

Associate Vice Provost for International Education University of Maryland, Baltimore County

The University of Maryland, Baltimore County (UMBC) seeks nominations and applications for a visionary, energetic, and innovative leader to serve as Associate Vice Provost for International Education.

UMBC, which is classified as a Doctoral university: Higher Research Activity by the Carnegie Foundation, enrolls nearly 14,000 students, including approximately 2,500 graduate students. UMBC is one of the 12 campuses of the University System of Maryland and is located on 500 wooded, rolling acres just outside of Baltimore and about 45 minutes from Washington, DC. UMBC offers 55 majors and 35 minors, as well as 24 certificate programs, spanning the arts, engineering and information technology, humanities, sciences, pre-professional studies and social sciences. UMBC's Graduate School offers 41 master's degree programs, 24 doctoral degree programs and 24 graduate certificates. Graduate programs include education, engineering, emergency health services, imaging and digital arts, information technology, aging studies, life sciences, psychology, public policy and a host of other fields. UMBC contributes to the economic development of the State and the region through entrepreneurial initiatives, workforce training, K-16 partnerships, and technology commercialization in collaboration with public agencies and the corporate community. UMBC is nationally recognized for its innovative undergraduate education.

THE UNIVERSITY

Creation of the University of Maryland, Baltimore County began in 1963. In a matter of months, UMBC began to take shape with ground breakings and hirings. Albin O. Kuhn, for whom the Library was named, first served as vice president of the so-called "Baltimore Campuses" and in 1967 was named UMBC Chancellor. John Haskell, Jr. was hired in 1965 as



the first full-time UMBC employee and its first librarian. The University of Maryland, Baltimore County welcomed its first class of 750 students in September of 1966. In 1967, the campus enrollment nearly doubled to 1,400 students. Today UMBC is a nationally known success story and continues to enjoy remarkable momentum as it celebrates its 50th Anniversary.

UMBC integrates teaching, research, and service to benefit the citizens of Maryland. As an Honors University, the campus offers academically talented students a strong undergraduate liberal arts foundation that prepares them for graduate and professional study, entry into the workforce, and community service and leadership. At the graduate level, UMBC emphasizes science, engineering, information technology, human services, and public policy. UMBC is dedicated to cultural and ethnic diversity, social responsibility, and lifelong learning.

Leadership



Freeman A. Hrabowski, III, has served as President of UMBC since 1992. His research and publications focus on science and math education, with special emphasis on minority participation and performance. In 2008, he was named one of *America's Best Leaders* by *U.S. News & World Report*. *TIME* magazine named him one of *America's 10 Best College Presidents* in 2009, and one of the *100 Most Influential People in the World* in 2012. In 2011, he received both the *TIAA-CREF Theodore M. Hesburgh Award for Leadership Excellence* and the *Carnegie Corporation of New York's Academic Leadership Award*, recognized by many as the nation's highest awards among higher education leaders. Also in 2011, he was named one of seven *Top American Leaders* by *The Washington Post* and the Harvard Kennedy School's Center for Public Leadership. In 2012, he received the *Heinz Award* for his contributions to improving the "Human Condition" and was among the inaugural inductees into the *U.S. News & World Report STEM Solutions Leadership Hall of Fame*.

Strategic Plan

The university has recently completed a new strategic plan "Our UMBC: A Strategic Plan for Advancing Excellence". The plan provides a focused, complementary set of goals, strategies and recommendations to guide faculty, staff, students and alumni to further UMBC's evolution as a nationally and internationally recognized public research university. Please click [here](#) for more information on the UMBC Strategic Plan.

Campaign

The *Exceptional by Example* Campaign ran from July 1, 2002 through June 30, 2011, with a public launch in 2006—UMBC's 40th Anniversary year—and a goal of raising \$100 million. The campaign surpassed its goal, closing at \$115 million. More than \$65 million went to programs that support student scholarship and success, and \$46 million was allocated to support research and creativity. The previous campaign (1995-2002) had a goal of \$50 million and raised \$66 million. UMBC has approximately 70,000 active alumni.

In conjunction with the university's 50th anniversary, UMBC is preparing for the public launch of its 3rd comprehensive campaign in Spring 2017. With fundraising priorities derived from the UMBC's new strategic plan, this campaign is expected to have an ambitious goal of \$150 million, and will build on the fundraising success enjoyed in each of two the prior fundraising campaigns.

Faculty and Staff

The university employs 533 full-time instructional faculty including 158 professors, 154 associate professors, 110 assistant professors, 12 instructors, and 99 lecturers. An additional 278 part-time instructional faculty provide dedicated service to UMBC students. In addition to their commitment to providing high-quality classroom instruction, the faculty at UMBC are active researchers and scholars with \$74 million awarded for research, training contracts and grants in FY'14. For annual reports from the Office of Sponsored Research visit research.umbc.edu/osp-annual-reports.

The executive, professional non-faculty, skilled craft, technical paraprofessional, support and maintenance staff is comprised of 1,242 full-time and 49 part-time members.

Academics

UMBC offers 55 majors and 35 minors, as well as 24 certificate programs, spanning the arts, engineering and information technology, humanities, sciences, pre-professional studies, and social sciences.

UMBC's Graduate School offers 41 Master's degree programs, 24 doctoral degree programs and 24 graduate certificate programs. Programs are offered in education, engineering, emergency health services, imaging and digital arts, information technology, aging services, life sciences, psychology, public policy, and a host of other fields.

Students

UMBC students are hard-working, motivated and successful. The university is home to 11,142 undergraduate and 2,498 graduate students. Minority enrollment is 43.6 percent. The 2016 freshman class included 1,538 students with an average GPA of 3.75 and 1217 (2-part) and 1798 (3-part) SAT Score. First year retention numbers for students entering in Fall 2015 stood at 87.2 percent and the six year graduation rate is 63.5 percent. Students come from 45 states and 96 countries. International student enrollment is 1,012.

More than 400 student-athletes compete in 19 NCAA Division I sports. The UMBC Retrievers participate in the America East Conference. Facilities include a 4,000-seat stadium with a track and field complex, the 3,500-seat Retriever Activities Center (RAC) Arena, an indoor and outdoor aquatics complex, tennis courts, a soccer stadium, baseball and softball fields, and practice fields. A new Event Center is currently under construction with the opening scheduled for early 2018.



Finances

The university has an operating budget of \$436 million. Approximately 27 percent of UMBC's budget comes from the state.

Campus Location

UMBC's 500-acre campus is located in suburban Baltimore County, on the I-95 corridor between Washington, D.C., and Baltimore. The campus is surrounded by one of the greatest concentrations of commercial, cultural and scientific activity in the nation. The location is a strength that gives UMBC a high profile in the metropolitan area and attracts new entrepreneurial partnerships.

RESEARCH PARK & TECH CENTER

bwtech@UMBC brings research, entrepreneurship, business leads, prospective clients, and economic development in the Maryland region to one singular place—a place full of like-minded businesses on the forefront of innovation. The bwtech@UMBC community is a center of innovation for businesses in all different stages of development. The 71-acre community is located minutes from BWI Thurgood Marshall Airport and adjacent to UMBC. (www.bwtechumbc.com)



bwtech@UMBC North is a five building, 41-acre university-affiliated business park with over 350,000 square feet of Class A office and laboratory space designed for technology companies and research institutions. Over 80 organizations call the Park home, including the U.S. Geological Survey, NASA/Joint Center for Earth Systems Technology, Allegis, and RMF Engineering. bwtech@UMBC's unique public-private partnership offers tenants access to world-class UMBC faculty, students, technology, programs and facilities. The Cyber Incubator, as well as the Northrop Grumman Cync Program, is located within bwtech@UMBC North campus. Both the Cyber Incubator and the Cync Program were created to deliver business and technical support to early stage companies providing cybersecurity-related products and services.

The bwtech@UMBC South is a nationally-recognized life science and technology business incubation and accelerator program that is home to over 50 early-stage bioscience and technology companies. Clients enjoy 165,000 square feet of affordable office and wet lab space, flexible lease arrangements, as well as access to resources and networking opportunities to help their businesses succeed. An experienced entrepreneurial services staff provides resident companies with general business support services and access to an active network of mentors and investors. The program is unique in its affiliation with UMBC and provides for potential collaborative relationships with UMBC faculty and graduate students, and access to shared scientific equipment and other university resources. Since its inception in 1989, the bwtech@UMBC Life Sciences Incubator has graduated over 75 companies, including Celsis/InVitro Technologies, Next Breath LLC, AVIcode Inc., and Direct Dimensions.

THE UNIVERSITY SYSTEM OF MARYLAND

Formed in 1988, The University System of Maryland consists of the campuses and research and service units formerly governed by the Board of Regents of the University of Maryland and the six state universities and colleges formerly under the aegis of the Board of Trustees of the State Universities and Colleges. The new System is governed by the Board of Regents of the University System of Maryland.



The system includes eleven degree-granting campuses:

- University of Maryland, Baltimore (UMB)
- University of Maryland, Baltimore County (UMBC)
- University of Maryland, College Park (UMCP)
- University of Maryland Eastern Shore (UMES)
- University of Maryland University College (UMUC)
- Bowie State University
- Coppin State University
- Frostburg State University
- Salisbury University
- Towson University, and
- The University of Baltimore

In addition, there are large research and public service components of the University System of Maryland, including the University of Maryland Center for Environmental Science.


Maryland has charged the System with ensuring distinctive and complementary missions for all campuses and with promoting academic excellence and economic development.

The Chancellor serves as Chief of Staff of the Board of Regents and as Chief Executive Officer of the University System of Maryland. The University System's Headquarters directs and coordinates the eleven-campus system and the research and public service component. The administration of each campus is the responsibility of a President who reports to the Chancellor.

For additional information on the University System of Maryland (USM) visit www.usmd.edu/about_usm.

Role of the Associate Vice Provost for International Education

The role of Associate Vice Provost for International Education is a new one for UMBC as of 2017. The impetus behind the creation of this position is a desire to facilitate even deeper engagement of UMBC's students and faculty with partners around the world, while also further elevating the University's international visibility and reputation. This search for the inaugural Associate Vice Provost for International Education is evidence of the University's commitment to these priorities and of its aspirations for the future.



The Associate Vice Provost position is an expansion and elevation of the role previously known as Director of the Office of International Education Services (IES). The most recent Director of the IES, Dr. Arlene Wergin, retired in 2016 after more than two decades of service to UMBC. The inaugural Associate Vice Provost will oversee the existing IES but will be given additional university-wide scope and responsibilities as well, precipitating the change in title to Associate Vice Provost.

The initial priority for the new Associate Vice Provost will be assessing and leading IES. The office currently comprises five dedicated and hardworking staff members. IES provides activities, services, and advising for study abroad students, international students, and international faculty, researchers, and scholars. In addition, the IES staff advises departmental faculty, chairs, center directors and deans on the hiring process for international research scholars and faculty, and arranges for J-1 Exchange Visitor visas, H-1B petitions, and Permanent Residency applications when appropriate. As the head of the IES, the Associate Vice Provost will oversee all of these operations at the highest level, represent the university to governmental agencies as appropriate, and ensure that the University remains in compliance with federal laws and regulations.

The other critical responsibility of the Associate Vice Provost will be to reach beyond the IES to facilitate and catalyze international engagement across the university as a whole. In these wide-ranging efforts, the Associate Vice Provost will work closely with Vice Provost for Academic Affairs Dr. Antonio Moreira, to whom this position reports. Dr. Moreira has a deep commitment to international education and currently leads the University's global initiatives, including negotiating dozens of partnerships between UMBC and institutions around the world. Dr. Moreira has been honored by the President of Portugal with the title of Commander of the Order of Public Instruction, the National Order of Civil Merit of Public Education, and has been appointed by him as an Advisor of Portugal in the World. Dr. Moreira will be a key partner for the new Associate Vice Provost, and will welcome the opportunity to collaborate on university-wide initiatives with this new hire.

Challenges and Opportunities

The inaugural Associate Vice Provost for International Education will arrive at an exciting moment as UMBC celebrates its 50th anniversary and implements a new strategic plan. The Associate Vice Provost will therefore be well-positioned to embrace the following challenges and opportunities:

- **Developing and implementing a strategic vision for the Office of International Education Services which aligns with the larger university strategic plan:** The Associate Vice Provost for International Education will work collaboratively with staff, faculty, and students to develop a strategic vision for the Office of International Education that aligns with the aims of the university's recent strategic plan. Building upon this solid foundation, the Associate Vice Provost will then work closely with the Vice Provost for Academic Affairs to begin developing a set of university-wide strategic priorities for the future of global engagement at UMBC, extending well beyond IES.
- **Leading the development of an array of innovative international experiences for students:** Working closely with the staff of IES and faculty across UMBC, the new Associate Vice Provost will facilitate expansion of student opportunities for study abroad and offer meaningful and transformational cross-cultural experiences. This includes

increasing the overall number of students who take advantage of study abroad opportunities, and identifying means for financial aid and scholarships.

- **Serving as a catalyst for internationalization of the University’s academic programs and its intellectual life:** By energizing the faculty around ways in which international initiatives and globalization might inform, reflect, enhance, support, or extend the university’s existing curriculum and programs, the Associate Vice Provost will have the opportunity to engage deeply and broadly in the intellectual life of the university. By helping faculty design programs, facilitate research, and bring their ideas to life, The Associate Vice Provost will serve as a resource and advocate for the faculty's aspirations.
- **Attracting and advocating for additional resources to support international endeavors:** As a strong advocate for international education, the Associate Vice Provost will support efforts to seek external funds for innovative program development by presenting a compelling and eloquent case for gifts and other forms of support, including grant funding. S/he will also aid the faculty in applying for, and securing Fulbright Scholar grants.
- **Raising the visibility and profile of the Office of International Education Services:** As a passionate advocate for the Office of International Education Services, the Associate Vice Provost will secure resources for and increase the visibility of IES, while continually striving to improve the service and support that the office provides.
- **Mentoring and leading the Office of International Education Services staff:** The Associate Vice Provost will have the unique opportunity to assess the current priorities and services of the IES, and to reorganize and reprioritize as needed. The staff of IES is talented and hard-working, and welcomes the opportunity to renew the Office’s strategic mission. The staff will look to the Associate Vice Provost for leadership, advocacy, and support in pursuing professional development opportunities.
- **Further enriching and enhancing UMBC’s international partnerships and connections:** UMBC is deeply committed to increasing its international partnerships as well as other forms of global engagement. The new Associate Vice Provost will have the opportunity, working closely with the Vice Provost for Academic Affairs, to develop a wide range of programs and initiatives which will broaden global research and education opportunities for UMBC’s students and faculty.

Desired Qualities and Qualifications

The Associate Vice Provost for International Education will be an innovative, entrepreneurial, and experienced leader. In addition to holding U.S. citizenship or permanent residency, the ideal candidate will have significant management experience in international education within higher education or an international organization. A Master’s degree is required; a Ph.D. would be preferred. In addition, s/he will possess the following qualities and qualifications:

- Experience overseeing a traditional study abroad program, as well as the ability to see UMBC's strategic possibilities well beyond study abroad
- A proven track record of leading an organization through a time of transformation, including the development of a shared vision, and experience in strategic planning
- Strong organizational and program management skills and the ability to prioritize multiple tasks and demands
- A broad, strategic view of the best practices within, and the future direction of, global education and international engagement
- A history of successfully building productive and mutually beneficial relationships with a wide range of constituencies at every level of a university
- An entrepreneurial spirit, and successful history in approaching individuals, foundations, corporations, and government agencies for external funding
- Experience in assessment and evaluation of programs in order to increase international student and faculty diversity
- Familiarity with J-1 Exchange Visitor visas, H-1B petitions, and Permanent Residency applications
- Significant personal experience living, studying, researching, and/or working in another country
- An energetic and engaging personality with excellent interpersonal, oral, and written communication skills; and
- A genuine commitment to, and excitement about the future of international education that inspires others to engage and work collaboratively toward shared strategic goals.

Contact

Applications will be reviewed until the position is filled. For best consideration, please send nominations, applications, and queries in confidence and electronically by March 22nd to:

Sue May, Partner
Matthew Marsallo, Associate
Storbeck/Pimentel & Associates, LP
UMBCInternational@storbecksearch.com

The anticipated start date for this position is July 1, 2017

UMBC is an Equal Opportunity/Affirmative Action Employer

UMBC is especially proud of the diversity of its student body and we seek to attract an equally diverse applicant pool for this position.

We have a strong commitment to increasing faculty diversity.