

## Vice Provost and Dean of Undergraduate Academic Affairs University of Maryland, Baltimore County

The University of Maryland, Baltimore County (UMBC) seeks nominations and applications for a collaborative leader to serve as Vice Provost and Dean of Undergraduate Academic Affairs (UAA).

UMBC has been ranked first among national universities by *U.S. News & World Report* in the “Up-and-Coming Schools” category for six consecutive years. UMBC is a vibrant public doctoral research university and a member of the University System of Maryland. UMBC serves more than 11,000 undergraduates and close to 3,000 graduate students. Located just outside Baltimore and 45 minutes from Washington, DC, the campus is growing rapidly under dynamic leadership. For more information on UMBC see <http://www.umbc.edu>.

### 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 50<sup>th</sup> 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. For more information on the UMBC Strategic Plan see <http://strategicplan.umbc.edu>.

## **Campaign**

The *Exceptional by Example* Campaign ran from July 1, 2002 through June 30, 2011, with a public launch in 2006—UMBC's 40<sup>th</sup> 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 third comprehensive campaign in Spring 2017. With fundraising priorities derived from 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 the two 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](http://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 undergraduate 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 SAT scores of 1217 (2-part) and 1798 (3-part). 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.

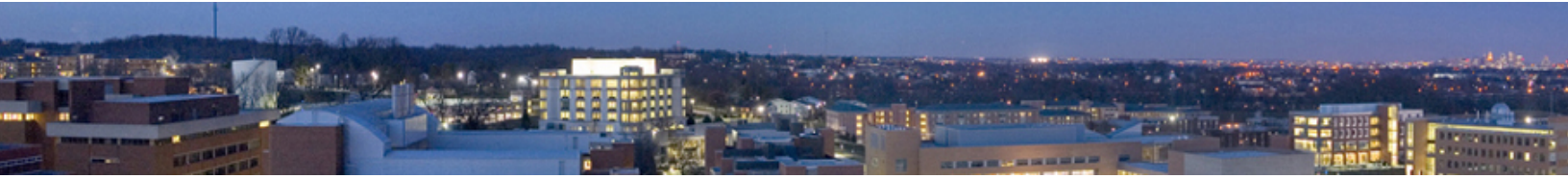
## **RESEARCH PARK & TECH CENTER**

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](http://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.

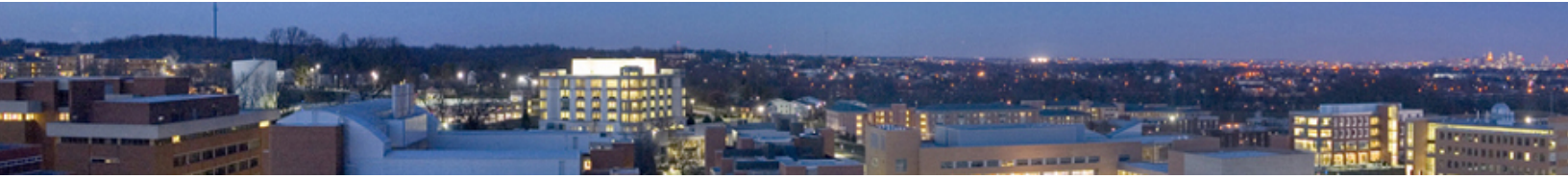
Maryland has charged the System with ensuring distinctive and complementary missions for all campuses and with promoting academic excellence and economic development.

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](http://www.usmd.edu/about_usm).

## **VICE PROVOST AND DEAN OF UNDERGRADUATE ACADEMIC AFFAIRS**

The Vice Provost and Dean of Undergraduate Affairs will lead a division responsible for offering programs that are critical to the success of all in support of the broader mission of the University. The Division of Undergraduate Academic Affairs (UAA) is involved in guiding and reviewing curricula, programs, and academic policy and in fostering external relations to deliver a distinctive experience for all undergraduates, with several offices focusing on those students who are in their first year at



UMBC and are unaffiliated. The Dean will work collaboratively with students, faculty, staff, department chairs, program directors, and senior university leaders, be familiar with UMBC's tradition of shared governance, and be committed to alignment with the strategic priorities of the University. The Dean reports to the Provost and Senior Vice President for Academic Affairs and is a member of the University's leadership team.

## **THE DIVISION OF UNDERGRADUATE ACADEMIC AFFAIRS**

UMBC is nationally recognized for its innovative undergraduate education. *U.S. News & World Report* lists UMBC as one of the top five Most Innovative Schools and recognizes the University as one of the top 20 for Best Undergraduate Teaching. The Division of Undergraduate Academic Affairs (UAA) serves undergraduate students across all colleges and programs, including transfer students, new freshmen, and continuing students. The following units and programs constitute the Division of UAA: Honors College, Interdisciplinary Studies Program, Learning Resources Center, Meyerhoff Scholars Program, Office of Undergraduate Education, Sherman STEM Teacher Scholars Program and the Women's Center. All of these areas are responsible for a wide variety of programming initiatives that support student success and retention. For more information visit <http://uaa.umbc.edu/>.

### **Honors College**

The Honors College, a selective academic community, deepens UMBC's commitment to the life of the mind and seeks to provide a unique academic and social experience for its members. The enhanced versions of standard courses and Honors Seminars allow students and faculty to discuss issues and questions in small groups, to write and think across and beyond disciplines, to test their own and others' ideas, and to make scholarly and social connections they otherwise might not. Students are also encouraged and supported in undertaking independent research, engaging in service learning, studying abroad, and doing internships. Honors College students major in all the departments on campus, and we encourage applications from new, established and transfer students who wish to be excellent scholars. For more information visit <http://honors.umbc.edu/>.

### **Interdisciplinary Studies Program**

UMBC's interdisciplinary studies program offers students the opportunity to explore multiple areas of academic interest by designing their own course of study. Individually designed majors, tailored to specific education and career goals, are ideal for students who wish to be engaged in a collaborative academic environment and to work closely with faculty and staff. Students develop proposals for bachelor of arts or bachelor of science degrees with faculty guidance and are encouraged to integrate independent study, internships, research and creative work into their programs.

Some examples of interdisciplinary majors students have recently created include: anthropology and women's studies, biomedical ethics, Chinese language and culture, community health, criminal justice, environmental ethics and policy, human-computer interaction, international and global studies, music and religious studies, neuroscience, and science journalism. Graduates from the interdisciplinary studies program have entered careers with investment firms, the media, environmental organizations, allied health companies and all levels of the government and have received advanced



training and degrees in medicine, divinity and law, among other fields. For more information visit <http://inds.umbc.edu/>.

### **Learning Resources Center**

The mission of the Learning Resources Center (LRC) is to provide dynamic undergraduate academic support programs. The goal of these programs is to provide the catalyst for students to achieve their academic goals and become independent, lifelong learners responsible for their success. The LRC collaborates with campus partners to maximize learning success at an Honors University. LRC programs include: tutoring, the Writing Center, the Math Lab, Supplemental Instruction/Peer Assisted Study Sessions, First Year Intervention, Placement Testing, success classes in math and study skills, and the International Teaching Assistants Program. We also provide the tools for undergraduate educational and support staff to have the opportunity to reach their goals. For more information visit <http://lrc.umbc.edu/>.

### **Meyerhoff Scholars Program**

The Meyerhoff Scholars Program has been at the forefront of efforts to increase diversity among future leaders in science, engineering, and related fields. The nomination-based application process is open to prospective undergraduate students of all backgrounds who plan to pursue doctoral study in the sciences or engineering and who are interested in the advancement of minorities in those fields. The program's success is built on the premise that, among like-minded students who work closely together, positive energy is contagious. By assembling such a high concentration of high-achieving students in a tightly knit learning community, students continually inspire one another to do more and better. The National Science Foundation and *The New York Times* have recognized the program as a national model. Scores of representatives from federal agencies, campuses, and corporations across the country have visited UMBC's campus to learn more about the program's success. The College Board's National Task Force on Minority High Achievement praised the Meyerhoff Scholars Program as an example that could provide broader educational lessons. The UMBC Meyerhoff family is now more than 1300 strong, with over 1000 alumni across the nation and nearly 300 students enrolled in graduate and professional programs. For more information visit <http://meyerhoff.umbc.edu/>.

### **Office of Undergraduate Education**

The mission of the Office of Undergraduate Education (OUE) is to lead and connect to the UMBC community by coordinating university-wide initiatives designed to support students toward successful completion of their academic journey at UMBC and to ensure they are prepared to meet the challenges of the future. OUE is involved in developing and revising curricula, programs, and academic policy and in fostering external relations to deliver a distinctive experience for all undergraduates. OUE plays an integral role in UMBC's strong culture of undergraduate research, including by coordinating Undergraduate Research and Creative Achievement Day (URCAD) and the Undergraduate Research Awards (URA) program. OUE also supports students in their pursuit of prestigious scholarships, such as Gates, Rhodes, and Fulbright scholarships. OUE enriches the undergraduate student experience academically, socially, and civically. For more information visit <http://oue.umbc.edu/>.



## **Sherman STEM Teacher Scholars Program**

The Sherman Scholars program supports and prepares high-quality teachers in STEM fields to teach in urban schools. Scholars in early childhood and elementary education prepare to be experts in teaching and integrating STEM subject areas, while secondary candidates become experts in teaching their STEM discipline. Sherman Teacher Scholars demonstrate the following qualities: strong academic aptitude and enthusiasm in STEM disciplines, commitment to social justice and community engagement, open and reflective in mindset and practice, and principled in the belief that all children deserve a high-quality education. For more information visit <http://sherman.umbc.edu/>.

## **The Women's Center**

The Women's Center at UMBC advances gender from an intersectional feminist perspective through co-curricular programming, support services, and advocacy for marginalized individuals and communities. It prioritizes critical social justice as a community value, with a deliberate focus on women, gender, anti-racism, and feminism. All are welcome as long as they respect women -- their experiences, their stories, and their potential. For more information visit <http://womenscenter.umbc.edu/>.

## **THE OPPORTUNITY**

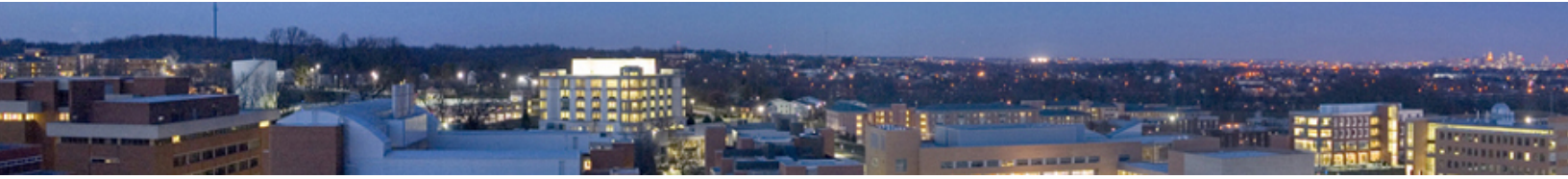
UMBC seeks a Vice Provost and Dean of Undergraduate Academic Affairs who will champion students' needs and issues and embrace the following priorities to enhance the undergraduate experience:

**Assess Current Programs and Drive Change.** As an Honors University, UMBC has invested in a team and resources to conduct assessments, collect data, and provide results. The VP/Dean will be expected to couple direct qualitative student feedback with these evaluation outcomes to measure the quality of student learning and programs, pose relevant questions that can be answered with qualitative and quantitative data, and employ the results to inform decisions and drive innovation and change. The VP/Dean will also be expected to identify best practices that can be implemented across campus to ensure the greatest positive impact on student success.

**Build Connections through Collaborative Leadership.** The VP/Dean will continue efforts to improve and expand the connections among the programs and units within UAA, as well as across UMBC. The VP/Dean will need to represent UAA effectively as its leader and champion the work done by the Division, while working collaboratively and transparently within UAA and with faculty, undergraduate program directors, other deans, and key administrators to provide programs and implement practices which foster undergraduate student success.

**Contribute to UMBC's Culture of Innovation.** UMBC is recognized for its innovation in undergraduate education, and wishes to continue its tradition of supporting, expanding, and developing innovative programs. The VP/Dean should be conversant with national best practices and should seek to grow and develop new and innovative programs/initiatives that support undergraduate education, achievement, and an honors experience for all students.





**Identify and Develop Resources.** The VP/Dean will be expected to steward existing relationships and identify and cultivate connections with those who believe in UAA’s mission. Additional resources will provide the means for UAA to try new initiatives that will allow UMBC to remain one of the most innovative universities in undergraduate education.

**Foster a Cooperative and Collegial Culture.** UAA contains a unique group of programs and units, all sharing the goal of undergraduate student success. The next VP/Dean should continue to build an inclusive culture, encouraging interaction and collegiality among the Division.

## **RESPONSIBILITIES**

The Vice Provost and Dean of Undergraduate Academic Affairs is a key advisor to the Provost and Senior Vice President for Academic Affairs on all matters related to undergraduate education. The VP/Dean will lead a division offering programs critical to the success of all in support of the broader mission of the University, will be responsible for championing campus-wide undergraduate programs and practices, and also will:

- provide visionary leadership for the enhancement of undergraduate student success;
- provide support and guidance to all units and programs within UAA, as well as to undergraduate program directors;
- guide and review curricula, programs, and academic policy;
- promote and value a culture of inclusive excellence and diversity across all academic programs and UAA;
- promote and value scholarship on student success and learning;
- provide strong and persuasive advocacy for the importance of an undergraduate education;
- foster collaborative internal and external relations to deliver a distinctive honors experience for all undergraduates, with emphasis on those students who are in their first year at UMBC and are unaffiliated;
- manage student complaints and academic policy issues tactfully to ensure best possible outcomes for all parties;
- provide opportunities to develop, promote, and support faculty and staff;
- guide the allocation of human and financial resources;
- work with the Office of Institutional Advancement to pursue opportunities to expand resources;
- serve as an effective member of the leadership team and collaborate with colleague deans and vice provosts across the campus to ensure effective planning and utilization of resources;
- participate in UMBC’s tradition of shared governance; and
- be committed to alignment with the strategic priorities of the University.



## QUALIFICATIONS

Candidates for the Vice Provost and Dean of Undergraduate Academic Affairs should demonstrate the following:

- a terminal degree in their field and a strong record of teaching in higher education;
- a collaborative leadership style and record of effective leadership, including working in a transparent manner with all constituencies across the University;
- the ability to work with and support a variety of diverse units and programs;
- experience in the management and administration of academic affairs;
- experience with developing and enhancing on-campus academic programs;
- experience assisting students to resolve complaints and policy-related issues and manage conflict;
- skill and comfort with data and its use in tracking trends and outcomes;
- a track record of innovation, creativity, and use of best practices;
- evidence of success in managing budgets and resource allocation;
- the capacity to pursue additional funding opportunities in alignment with institutional priorities and goals;
- a strong commitment to undergraduate education and student-centered programming and instruction;
- a commitment to diversity and inclusive excellence; and
- a commitment to thoughtful shared governance.

## APPLICATIONS

Steve Leo, Partner; and Lindsay Allison, Associate, of Storbeck/Pimentel & Associates, are assisting the search committee. Applications should include a letter of interest, a current curriculum vitae, and the names of three references. For best consideration applications should be submitted by March 31, but applications will be accepted until the position is filled. Questions, requests for other information, and all written nominations and applications should be sent by email to:

[UMBCVPDeanUAA@storbecksearch.com](mailto:UMBCVPDeanUAA@storbecksearch.com)

It is anticipated that the appointment will begin on July 1, 2017.

### UMBC IS AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY 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 particularly encourage applications from women, members of minority groups, veterans, and individuals with disabilities.*