standard;
- Knowledge of government policy, advocacy organizations, and legislative processes that influence and affect agriculture, natural resources, and environmental sciences.

Qualities and Characteristics

The next Dean will play a pivotal role in serving as a strong and dynamic advocate on behalf of the Davis College. As the College's most visible and passionate champion, the Dean will build strong relationships with, and generate support amongst, TTU's senior administration, key stakeholders in the local region, the state of Texas, nationally, and globally. To be successful, the new Dean will exhibit many of the following qualities and characteristics:

- Energy, enthusiasm, and passion for innovation in pursuing the Davis College's and TTU's mission;
- The desire to engage with the Davis College's diverse academic disciplines and learn about the unique issues impacting each discipline; the ability to represent each discipline individually and collectively to key internal and external stakeholders;
- The ability to provide leadership in developing the vision and strategic planning activities associated with the growth and development of the Davis College;
- The ability to provide leadership in sustaining and seeking additional resources from revenue-generating programs and fundraising;
- A vision of future needs in terms of agriculture, natural resources, food production, nutrition, health, social needs, quality of life issues, and human and economic development;
- A collegial management style that promotes a sense of academic respect and collaboration with faculty, staff, and students in an interdisciplinary environment;
- An understanding of the importance of both research and education at the undergraduate and graduate levels;

- A student-centric focus that guides their decision-making process and the fortitude to address the issues that interfere with the Davis College's ability to provide an exceptional student learning environment and experience;
- An appreciation for basic and applied research in enriching the undergraduate and graduate student experience;
- A recognition of the role the agriculture industry plays in West Texas and the state at large and a desire to engage and strengthen partnerships with these impactful groups;
- A dedication to upholding the Davis College's interlocking missions of teaching, research, and outreach and leveraging their combined strength;
- The ability to work collaboratively and inclusively with senior administrators, faculty, staff, students, and the broader community;
- An appreciation of the role the Davis College's auxiliary units and centers play within the College and community and the ability to address their needs as they support the Davis College;
- A teamwork-driven, collegial management style that supports and empowers others while holding them accountable;
- A commitment to innovation and a knowledge of current trends affecting agriculture and natural resources-related fields;
- An understanding and appreciation for the Davis College's and TTU's work in serving West Texas' communities;
- A straightforward, authentic, and transparent communication style that invites collaboration;
- An interpersonal style that creates an environment built on trust, respect, and compassion.

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. Applicants must submit: a current curriculum vitae and a letter of interest that explains how the candidate meets the qualifications specified in this announcement. Nomination letters should include contact information for the nominee. Applications will remain confidential until the selection of the finalists, whose names and application materials will be made public.

Applications and letters of nomination should be submitted by email to:



Alberto Pimentel, Managing Partner
Sal Venegas Jr., Principal
 SP&A Executive Search
 6512 Painter Avenue, Whittier, CA 90601
 Email: apsearch@spaexec.com
 Refer to "TTU-DavisCollege" in subject line

As an Equal Employment Opportunity/Affirmative Action employer, Texas Tech University is dedicated to the goal of building a culturally diverse faculty committed to teaching and working in a multicultural environment. We actively encourage applications from all those who can contribute, through their research, teaching, and/or service, to the diversity and excellence of the academic community at Texas Tech University. The university welcomes applications from minoritized candidates, women, veterans, persons with disabilities, and dual-career couples.