



Senior Vice Provost for Academic Affairs  
University of Maryland, Baltimore County  
Baltimore, MD

## THE SEARCH

The University of Maryland, Baltimore County (UMBC) seeks an experienced and accomplished leader to serve as its next Senior Vice Provost for Academic Affairs (Senior Vice Provost). The Senior Vice Provost, who is the most senior of six Vice Provosts and serves as the Deputy Provost, reports to the Senior Vice President for Academic Affairs and the Provost. The Senior Vice Provost leads in the areas of academic resource planning and management, curricular affairs, accreditation and assessment, and large-scale initiatives. The Senior Vice Provost also serves as a highly visible spokesperson for academic affairs and will often be called upon to lead initiatives as well as represent the Provost for engagements and public-facing opportunities.

UMBC is a top-ranked university that masterfully integrates cutting-edge research, learning, and engagement across its campus community. UMBC is known for its dedication to student success, strong, interdisciplinary research, and supportive community that empowers and inspires inquisitive minds as one of the country's most inclusive education communities. U.S. News & World Report has named the university a national leader in innovation and undergraduate teaching and has recognized UMBC's graduate programs as among the nation's best. The university is home to 835 full-time faculty plus 424 part-time faculty conducting instructional and research activities. UMBC faculty support 13,906 enrolled students, including 3,139 graduate students.

This is an exciting and pivotal time for UMBC, as new additions to leadership are charting the path for continued growth and excellence across all facets of the university. The Senior Vice Provost for Academic Affairs will join a developing leadership team committed to advancing the institution while maintaining academic integrity and providing an inclusive environment for students, faculty, and staff. A successful candidate for this opportunity will possess significant senior-level experience in leading curricular affairs, tested skills in executing large-scale initiatives, a depth of research experience, and a collaborative, adaptable approach to leadership. The Senior Vice Provost will be supported by a dedicated staff and will serve as a trusted partner within The Office of the Provost and beyond.

UMBC has retained Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be submitted as indicated at the end of this document. All such outreach will be treated confidentially.

## ABOUT 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 is 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 respects 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. UMBC offers over 175 majors, minors, and certificate programs from the arts and engineering to pre-professional studies and social sciences.

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 in Rockville, Maryland – a distinctive partnership of nine USM institutions –and select research and teaching facilities in downtown Baltimore.

The university enrolls almost 14,000 students and reported over \$150 million in research and development expenditures for FY24. Over the past 20 years, UMBC has increased its international student population, more than doubled the proportion of students from low-income households, and increased its number of annual graduates from 1,700 to nearly 3,500.

UMBC has achieved a remarkable national and international reputation for innovation and student success, particularly in STEM. It has created a national model for 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.” 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 it is #1 for Black undergraduates who complete an MD/PhD.

For more information about the University of Maryland, Baltimore County, please see [umbc.edu](https://umbc.edu).

## LEADERSHIP

### Valerie Sheares Ashby, PhD, President

Dr. Valerie Sheares Ashby began her term 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.

Dr. Sheares Ashby joined UMBC from Duke University, where she served 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.

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, Dr. 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. She received her BA and PhD 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

Dr. Manfred van Dulmen began his term as provost and senior vice president for academic affairs of UMBC on July 1, 2024. He also holds a faculty appointment in UMBC's Department of Psychology.

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 PhD 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. Fifty-six percent of students self-identify as men and 44% as women, a trend that has remained relatively stable over the past 20 years.

UMBC's 1,259 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, 18% as Asian, 6% as Black or African American, and 5% as Hispanic or Latinx.

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 1,290 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, 5% as Asian, 3% as Hispanic or Latinx, 0.2% as Native Hawaiian or Other Pacific Islander, and 0.08% as American Indian or Alaska Native.

UMBC embraces a strong shared governance model to achieve academic success. 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/>.

## ROLE OF THE SENIOR VICE PROVOST

The Senior Vice Provost will be a visible leader for the university and a leader among leaders within the [Office of the Provost](#). Moreover, the Senior Vice Provost serves as the Deputy Provost and Acting Provost in the absence of the Provost. Specifically, the Senior Vice Provost will execute numerous essential functions, including leading needs assessment efforts, developing strategic objectives and university-wide policies and procedures; coordinating the development and approval of program budgets and expenditures while maximizing existing resources and preparing strategic planning recommendations; supporting the Provost in the development and achievement of Academic Affairs' goals, objectives, and policies; providing leadership and serving as key point of contact on various large-scale academic initiatives; and assuming divisional responsibility as requested on behalf of the Provost. The Senior Vice Provost will work closely with others to ensure a strong, collaborative, and well-functioning academic leadership team.

## KEY OPPORTUNITIES AND CHALLENGES FOR THE SENIOR VICE PROVOST

### **Develop and execute a strategic, data-driven approach toward advancing UMBC's academic affairs.**

The Senior Vice Provost will be responsible for leading numerous initiatives and special projects that will impact the UMBC community. Additionally, the Senior Vice Provost will be charged with implementing solutions to short-term needs as well as working with various stakeholders to develop long-term strategic plans that will further advance UMBC's pursuit of becoming a model institution for academic success and student support. This is an opportunity for a leader to define and address UMBC's academic needs while understanding and leveraging its strengths in terms of academic offerings, research, and community engagement. The Senior Vice Provost will utilize previous experiences and success in large-scale strategic planning to advance UMBC and set the tone for academic leadership, innovation, and curriculum development.

### **Continue to build upon UMBC's regional and global engagement by prioritizing inclusive excellence and student success.**

UMBC is recognized as a leader in inclusive excellence. As the university continues to strive and become a model institution, the Senior Vice Provost will be essential in using a strategic and inclusive approach to further advancing UMBC's regional development and growing international presence, while remaining true to its public mission. Understanding and addressing the evolving needs of the campus, both academically and in terms of student outcomes, will be a continual task. This includes leading efforts to improve UMBC's academic standing, fostering international engagement, and expanding UMBC's regional recognition through advancing research and academic initiatives. The Senior Vice Provost will work with

multiple leaders and stakeholders across academic and administrative units to enhance current offerings and initiatives, analyze performance using a data-driven approach, and continuously assess programs for institutional and specialized accreditation reporting. Additionally, the Senior Vice Provost will share and advance UMBC's commitment to inclusive excellence by maintaining a global and inclusive approach to making decisions and developing initiatives.

**Navigate leadership within a large system while managing multiple partners and adapting to complex situations.**

As UMBC is a member of The University System of Maryland, the Senior Vice Provost will be expected to engage in sensitive, high-level decision-making with the Provost and other senior leaders both on campus and system-wide. The role requires balancing local campus needs with system-wide objectives and creating productive working relationships across the broader university system. The Senior Vice Provost will also need to pivot between short-term solution management and long-term strategic goals, balancing immediate needs with the university's broader mission. The Senior Vice Provost will serve as a relationship builder and trusted leader who will prioritize both small- and large-scale collaboration while handling complex, sensitive matters with the utmost integrity and professionalism.

**Value and prioritize a collaborative approach to supporting academic excellence.**

As UMBC continues to grow its academic offerings and impact, the consideration and value of multiple perspectives and skill sets will be paramount. The Senior Vice Provost will serve as a liaison to university departments and units that have competing needs and priorities. To do so effectively, the Senior Vice Provost will possess the ability to balance various needs while proactively seeking opportunities to collaborate and build active partnerships. The Senior Vice Provost will also be an open and effective communicator who can speak to complex matters amongst stakeholders while also elevating concerns to the Provost as needed. A successful candidate will have previous experience building partnerships across a large department, unit, or institution, as well as valuing the needs and perspectives of a wide array of stakeholders within a diverse community.

## QUALIFICATIONS AND CHARACTERISTICS

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

- A scholarly record, including a PhD or other relevant terminal degree, sufficient for a faculty appointment with tenure at the rank of full professor;
- Six or more years of administrative experience at a complex, doctoral-granting university;
- A depth of experience in higher education and the senior-level institutional processes, including student acquisition and retention, service delivery, and stakeholder communications;

- A proven record of effective academic leadership and managerial experience, including change management and the ability to manage academic programs and services collaboratively;
- Successful experience in developing, executing, and evaluating academic programs in a complex environment;
- Exceptional communication skills inclusive of the ability to translate complex messages to a variety of audiences, serve as an effective and engaging public speaker for both written and oral presentations, and demonstrate excellent active listening skills;
- Experience serving as a public-facing spokesperson and representative for a large institution, program, or department;
- Experience leading university-level initiatives and demonstrated ability to promote innovation;
- Innovative collaboration skills, with the ability to build accord amongst diverse groups and constituents;
- Demonstrated success in large-scale strategic planning;
- Excellent skills in proactive budgeting and financial management; and
- Integrity, empathy, and a strong work ethic that aligns with UMBC's mission and values.

## COMPENSATION

The salary range for this role is \$300,000 – \$325,000.

## 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. Electronic submission of materials is strongly encouraged.

**Keight Tucker Kennedy, Partner**

**Alexis Ditaway, Associate**

**Alexis Scott, Senior Search Coordinator**

**Isaacson, Miller**

<https://www.imsearch.com/open-searches/university-maryland-baltimore-county/senior-vice-provost-academic-affairs>

*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.*