



Dean

Frostburg State University, College of Education, Behavioral & Health Professions
Frostburg, Maryland

THE SEARCH

Frostburg State University ("Frostburg" or "FSU"), a historic regional comprehensive university and student-centered institution of the University System of Maryland (USM), seeks an accomplished and collaborative academic leader to serve as the next Dean of the College of Education, Behavioral & Health Professions ("CEBHP" or "the College"). Reporting to the Provost and Senior Vice President for Academic and Student Affairs, the Dean will provide strategic vision and leadership for one of the University's most mission-critical colleges and will help advance Frostburg's commitment to student success, workforce development, community engagement, and the health and vitality of the "Mountain Maryland" region.

As the University enters a new chapter under recently appointed President Shadow JQ Robinson, the Dean will have an opportunity to help shape the future of academic innovation and professional education at FSU. The College occupies a central role in preparing educators, healthcare professionals, behavioral health practitioners, and community leaders who serve Western Maryland, the Appalachian region, and communities throughout the Mid-Atlantic. Through strong partnerships with school systems, healthcare systems, community agencies, and professional organizations, CEBHP contributes directly to workforce development and addresses critical regional needs in education, healthcare access, mental health, and community well-being. They will continue to foster an inclusive and student-centered environment that supports high-impact educational experiences, ensuring that the College continues to serve as a destination for students seeking transformative professional preparation and lifelong success.

The Dean will oversee five academic departments, multiple accredited programs, and a dedicated community of faculty and staff committed to transformational learning. The next Dean will champion teaching excellence, support scholarship and professional practice, strengthen external partnerships, advance enrollment and retention efforts, advance fundraising and grant-seeking efforts, and position the College to respond effectively to emerging workforce and societal needs. Through collaborative and forward-looking leadership, the Dean will build upon the College's strong foundation while helping to define its future trajectory within Frostburg State University and the broader region.

Frostburg State University has engaged Isaacson, Miller, a national executive search firm, for this recruitment effort. All applications, inquiries, and nominations should be directed in confidence to the search team as indicated at the end of this document.

ABOUT FROSTBURG STATE UNIVERSITY

Frostburg State University (FSU) is located on a scenic 260-acre campus in Frostburg, Maryland, nestled in the Allegheny Mountains of Western Maryland. The town was ranked the third-best small college town in the United States by USA Today's 10 Best Readers' Choice in 2024. FSU benefits from proximity to Deep Creek Lake, a major draw for visitors seeking outdoor adventure. The region provides ample opportunities for hiking, skiing, snowboarding and other outdoor sports, making it an ideal place to live and work for nature enthusiasts. Conveniently located within two hours of Baltimore, Washington, D.C., and Pittsburgh, Frostburg is also near Cumberland, the county seat and a major tourist destination.

Founded in 1898 as Maryland Normal School No. 2, FSU originally trained elementary teachers for Western Maryland. It opened in 1902 with a two-year program and 57 students. Over time, the institution evolved: becoming State Teachers College at Frostburg in 1935, Frostburg State College in 1963, and finally Frostburg State University in 1987, affirming its status as a comprehensive regional university. FSU reaffirmed its accreditation by the Middle States Commission on Higher Education in 2025 and holds 11 discipline-specific accreditations, including CAEP for education, CCNE for nursing, ARC-PA for physician assistant medicine, and CSWE for social work.

As one of 12 institutions in the University System of Maryland (USM), FSU is the only four-year USM university west of the Baltimore-Washington corridor. The University is deeply connected to the state of Maryland and the broader Appalachian region; 82% of its students are Maryland residents, while many others derive from neighboring counties in Pennsylvania, West Virginia, and beyond. In addition to its main campus, FSU offers programs at the University System of Maryland Regional Higher Education Center (RHEC) in Hagerstown, online, and maintains a strong international partnership with China. Today, approximately 4,100 students are enrolled in 47 undergraduate majors, 16 graduate programs, and a doctoral program in education. Known for its student-centered approach, innovative academics, and commitment to teaching excellence, FSU plays a vital role in workforce development and regional economic growth—changing lives and strengthening communities. Beginning fall 2027, FSU announced it will [expand in-state undergraduate tuition eligibility](#) to students across much of the Appalachian region, reducing tuition costs by more than 50% for many non-Maryland students while supporting affordability, enrollment growth, and regional workforce development.

Campus Leadership

The University System of Maryland (USM) Board of Regents appointed Dr. Shadow JQ Robinson as the president of Frostburg State University, officially beginning his tenure on July 1, 2026. He succeeds Darlene Brannigan Smith, PhD, who retired after serving as interim president since January 21, 2025. Dr. Robinson

has deep Appalachian roots and brings with him extensive experience in academic leadership, student success initiatives, impactful scholarship, and strategic growth.

Dr. Robinson joins Frostburg State from the University of Arkansas–Fort Smith (UAFS), where he served as Provost and Vice Chancellor for Academic Affairs. From 2018 to 2022, Robinson served as dean of the College of Engineering and Natural Sciences at the University of Tennessee at Martin (UT Martin). In addition to his leadership roles at UAFS and UT Martin, Robinson held permanent faculty positions at Millsaps College (Jackson, Mississippi) and the University of Southern Indiana (Evansville, Indiana). At Millsaps, he chaired the Department of Physics. At Southern Indiana, he earned an award for outstanding teaching by new faculty. Robinson grew up in Appalachia, two miles from the Virginia border in eastern Kentucky.

Robinson earned a Ph.D. in theoretical nuclear physics from Rutgers University (New Jersey) and his bachelor's in physics and astronomy and a bachelor's in mathematics from the University of Kentucky.

Strategic Planning

FSU's Strategic Plan for 2024-2026 (recently extended through 2027 by Interim President Darlene Smith) and its current annual plan focuses on five primary goals: increasing enrollment, strengthening financial sustainability, improving the user experience through academic and operational process review, championing campus pride and community engagement, and achieving academic excellence and innovation. The plan aligns with the Maryland State Plan for Postsecondary Education and the University System of Maryland Strategic Plan. More detailed information can be found at <https://www.frostburg.edu/about-frostburg/strategic-plan-2024-2026/index.php>

Students, Faculty, and Staff

For the fall 2025 semester, Frostburg State University enrolled 3,436 undergraduate students, 548 graduate students, and 81 doctoral students, with 84% of undergraduates from Maryland and 40% identifying as students of color. The University has a first-year retention rate of 73% and offers a vibrant campus experience shaped by academics, athletics, and community engagement. Frostburg student-athletes (the Bobcats) compete at the NCAA Division II level in the Mountain East Conference, fielding competitive men's and women's teams that contribute significantly to school spirit and student leadership. The University has also been recognized as a "Military-Friendly School" for 13 consecutive years, reflecting its longstanding commitment to supporting service members, veterans, and military-affiliated students and ensuring their success.

The University community comprises approximately 300 faculty members and 490 staff, resulting in a student-to-faculty ratio of 14:1. Faculty members are nationally recognized for their scholarship, service, and dedication to student success. Together with staff, they form a close-knit professional community deeply committed to the academic mission and the vitality of the broader Frostburg region. Within this context, the College of Education, Behavioral and Health Professions enrolled 1,325 undergraduate

students and 458 graduate students (377 master's and 81 doctoral students) in Fall 2025, serving as a significant academic home for students and a core contributor to the University's educational mission.

More detailed information can be found at FSU's [2025 Fact Sheet](#), [2025 Institutional Data Dashboard](#), and [Fall 2025 Enrollment Profile and Trends Data](#).

About the Campus and the Western Maryland Region

Frostburg State University's campus covers 260 acres—including its campus arboretum—in the city of [Frostburg, a Historic Main Street community](#). Founded in 1812, Frostburg is a small and vibrant community with a population of about 7,000. It has maintained its close-knit feel while embracing the cross-cultural interests and entrepreneurial spirit that mark it as a modern college town. Frostburg was voted the 3rd best small college town in the U.S. by USA Today's 10 Best Readers' Choice in 2024.

The [FSU Facilities Master Plan](#) for the years 2018-2028 provides a blueprint for the next stages of infrastructural development. Its goal is to ensure that the campus community will continue to provide a high-quality education for students of all levels by emphasizing the quality of the learning environment, improving on-campus housing facilities, and preserving ties to the community.

The Western Maryland region—also known as “Mountain Maryland”—is rich in both history and outdoor activities. Within minutes of the FSU campus are opportunities for downhill and cross-country skiing, snowboarding, whitewater rafting, kayaking, sailing, and swimming at Deep Creek Lake. Also nearby to campus is Rocky Gap State Park, which has abundant outdoor offerings, including camping, boating, and golf. The Great Allegheny Passage, which passes through Frostburg on its way from Washington, DC, to Pittsburgh, provides ample opportunities for walking, running, and biking.

Frostburg State University is the only USM school belonging to the [Appalachian Regional Commission](#) (ARC), an economic development partnership entity of the federal government and [13 state governments](#) focusing on [423 counties](#) across the Appalachian Region, stretching from New York to Mississippi. ARC's mission is to innovate, partner, and invest to build community capacity and strengthen economic growth in Appalachia to help the region achieve socioeconomic parity with the nation.

ABOUT THE COLLEGE OF EDUCATION, BEHAVIORAL & HEALTH PROFESSIONS

The [College of Education, Behavioral & Health Professions \(CEBHP\)](#) traces its roots to Frostburg State University's founding mission of preparing educators for Western Maryland and has evolved into the University's largest academic college and a primary driver of workforce development across the region. Today, CEBHP encompasses a diverse portfolio of nationally accredited programs across the education, health and human services disciplines. Whether it's through the [Nowaczyk Family Children's Literature Centre](#) fostering children's literacy for over four decades or the Education and Health Sciences Center being [transformed into a temporary elementary school for local flood victims](#), the College's vision of

integrity, equity, collaboration, inclusion, and service, continues to strongly reflect the University's mission and legacy of addressing the needs of the communities it serves.

CEBHP is currently home to five academic departments:

- [Educational Professions](#)
- [Kinesiology & Recreation and Sport Management](#)
- [Nursing](#)
- [Physician Assistant Medicine](#)
- [Psychology & Social Work](#)

In the summer of 2023, FSU celebrated a significant milestone with the opening and dedication of the new [Education and Health Sciences Center](#), a state-of-the-art environment designed to prepare the next generation of educators and healthcare professionals. The modern facility features advanced classrooms, specialized laboratories, simulation and clinical training spaces, collaborative learning areas, and innovative instructional technologies that support hands-on, experiential learning. The building serves as the primary home for the College, housing the Dean's Office as well as most of its academic programs, creating a vibrant hub for teaching, learning, scholarship, and community engagement.

A defining strength of the College is its deep integration with the communities it serves. Through longstanding partnerships with school districts, healthcare systems, community agencies, and regional employers, students engage in extensive clinical placements, student teaching assignments, internships, and applied learning experiences that connect classroom study with real-world impact. This includes recent initiatives such as the University's [Bachelor's-to-Master's Physician Assistant pathway](#), designed to keep healthcare talent in the region, as well as major investments in nursing workforce development that expand educational capacity and address critical provider shortages. Across every discipline, CEBHP's faculty combine teaching, scholarship, professional practice, and community engagement to prepare graduates who are workforce-ready, civically engaged, and equipped to strengthen the health, education, and well-being of communities across Maryland and beyond.

THE ROLE OF THE DEAN

The Dean will lead a diverse portfolio of academic programs that combine rigorous classroom instruction with extensive experiential learning, clinical training, internships, practica, and community engagement. They will be a visible and accessible leader who values shared governance, demonstrates a commitment to excellence and innovation, and understands the evolving landscape of professional preparation in education, health, and human services. They will possess the ability to unite faculty, staff, students, alumni, and community partners around a shared vision while identifying new opportunities for growth, external partnerships, and programmatic distinction.

The Dean is responsible for overseeing and managing all aspects of the College, with efforts including but not limited to: setting direction for the College's educational, scholarly, clinical, and professional

programs; fostering innovation and interdisciplinary collaboration across education, behavioral health, healthcare, and human services disciplines; recruiting and retaining outstanding faculty, staff, and students; planning, evaluating, and overseeing academic programs and accreditation activities; supporting faculty development and promotion and tenure processes; managing an operating budget of \$1.35 million; and cultivating strong partnerships with schools, healthcare systems, community organizations, alumni, donors, and other internal and external stakeholders. The Dean oversees five department chairs and an associate dean and is supported by a team of professional and administrative staff within the College and across the University.

The Dean of CEBHP reports directly to the Provost and Senior Vice President for Academic and Student Affairs, [Dr. Michael Mathias](#), and serves as a core member of the academic leadership team along with the Deans of the colleges of Business, Engineering, Computing & Analytics; and Humanities, Arts, and Sciences. As an institutional leader, the Dean will also engage expansively with these colleges and other academic units to cultivate shared purpose, effective partnership, and a spirit of programmatic innovation in pursuit of shared goals in teaching, research, and student outcomes for the betterment of CEBHP and the University.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

To ensure the college's development and success, the next Dean will address the following key opportunities and challenges:

Lead a Distinctive Portfolio of Professional and Workforce-Oriented Programs

The College of Education, Behavioral & Health Professions occupies a pivotal role within Frostburg State University and the region, serving as FSU's largest academic college and strongest driver of enrollment, as well as a key contributor to the institution's teaching, professional preparation, and workforce development mission.

CEBHP has recently expanded several high-impact workforce initiatives, including a [\\$2.15 million state-funded nursing workforce development project](#) and new regional healthcare partnerships focused on addressing provider shortages in rural communities. These efforts are complemented by major accreditation achievements that affirm the strength of the college's professional and clinical preparation programs. The next dean will need to leverage the strengths of these nationally accredited and professionally focused programs while advancing innovation, academic quality, and workforce responsiveness.

Build Trust Through Transparent, Visible, and Collaborative Leadership

As Frostburg enters a new chapter of institutional leadership, the Dean will have an opportunity to foster a culture grounded in transparency, accountability, communication, and shared purpose. Following multiple institutional leadership transitions, academic reorganizations, and periods of uncertainty, the next dean will prioritize strengthening trust and fostering a renewed sense of stability. The next Dean will

be a visible and approachable leader who communicates openly, engages key stakeholders in meaningful dialogue, and demonstrates a sincere commitment to shared governance and collaborative decision-making. They will proactively engage faculty, staff, and students as partners in advancing the College's mission while building confidence in decision-making processes and promoting a climate of mutual respect.

Empower Faculty, Staff, and Academic Leaders

The College's continued success depends on attracting, retaining, and supporting outstanding faculty and staff. The Dean will champion professional development, mentorship, leadership preparation, and faculty success across teaching, scholarship, service, clinical practice, and community engagement. Particular attention will be given to supporting department chairs and program directors as they navigate increasingly complex administrative, accreditation, and operational environments. They will foster transparent budgeting and decision-making while engaging departmental leaders in addressing the College's structural, developmental, and personnel needs. The Dean will cultivate a culture that recognizes achievement, encourages innovation, and empowers faculty and staff to pursue ambitious goals on behalf of students and their professions.

Advance Organizational Effectiveness and Strategic Resource Stewardship

The Dean will play a central role in ensuring that the College's structures, processes, and resources effectively support its academic mission. Through thoughtful leadership and operational oversight, the Dean will promote clarity in decision-making, strengthen communication across organizational levels, and streamline processes that affect academic programs and student success. They will continue to be an effective advocate for the College while managing resources strategically and ensuring that investments align with institutional priorities, program quality, and long-term sustainability. The next Dean will strengthen organizational effectiveness and create conditions that allow departments and programs to thrive through clarifying roles and expectations, investing in leadership development, and helping faculty navigate institutional processes.

Strengthen Partnerships, External Engagement, and Regional Impact

Community engagement and professional partnerships are defining strengths of the College and essential components of its educational mission. The Dean will serve as the College's chief ambassador, strengthening relationships with school districts, healthcare systems, community agencies, community colleges, employers, alumni, and donors. The Dean will expand opportunities for grants, philanthropy, workforce partnerships, and experiential learning while advancing Frostburg's role as a catalyst for regional development, community well-being, and economic vitality.

QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will possess the following personal and professional qualifications and values:

Minimum Requirements

- An earned doctoral degree in educational professions, kinesiology, recreation & sport management, nursing, physician assistant medicine, psychology, social work, or other health-related disciplines from a regionally accredited institution of higher education
- Academic record of teaching, research, service, and/or clinical experience that position the candidate for the rank of professor with tenure
- At least five years of experience as a leader within higher education (e.g., dean, department chair, associate or assistant dean)

Preferred Qualifications and Characteristics

- Experience as an inspirational and inclusive leader with a demonstrated ability to bring constituencies together around common goals
- Successful experience or demonstrated potential in fundraising and advancement activities; evidence of success in developing relationships with external partners
- A track record of effective planning, administration, and personnel and fiscal management
- Evidence of leading and navigating processes to achieve and sustain academic accreditation standards for health sciences related academic programs
- A deep understanding and appreciation of shared governance; a commitment to a culture of transparency and collegiality
- A data-informed approach to decision making and programmatic assessment
- An understanding and respect for all disciplines and a desire to work collaboratively with faculty, staff, and administrators to promote the collective goals of an institution
- An energetic, entrepreneurial, and collaborative leadership style that inspires faculty, students, and staff and builds pride in and commitment to the college, the University, and the surrounding community
- The confidence, wisdom, and courage to make difficult choices when needs are abundant, and resources are not; a demonstrated ability to advocate for needed resources
- A commitment to building a strong learning environment for students that stresses academic quality, student engagement, experiential learning, and global perspectives
- A deep commitment to and appreciation for diversity in all forms; proven success in enhancing an inclusive, equitable, and diverse culture at their institution
- Culturally well-versed and considerate of the needs of students, faculty, and staff from a wide range of backgrounds
- Energy, integrity, creativity, transparency, passion, openness, and flexibility

COMPENSATION AND LOCATION

The salary range for this position is \$190,000-\$220,000 commensurate with experience and qualifications.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/frostburg-state-university-college-education-behavioral-and-health-professions/dean>

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Frostburg State University affirms its commitment to a campus environment which values human diversity and respects individuals who represent that diversity. Fostering diversity and respect for difference is a fundamental goal of higher education, ranking among the highest priorities of this institution. In both education and employment, Frostburg State University prohibits discrimination on the basis of race, color, religion, ancestry, sex (including pregnancy, sexual orientation, or gender identity), marital status, national origin, age (40 or older), disability, genetic information (including family medical history), and/or having been party to a previous discrimination/harassment complaint/investigation.

This document has been prepared based on the information provided by Frostburg State University, College of Education, Behavioral & Health Professions. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Frostburg State University, College of Education, Behavioral & Health Professions would supersede any conflicting information in this document.