



Search for the Dean, College of Engineering and Information Technology
University of Maryland, Baltimore County
Baltimore, MD

The University of Maryland, Baltimore County (UMBC) seeks a strategic and proven leader to serve as the next Dean of the College of Engineering and Information Technology (COEIT). Committed to inclusive excellence, UMBC is proud to be one of the nation's fastest-growing and most diverse public R1 universities. The University's vibrant campus is regarded as a new model for American higher education – a place where talented students, faculty, and staff thrive in a culture that embraces innovative ideas.

Under the transformational leadership of President Valerie Sheares Ashby, the University delivers a distinctive undergraduate educational experience characterized by a strong liberal arts and sciences core and offers graduate programs in engineering, computing, science, humanities, social sciences, public policy, and human services. UMBC has achieved a national and international reputation for innovation and student success, particularly in STEM. For over a decade, The Chronicle of Higher Education has recognized UMBC as a “great college to work for.”

The College of Engineering and Information Technology (COEIT) is renowned for integrating undergraduate and graduate education, research and innovation, and service to address evolving global needs. The mission of the College is to educate future leaders and contribute to the professional workforce in engineering, computer science, and information systems; to excel in research and innovation that discovers new knowledge and enables new technologies and systems; and to embrace a culture of service to and engagement with external communities and professions. COEIT's programs include a broad portfolio of engineering, computing, business, and management topics across four departments: [Chemical, Biochemical & Environmental Engineering](#), [Computer Science and Electrical Engineering](#), [Information Systems](#), and [Mechanical Engineering](#).

The next Dean of COEIT will be an inspiring, collaborative, and entrepreneurial individual who is able to strategically lead and leverage the growth of the College while charting a visionary course for the future. The successful Dean will bring a strategic approach to addressing a range of opportunities and challenges. This individual will be responsible for ensuring the vitality and long-term success of the College and engaging with the broader university community and beyond to advance an agenda of teaching, research, and service. The Dean works closely with department chairs, faculty, and staff within the College and collaborates with fellow deans and other leaders throughout the institution. The Dean is the lead ambassador for engineering and information technology at the university and beyond and, as such, builds

and leverages relationships with alumni, industry leaders, influential partners internally and externally, and stakeholders across the University, the region, and around the world.

UMBC has engaged Isaacson, Miller, a national executive search firm, to support the work of the representative search committee. Confidential nominations, inquiries, and applications may be directed to the search firm as indicated at the end of this document.

UNIVERSITY OF MARYLAND, BALTIMORE COUNTY

Founded in 1966, UMBC is a mid-sized public research university in the Baltimore-Washington corridor and a member of the University System of Maryland (USM). It was the first public university in Maryland to include students of all races, and it is federally designated as a Minority Serving Institution. UMBC was established upon the land of the Piscataway and Susquehannock peoples, and, over time, citizens of many more Indigenous nations came to reside in the region. UMBC humbly offers its respects to all past, present, and future Indigenous people connected to this place.

In the 2021 Carnegie Classification of Institutions of Higher Education, UMBC ascended to the highest level of research activity, achieving the Research 1 (R1) categorization for doctoral institutions. The University delivers a distinctive undergraduate educational experience characterized by a strong liberal arts and sciences core and offers graduate programs in engineering, information technology, science, humanities, social sciences, public policy, and human services. UMBC's Graduate School offers 41 master's degree programs, 24 doctoral degree programs, and 24 graduate certificate programs. The Division of Professional Studies offers an array of professionally-focused master's degrees, graduate certificates, individual courses, and non-degree training programs.

Thirty-five new academic programs have been added since 2006, including three new departments: gender, women's, and sexuality studies; media and communication studies; and marine biotechnology. Most of the University's academic programs are offered on its 500-acre main campus near Baltimore, with some programs offered at the Universities at Shady Grove campus – a distinctive partnership of nine USM institutions – in Rockville, Maryland, and select research and teaching facilities in downtown Baltimore.

The campus is largely residential, the University enrolls almost 14,000 students, and it enjoys more than \$119 million in externally funded research annually. UMBC has increased its international student population, more than doubled the proportion of students from low-income households, and more than doubled its number of annual graduates – from 1,700 to nearly 3,500 over the past 20 years.

UMBC has achieved a remarkable national and international reputation for innovation and student success, particularly in STEM. It has modeled for the world what it means to practice inclusive excellence – most notably through its Meyerhoff Scholars Program, which has been replicated at numerous institutions throughout higher education since its inception in 1988. UMBC consistently ranks among the

most innovative universities with the highest quality undergraduate teaching. For over a decade, The Chronicle of Higher Education has recognized UMBC as a “great college to work for.”

UMBC ranks among the US’s top public universities in federal research support, #16 in NASA funding, #33 in federal funding for geosciences, atmospheric sciences, and ocean sciences, and #55 for federal support for computer and information sciences. In 2020, UMBC was honored by the Carnegie Foundation for the Advancement of Teaching with its distinguished Carnegie Community Engagement classification. Significantly, UMBC is the nation’s #1 producer of Black undergraduates who go on to complete a PhD in the natural sciences or engineering and #1 for Black undergraduates who complete an MD/PhD.

For more information about the University of Maryland, Baltimore County, please see umbc.edu.

LEADERSHIP

Valerie Sheares Ashby, PhD, President

Valerie Sheares Ashby began as the sixth president of UMBC on August 1, 2022. The first woman to serve in this role, she also holds a faculty appointment in UMBC’s Department of Chemistry and Biochemistry.

Sheares Ashby joined UMBC from Duke University, where she had served since 2015 as dean of the Trinity College of Arts & Sciences. As dean, she led the development and implementation of strategic plans that resulted in significant new investments in faculty recruitment and development, philanthropy, and student engagement, and a realignment of operations that enhanced services and created operational efficiencies. Throughout, she consistently advanced diversity, equity, and inclusion as imperative to excellence in both teaching and research.

Prior to her tenure at Duke, Sheares Ashby chaired the chemistry department at the University of North Carolina at Chapel Hill (UNC) from 2012 to 2015. As a faculty member at UNC since 2003, she held numerous leadership positions and had experience at all levels of academic administration. She served on UNC’s Arts & Sciences Foundation Board of Directors and Research Advisory Council and chaired the university’s Institutional Conflict of Interest Committee and the College of Arts & Sciences Faculty Diversity Task Force. She engaged in all aspects of the undergraduate educational experience as director of undergraduate studies in the chemistry department, and she directed the UNC National Science Foundation Alliance for Graduate Education and the Professoriate. Sheares Ashby was instrumental in UNC’s collaboration with UMBC to launch the Chancellor’s Science Scholars Program, which was among the earliest replication pilots by a research university of the Meyerhoff Scholars Program.

She began her academic career in 1996 as an assistant professor at Iowa State University and was promoted to associate professor in 2002. At Iowa State, Sheares Ashby served as a mentor for the Iowa State University Program for Women in Science & Engineering, a summer research program for undergraduate and high school students.

As a researcher, Sheares Ashby has focused on synthetic polymer chemistry, with an emphasis on designing and synthesizing materials for biomedical applications such as X-ray contrast agents and drug delivery materials. She is the recipient of the National Science Foundation Career Development Award, DuPont Young Faculty Award, and 3M Young Faculty Award, as well as numerous teaching and service awards, including the UNC Chapel Hill General Alumni Association Faculty Service Award and the Bowman and Gordon Gray Distinguished Term Professorship for excellence in undergraduate teaching and research. In 2022, Women of Color Magazine named Sheares Ashby its Technologist of the Year.

She received her B.A. and Ph.D. degrees in chemistry from the University of North Carolina at Chapel Hill and completed postdoctoral research at Johannes Gutenberg Universität Mainz in Germany as a National Science Foundation Postdoctoral Fellow and NATO Postdoctoral Fellow.

Manfred H. M. van Dulmen, PhD, Provost and Senior Vice President for Academic Affairs

Manfred H. M. van Dulmen serves as UMBC's Provost and Senior Vice President for Academic Affairs.

Dr. van Dulmen comes to UMBC from Kent State University in Ohio, where he served as Senior Associate Provost and Dean of the Graduate College. He started at Kent State as a faculty member in the Department of Psychological Sciences in 2004 and, since then, has served in numerous academic leadership positions at Kent State, including Interim Department Chair and Associate Dean of the College of Arts and Sciences. He led Kent State through the COVID-19 pandemic and developed strategies for enhancing graduate education and supporting student mental health. He also led strategic planning in Academic Affairs, helped to enhance and promote research strength across all disciplines, and led efforts resulting in new collaborative degree programs in data science and cybersecurity, as well as in innovative micro-credential programs at Kent State.

Dr. van Dulmen is an award-winning scholar with a Ph.D. in family social science from the University of Minnesota. He has published over 100 articles and book chapters and edited or co-edited three books. He also founded and served as editor-in-chief of the Sage Publications journal *Emerging Adulthood*. His research interests include adolescent and young adult relationships and experiences, externalizing behavior problems and aggression, and measurement and methodology.

COMMUNITY

UMBC's Vision Statement is remarkable in its clarity and ambition: "Our UMBC community redefines excellence in higher education through an inclusive culture that connects innovative teaching and learning, research across disciplines, and civic engagement. We will advance knowledge, economic prosperity, and social justice by welcoming and inspiring inquisitive minds from all backgrounds." UMBC serves 13,906 total students: 10,797 undergraduates and 3,139 graduates. Most students (91% of undergraduates and 44% of graduate students) come from the state of Maryland, the majority coming from Baltimore, Howard, Montgomery, Anne Arundel, and Prince George's counties, as well as the City of

Baltimore. As of Fall 2023, 18% of undergraduate and graduate students were international, and over 100 countries are represented in the entire student body.

The University is firmly committed to access and is a diverse and welcoming community, with just over 50% of students self-identifying as students of color. As of Fall 2024, across undergraduate and graduate students, the University enrolled a student body comprising 28% White students, 20% Black/African American students, 19% Asian American students, 8% Hispanic/Latinx students, and 18% international students. 56% of students self-identify as men and 44% as women, a trend that has remained relatively stable over the past 20 years.

UMBC's 1186 faculty are recognized nationally and internationally, notably in the areas of research, scholarship, and creative achievement. The rich and rigorous environment for teaching and learning is supported by approximately 560 full-time instructional faculty members, of which 425 hold the ranks of professor, associate professor, or assistant professor. Of those tenured or on the tenure track, approximately 49% self-identify as women, 6% as Black or African American, 5% as Hispanic or Latino, and 18% as Asian.

Essential to all University activities and initiatives are the employees who tirelessly support and advance the institution's mission and enhance the student experience at UMBC. The University employs approximately 1,291 staff members in a variety of non-faculty roles. As of 2023, 60% of UMBC staff self-identify as women, 20% as Black or African American, 3% as Hispanic or Latino, 5% as Asian, 0.08% as American Indian or Alaska Native, and 0.2% as Native Hawaiian or Other Pacific Islander.

UMBC embraces a strong shared-governance model, in which academic success is facilitated by fostering an empowering institutional culture and broad leadership for innovation among senior leaders, administrators, staff, faculty, and students. The University Steering Committee, comprising the leaders of the University's three senates, the Graduate Student Association and the Student Government Association, is the cornerstone of UMBC's shared governance system. The robust shared governance model at UMBC is a critical element of its empowerment. To learn more about each of the groups, please visit <https://usc.umbc.edu/>.

COLLEGE OF ENGINEERING AND INFORMATION TECHNOLOGY

The College of Engineering and Information Technology (COEIT) is a top-tier college of engineering and computing that is renowned for integrating undergraduate and graduate education, research and innovation, and service to address evolving global needs. The mission of the College is to educate future leaders and contribute to the professional workforce in engineering, computer science, and information systems; to excel in research and innovation that discovers new knowledge and enables new technologies and systems; and to embrace a culture of service to and engagement with our communities and professions.

COEIT's programs include a broad portfolio of engineering, computing, information systems, business, and management topics across four departments: [Chemical, Biochemical & Environmental Engineering](#), [Computer Science and Electrical Engineering](#), [Information Systems](#), and [Mechanical Engineering](#). In the past five years, COEIT's total enrollment has grown from about 4800 to over 6000, which is about 42% of UMBC's ~14,000 students, supported by over 150 full-time faculty, including tenure/tenure-track and non-tenure track faculty and 64 staff with total expenditures of about \$50M. Over one-third of COEIT's full-time faculty were hired since 2017. Efforts to promote higher proposal success have already shown considerable growth: research awards for grants and contracts processed in the college were nearly \$23M in the 2021-2022 fiscal year, which is more than double any year before 2018. A significant factor in that growth has been the founding of two large college-level centers, [CARDS](#) and [iHARP](#). A total of 11 [research centers](#) are housed within COEIT.

The majority of COEIT's undergraduates are students of color, which has increased from 48% to over 60%. Within COEIT, the Center for Women in Technology (CWIT) is dedicated to increasing the representation of women and all underrepresented groups and their allies in technology and engineering fields. CWIT efforts begin with nurturing a strong group of CWIT Scholars, grow to building community resources for other women in these majors, extend to fostering a healthy gender climate in COEIT departments, and finally expand into outreach efforts to increase interest in technical careers. The COEIT's B.S. programs in Chemical Engineering, Computer Engineering, Mechanical Engineering, and Computer Science are accredited by the Engineering and Computing Accreditation Commissions of [ABET](#), under the General Criteria and the Chemical Engineering, Computer Engineering, Mechanical Engineering, and Computer Science Program Criteria.

COEIT has established a strong college identity, initiated projects elevating faculty and staff professional development, and deepened engagement with external stakeholders and student organizations. Support for UMBC's growth in workforce development, healthcare engineering, computing education, and cybersecurity has resulted in significant direct support from economic development initiatives. The Engineering & Computing Education Program ([ECEP](#)) within the college is an incubator for undergrad and grad education and education research projects to advance the college's collective impact on student success, social responsibility, and inclusive excellence. ECEP houses interdisciplinary graduate programs and the Maryland Center for Computing Education ([MCCE](#)), which supports K-12 computing education across the state. COEIT introduced college-based faculty and staff awards, a laboratory renewal program, college-wide undergraduate and graduate councils focused on enrollment planning and student success, faculty, and staff advisory groups, and new programs for onboarding faculty and students.

COEIT's [computer science](#) and [mechanical engineering](#) programs have been extended to the Shady Grove campus, and in recent years, several new [professional master's programs](#) have been launched in Software Engineering, Data Science, Health Informatics, and Cybersecurity, among others. This is in addition to intensified efforts to support transfer students, improve connectivity to UMBC's Academic Success Center, and co-launch a [Computing Success Center](#).

Through innovation and collaboration, the College of Engineering and Information Technology capitalizes on its geographic location and unique blend of engineering and information technology to transform lives and meet societal challenges. COEIT's current strategic plan, adopted in Fall 2015, identifies concrete strategic directions, goals, and metrics to meet this vision focused on two primary themes: (1) Elevate the student experience and (2) Build and sustain a strong college.

ROLE OF THE DEAN

The Dean reports to the Provost and Senior Vice President of Academic Affairs and serves as the academic and administrative officer of the College of Engineering and Information Technology. This individual will be responsible for ensuring the vitality and long-term success of the College and engaging with the broader university community and beyond to advance an agenda of teaching, research, and service. The Dean works closely with department chairs, faculty, and staff within the College and fellow deans, vice presidents, vice provosts, and other leaders throughout the institution. The Dean is the most prominent advocate for engineering and information technology at the university and, as such, builds and leverages relationships with alumni, industry leaders, influential partners internally and externally, and stakeholders across the University, the region, and around the world.

The Dean has 13 direct reports, including the four department chairs, Associate Dean for Research & Faculty Development, Associate Dean for Academic Programs and Learning, Assistant Dean & Academic Advisor, Assistant Dean for Finance and Administration, Director for Engineering and Computing Education Program (ECEP), Director for Center for Women in Technology (CWIT), Manager/Chief of Staff, Coordinator, and the COEIT Advisory Board. COEIT has an operating budget of \$33.6 million, and the Dean is expected to be an adept financial steward on behalf of the College.

KEY OPPORTUNITIES AND CHALLENGES

Set an innovative and ambitious vision for engineering and information technology excellence

The next Dean will be a data-driven and strategic leader who can elevate the school's profile and amplify the impact of COEIT faculty and students. A successful leader will identify and execute a set of ambitious objectives that will require establishing broad buy-in while bringing new ideas to help COEIT realize its full potential. The new Dean will leverage the collective strengths of the unit to identify opportunities to support enrollment growth, pursue scholarly and pedagogical innovations, enhance student success measures, and meet evolving workforce needs. In advancing excellence in research and impact, the Dean will leverage connections across UMBC, as well as the university's location, to develop collaborative partnerships with industry and federal agencies.

Enhance the educational mission, student experience, and student success within COEIT

The new Dean will be a strong advocate for COEIT and a broadcaster for the College's offerings and achievements, as well as working to ensure it remains a leader in producing highly skilled graduates within the region. The new Dean will ensure that COEIT has ample resources to enhance the educational experience and quality of life for its students. This includes attending to issues such as advising and support services as well as graduate student funding and other resources. The Dean will support student success initiatives at both the school and university levels to attract students, create space to support students on campus, allow for flexibility in the curriculum, and promote interdisciplinary and experiential learning opportunities. The Dean will strengthen and continue to grow the College's activities and engagement in STEM issues, furthering its reputation in hands-on education and career preparation more broadly. They will also build strong ties with local, state, and national industries while developing and engaging a robust and diverse alumni base.

Effectively manage and cultivate resources to enable the College to realize its full potential and meet its ambitious objectives

The Dean will need to possess sharp financial acumen to effectively manage resources and ensure the College has a healthy and sustainable future. They need the ability to make strategic business and budget allocation decisions while diligently managing complex fiscal realities. The Dean will pursue avenues for strategic enrollment growth of the College, work to identify key revenue generation opportunities, and effectively advocate on behalf of COEIT for investment in critical areas. An important responsibility of the Dean is to secure financial resources. To sustain momentum, the College must continue to raise resources from the outside, beyond support from central administration, to fund the many programs, faculty, and facilities' needs. The next Dean will be a superb relationship builder and fundraiser, effectively communicating the power and impact of COEIT. The Dean will team up with UMBC's advancement division to identify and cultivate alumni of UMBC, supporters of UMBC, and the philanthropic community.

Recruit, retain, and develop an outstanding faculty and staff

COEIT's faculty and staff are indispensable to its mission. The Dean will drive the recruitment, promotion, and retention of faculty and staff who are highly qualified and committed to the College's mission. The incoming Dean will inspire loyalty and dedication to COEIT's mission and will further boost and enhance the sense of community among faculty and staff at all levels. The expertise of faculty will be leveraged to encourage new ideas and engage in ongoing conversations to ensure faculty and staff feel valued and supported. In addition, the Dean will serve as a partner to faculty in prioritizing the College's core mission: teaching and learning. Experience mentoring, managing conflict, and recognizing and rewarding employees for outstanding performance will be critical. Continued support for excellent administrative staff for COEIT's growing departments and programs is also critical. The Dean will demonstrate exceptional judgment in faculty and staff hiring and retention to advance the goal of ensuring that the faculty and staff better reflect the diversity of the student population.

Advance and accelerate progress in inclusive excellence

UMBC's commitment to inclusive excellence is supported by a community that values diverse backgrounds and perspectives and encourages collaboration and innovation and the next Dean will build on a strong foundation of inclusive excellence at both COEIT and UMBC. The College is proud of its historic commitment to increasing access to science and technology education and careers. For example, COEIT received a bronze award from the American Society of Engineering Education (ADRP)'s Diversity Recognition Program in 2019. There still is more work to be done to increase representation of historically marginalized groups at the student, staff, and faculty levels. Beyond representation, the Dean is expected to bring a deep-seated commitment to inclusive excellence and a record of successful action and courage, both personally and professionally, in this work. The Dean will bring demonstrated experience with equity, diversity, and inclusion, championing practices and policies to create an inclusive environment where all community members feel well-supported and empowered and to ensure that faculty and staff are able to effectively support the diversity of the student body they serve, which reflects College, university, and state demographics.

Establish and strengthen critical relationships across COEIT and UMBC, and with external stakeholders

COEIT seeks a Dean who will work collaboratively to increase the prominence and success of its individual programs and collective strengths. The ongoing success of the College will hinge on the Dean's ability to forge ties with industry, government, community, and philanthropic partners, in addition to collaborators across campus. The Dean will continue to build strong relationships with faculty, staff, students, and leaders within the broader COEIT and UMBC community. This work will extend beyond UMBC to include UMBC peer institutions, USM institutions, as well as local, regional, and national partners as the Dean seeks ways not only to extend the College's reach but also to have a broader impact in STEM.

QUALIFICATIONS AND CHARACTERISTICS

While no one person will embody all the following, a successful candidate will bring many of the following professional qualifications, skills, experiences, and personal qualities:

- An earned doctorate with an established record of advanced research in engineering, information technology, or a relevant discipline that merits appointment at the rank of full professor;
- A proven record of effective administrative leadership and managerial experience, including change management and strategic growth;
- A record of transparent, strategic, and successful fiscal management and the ability to manage a complex budget efficiently and effectively;
- Ability to promote and support excellence in teaching, scholarship, professional activity, and service to the College, University, and community;
- Ability to serve as an effective advocate for the College and its programs;
- Understanding of the diverse needs of the departments and programs in the College;

- Demonstrated evidence of experience promoting inclusive excellence for faculty, staff, and students;
- The ability to successfully engage and develop external relationships and cultivate sources of external funding and program support;
- An inspirational commitment to and vision for undergraduate and graduate education in engineering and/or information sciences;
- A demonstrated commitment to public higher education access and an active record of removing systemic barriers.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, and applications, including CVs with cover letters, should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-maryland-baltimore-county-college-engineering-and-information-technology>. Electronic submission of materials is strongly encouraged.

Keight Tucker Kennedy, *Partner*
Alexandra Lolavar, *Senior Associate*
Alexis Scott, *Senior Search Coordinator*
Isaacson, Miller

The University of Maryland, Baltimore County, values safety, cultural and ethnic diversity, social responsibility, lifelong learning, equity, and civic engagement. Consistent with these principles, the UMBC does not discriminate in offering equal access to its educational programs and activities or with respect to employment terms and conditions on the basis of a UMBC community member's race, creed, color, religion, sex, gender, pregnancy, ancestry, age, gender identity or expression, national origin, veterans status, marital status, sexual orientation, physical or mental disability, or genetic information.