



Search for the Dean and Associate Vice Provost
Health Sciences and Human Services Library
Baltimore, Maryland

THE SEARCH

The University of Maryland, Baltimore invites nominations and applications for the position of Dean and Associate Vice Provost (Dean/AVP) of the Health Sciences and Human Services Library (HSHSL). The University is seeking an accomplished and visionary leader who is committed to strengthening a distinguished library, acknowledged on the regional and national stage, and who can leverage the University's considerable academic strengths as part of the state's only public health and human services university.

The University of Maryland, Baltimore (UMB) is comprised of six nationally ranked professional schools – medicine, law, dentistry, pharmacy, nursing, and social work—and an interdisciplinary School of Graduate Studies and confers over 50% of the professional practice doctoral degrees awarded in the state of Maryland. The institution also boasts a leading academic health center that combines cutting-edge biomedical research and exceptional clinical care. UMB's students, faculty, and staff contribute more than two million hours of service annually through programs that improve Marylanders' health and wellness, advance justice, promote economic development, and strengthen families and communities.

Reporting to the Provost and Executive Vice President and as a member of the UMB executive leadership team, the Dean/AVP of HSHSL will provide decisive and collaborative leadership, enacting a strategic vision for the library that aligns with broader university goals and reflects the needs of the UMB students, faculty, staff, and surrounding community. The Dean/AVP will create and strengthen dynamic partnerships with UMB's academic and administrative units to advance the University's research, teaching, and community outreach initiatives. The Dean/AVP will join a strong, service-oriented staff and lead them in the direction of a shared and well-articulated vision of the future.

The successful candidate must be a strong advocate for the library and implement entrepreneurial and innovative approaches that respond to the changing academic learning environment while providing the leadership to achieve a vision of a university library in the 21st century. They should possess a clear

understanding of the major challenges facing research university libraries in a time of complex and rapid transition; expertise in thoughtful stewardship of financial resources; an extensive understanding of digital technology trends and their impact on information management infrastructure; a demonstrated commitment to advancing inclusive excellence; and the ability to develop and maintain collaborative partnerships across campus and to engage, influence, and facilitate synergies with UMB's external constituents, including state, regional, and national consortia and organizations. The Dean/AVP of the HSHSL role represents an outstanding opportunity for an experienced senior administrator with a history of innovative leadership and partnership building.

UMB has retained Isaacson, Miller, a national executive search firm, in this recruitment effort. Confidential inquiries, nominations, and applications may be directed to the firm as indicated at the end of this document.

ABOUT THE UNIVERSITY OF MARYLAND, BALTIMORE

The University of Maryland, Baltimore (UMB) was founded in 1807 as the Maryland College of Medicine, which now stands as the nation's oldest public medical school. In response to growing social and cultural needs, UMB's mission has evolved and grown tremendously. Widely recognized as a preeminent institution, UMB serves as the academic health, law, and social work university of the University System of Maryland and is guided by a mission of excellence in education, research, clinical care, and public service.

UMB is a thriving academic health center combining cutting-edge biomedical research, exceptional patient care, and nationally-ranked academic programs. UMB's extramural funding totaled \$636 million in fiscal year 2025, with average annual research funding of \$1.46 million per tenured or tenure-track faculty member. Over 3,100 faculty members conduct leading-edge research and develop solutions and technologies that impact human health and social justice locally and around the world. World-class facilities and cores, as well as interprofessional centers and institutes, allow faculty to investigate pressing questions in a highly collaborative fashion. As a result, nearly 7,000 students, postdocs, and trainees directly benefit from working and learning alongside leading experts as they push the boundaries of their fields. For a listing of the organized research centers and institutes, visit: <https://www.umaryland.edu/research/umb-research-profile/research-centers-and-institutions/>

The University yields \$10 in economic activity for each \$1 of state general fund appropriation and supports nearly 17,000 jobs. Together with the University of Maryland Medical Center and affiliated physician practices, UMB generates \$8.6 billion in annual economic activity. Additionally, the 14-acre University of Maryland BioPark, Baltimore's biggest biotechnology cluster, fuels the commercialization of new drugs, treatments, and devices, giving more than 1,000 scientists and entrepreneurs the space to create and collaborate. It houses nearly 40 early-stage life science companies, University-based startups, and sophisticated bioscience industry leaders such as Illumina, Catalent, and Pharmaron.

The University functions in close partnership with the University of Maryland Medical System (UMMS), a private, not-for-profit corporation founded in 1984. It owns and operates 12 hospitals in Maryland, and has nearly 2,500 licensed beds, 100,985 annual admissions, and gross patient revenues of \$4.86 billion annually. UMMS physicians and care teams work with University of Maryland School of Medicine specialists to provide primary and specialty care at more than 150 locations across the state, including a network of academic, community, and specialty hospitals. To learn more about UMMS, visit: <https://www.umms.org/about>

In fiscal year 2025, UMB's working budget totaled approximately \$1.67 billion, with about 65 percent of funding derived from grants and contracts, its hospital contract, and physician and dental service plans. The University is supported by the University of Maryland Baltimore Foundation, Inc. Board of Trustees, whose members help advance UMB's mission through advocacy and philanthropy. As of December 31, 2025, UMB's endowment portfolio had a market value of approximately \$585 million. The University's multiyear Catalyst Campaign raised \$794 million, surpassing its \$750 million goal.

UMB is a research powerhouse, advancing discoveries that improve human health and serve the public good. In fiscal year 2025, the University received \$636.3 million in extramural grants and contracts, including \$197 million from the National Institutes of Health. UMB also translates research discoveries into new technologies and entrepreneurial ventures through UM Ventures, Baltimore, which supports intellectual property protection, licensing, startup formation, and industry partnerships. As reported in the fiscal year 2025 Center for Maryland Advanced Ventures report, UMB had invested \$1.8 million in promising University startups, helping those companies attract an additional \$100 million in follow-on capital. These efforts connect University expertise with opportunities to develop new treatments, devices, and other innovations. To learn more about research at UMB, visit umaryland.edu/research.

Strategic and powerful collaborations leveraging the talent, innovation, and expertise within USM have contributed, in part, to UMB's explosive research growth. The University of Maryland Strategic Partnership, MPowering the state (MPower), defines this spirit of collaboration, bringing together the state of Maryland's two most powerful public research engines—the University of Maryland, Baltimore (UMB) and the University of Maryland, College Park (UMCP)—to strengthen and serve the state of Maryland and its citizens.

Since its creation in 2012, MPower has fostered hundreds of collaborations from across both institutions that are growing Maryland's innovation economy, advancing interdisciplinary research, increasing educational benefits, and addressing the state's most critical issues. The University of Maryland Strategic Partnership Act of 2016 (MSPA) formalized this relationship between UMB and UMCP. The MSPA deepens the alliance and energizes UMB and UMCP to pursue even greater transformative change and impact, far surpassing what each institution could do independently. The National Science Foundation reports UMB and UMCP as a single research enterprise in its Higher Education Research and Development (HERD) survey. Together, the institutions reported more than \$1.5 billion in research and development expenditures in fiscal year 2024, ranking No. 14 nationally and No. 9 among public institutions.

To learn more about MPower, visit: <https://mpower.maryland.edu/>

UMB is entwined in the social fabric of the communities that it serves and demonstrates an unwavering commitment to the health and well-being of Marylanders. To that end, community engagement is a key priority for UMB leadership. The University approaches this work through a lens of justice, equity, and opportunity; for instance, key initiatives seek to address racial disparities in healthcare delivery and educational outcomes. To build its capacity to engage with the community effectively, UMB has created a Community Engagement Center that brings community-oriented services and investment to West Baltimore. In support of this service mission, Promise Heights—an initiative led by the University of Maryland School of Social Work—was awarded a five-year, \$30 million grant by the U.S. Department of Education to continue its effort to improve the lives of children and families in the West Baltimore neighborhood of Upton/Druid Heights. Further demonstrating its commitment to the community, UMB partners with the National Cancer Institute and three partner schools in the Baltimore City Public Schools system on the UMB CURE Scholars Program, a first-of-its-kind mentoring program aimed at reducing racial disparities in public health. To learn more about the Community Engagement Center and community outreach efforts at UMB, visit: <https://www.umaryland.edu/occe/center/>

Leadership

President Bruce E. Jarrell, MD, FACS was selected as the seventh president of the University of Maryland, Baltimore in 2020. The appointment as president was the latest in a long line of upward moves by Dr. Jarrell at UMB, where he has served as chief academic and research officer, senior vice president, executive vice president, and dean of the Graduate School.

Dr. Jarrell arrived at UMB in 1997 as chair of the University of Maryland School of Medicine's (UMSOM) Department of Surgery. He expanded UMSOM's surgical programs and developed innovative research studies and clinical trials, leading to its ranking as 11th nationally in total research funding from the National Institutes of Health. In 2003, he moved to the UMSOM Dean's Office, where he served as executive vice dean, directing the school's education and research enterprises.

Mark A. Reynolds, DDS, PhD, MA was appointed interim provost and executive vice president on August 1, 2026 and has served UMB in numerous capacities for 30 years. Dr. Reynolds joined the faculty at the School of Dentistry in 2009 and worked as dean for over 10 years before his appointment as provost. As dean, he co-led UMB's 2025 Middle States self-study to successful reaccreditation and directed the Commission on Dental Accreditation self-study. Dr. Reynolds' research has often been multi-institutional, including collaborators at NIH and other universities; he has published over 230 peer-reviewed articles and book chapters, with nearly 14,000 citations and has twice received the American Academy of Periodontology R. Earl Robinson Periodontal Regeneration Award.

ABOUT THE HEALTH SCIENCES AND HUMAN SERVICES LIBRARY

Opened in 1998 as an unprecedented, multifunctional, and comprehensive information services facility, the Health Sciences and Human Services Library at UMB (HSHSL) is one of the most prestigious health sciences libraries in the United States. Nationally recognized as a leader in medical research and knowledge and information management, the HSHSL library is dedicated to fulfilling the ever-evolving needs of its communities by providing exemplary services, resources, expertise, and space to cultivate transformational learning, research, and community engagement in an environment reflecting the University's mission, vision, and core values.

The HSHSL aspires to be the vibrant intellectual and cultural hub of the University of Maryland, Baltimore, essential to advancing university priorities as the epicenter of dynamic collaboration and partnership in education, research, innovation, and social responsibility. The library's four divisions, Library Administration, Research and Information Services, Computing and Technology Services, and Resources Development and Access, provide a comprehensive range of services that meet the teaching, learning, and research needs of faculty, students, staff, and external community members.

In 2021, the HSHSL began an \$8.925 million, five-year cooperative agreement from the National Library of Medicine (NLM) to serve as the Regional Medical Library (RML) for the National Network of Libraries of Medicine, Region 1 that will conclude this year. The library anticipates renewal of this five-year agreement beginning in 2027.

The mission of the Network is "to advance the progress of medicine and improve the public health by:

1. Providing all U.S. health professionals with equal access to biomedical information.
2. Improving the public's access to information to enable them to make informed decisions about their health."

The NNLM Region 1 RML, along with its six counterparts across the country and the NLM Office of Engagement and Training provide the leadership in regional and national outreach efforts to fulfill the mission. NNLM Region 1 members include over 1,800 academic, health sciences, and public libraries and community- and faith-based organizations in Delaware, Kentucky, Maryland, New Jersey, North Carolina, Pennsylvania, Virginia, West Virginia, and the District of Columbia.

ROLE OF THE DEAN AND AVP

The Dean / Associate Vice Provost is responsible for the leadership and administration of the HSHSL, leading the faculty and staff in the library's four divisions: Library Administration, Research and Information Services, Computing and Technology Services, and Resource Development and Access. As Principal Investigator, the Dean/AVP will also serve as director of the Network of the National Library of Medicine, Region 1 and the Network Web Services Office under a cooperative agreement with the National Library of Medicine and the National Institutes of Health.

The Dean/AVP will articulate a clear vision for the role of HSHSL at the University and execute a strategic plan in support of the University's academic priorities, curricula, and research; and represent the library to campus administration and external audiences. The Dean/AVP is expected to be deeply engaged in health sciences knowledge management and contribute to the profession through scholarly publications and presentations. The role of Dean/AVP requires a person who is highly attuned to the evolving needs of medical and academic libraries and is able to identify new technological opportunities to leverage print and digital resources that advance teaching and learning.

The Dean/AVP reports to the Provost and Executive Vice President of the University and is a member of the UMB executive leadership team. The current organizational chart for the library can be found [here](#).

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN AND AVP

Advance a compelling, forward-thinking vision for the Health Sciences and Human Services Library.

The Dean/AVP will promote a strategic vision that defines the HSHSL and responds to the rapid transformation of the information management landscape; the orientation and expectations of students, faculty, and researchers when seeking information; and the use of the library building as spaces for instruction, learning, and community building and other evolving challenges of the academic knowledge environment.

The Dean/AVP will build upon the university's new [strategic plan](#) and collaborate with all the stakeholders of the HSHSL to enact a strategic vision for the library that will meet the needs of all its users: faculty, students, and the community at large. The Dean/AVP will implement strategies that enhance the value of the library within the context of the University's mission and strategic priorities.

In executing the vision for the HSHSL, the Dean/AVP will recognize new and innovative ideas to keep pace with the changing demands of academic libraries and embrace experimenting with new projects and solutions.

Creatively manage and leverage the library's resources, complex programs, and large-scale projects.

The Dean/AVP will possess a deep administrative management skillset, with the ability to weigh competing priorities, calculate risk and reward, and balance strategic aspirations and day-to-day operational demands to steward the library's human, fiscal, technological, and physical resources.

The creative leveraging of resources will be an ongoing leadership challenge for the Dean/AVP, whether hiring new faculty librarians and staff, maintaining and improving collections and other services, or launching special projects that add to the library's capabilities. Keeping pace with continuing price escalations in publishing, demand for both paper-based and digital information, and requirements for a powerful technical base with the advanced human skills needed to maintain a complex information environment all add to demands on resources. The Dean/AVP will approach an evolving grant funding landscape with a creative, entrepreneurial mindset, creating opportunities for partnership, fundraising,

and other alternative funding sources within and outside the University. The Dean/AVP will make strategic decisions to deploy existing resources; explore alternative funding sources; and negotiate cost-effective, mutually beneficial partnerships with publishers and other partners more effectively.

Develop, lead, and inspire a strong, service-oriented, and talented team.

The success of the HSHSL over the years is due in large part to the strength of the librarians and professional staff committed to providing the highest level of service possible. The Dean/AVP will recognize and bolster the contributions of this remarkable community and actively nurture the health, morale, and development of the staff. The Dean/AVP must lead with transparency, mutual respect, evident awareness, and interpersonal engagement, inspiring and earning trust both inside the library and with the broader campus.

The Dean/AVP will create a cohesive team that works collaboratively to achieve University goals and will provide guidance on professional development, recruitment, and retention of faculty librarians and staff.

Serve as an effective internal and external advocate for the library.

The Dean/AVP will play an important and visible role in the UMB community as an energetic and committed advocate for the library on all matters. As the leading advocate for the library at all levels, the Dean/AVP will enhance the library's reputation and visibility, clearly articulating its vital role in supporting students, faculty, and the surrounding community as they navigate the information resources available to them on campus. The Dean/AVP will partner closely with the other deans to promote the library and its resources and identify opportunities for collaboration across schools.

The HSHSL is a leader in various state and national consortia and organizations, and the Dean/AVP will actively engage with these external constituents. The Dean/AVP will be involved in existing and future partnerships, consortia, and organizations, in service to the field of health science librarianship and will foster this participation among HSHSL staff. The Dean/AVP also shapes relationships with the National Library of Medicine and the National Network of Libraries of Medicine, and the University System of Maryland & Affiliated Institutions (USMAI) Council of Library Directors. The Dean/AVP will serve as an advocate for the HSHSL in internal forums and beyond the University.

QUALIFICATIONS AND CHARACTERISTICS

The search committee seeks talented candidates from health sciences and academic library backgrounds. Experience in and understanding of health science libraries is preferred. Successful candidates will possess many of the characteristics and credentials outlined below:

- Inspired direction and leadership toward the achievement of a major academic library's central mission of delivering high-quality content and responsive services in support of world-class research, teaching, and leadership;

- Demonstrated skill in envisioning, developing, and advocating for the library's role in campus, statewide, regional, and/or national initiatives;
- A forward-thinking leader who can strategically transform HSHSL to meet the evolving needs of education, healthcare, and research in a rapidly advancing AI-driven digital healthcare and academic environment.
- A visible leader for HSHSL faculty librarians and staff members who empowers and supports division leadership and the broader team, garners trust, and encourages professional development;
- A clear understanding of the major challenges facing research university libraries in this time of complex and extended transition and the ability to engage campus, regional, and national groups in meaningful discussion of these issues;
- The ability to develop and maintain collaborative partnerships across campus through effective communication and leadership;
- Understanding of grants management with proven experience or potential for success in fundraising, donor cultivation, and public relations;
- Knowledge of the work of the Network of the National Library of Medicine;
- Demonstrated evidence of commitment to inclusive excellence;
- Demonstrated knowledge of contemporary library theory, trends, technologies, and practices important to academic libraries;
- Proven skills in managing budgets and developing additional resources for libraries;
- Awareness of trends and practices in teaching and scholarly research, including open access, open educational resources, and scholarly publishing reform;
- Proven operational leadership in a complex organizational setting, including strategic oversight of the effective management of fiscal, human, and physical resources;
- Demonstrated evidence of success in creating and working well within an inclusive environment;
- A user service mentality, including the creation of processes to understand and communicate with faculty, students, and staff in terms of the user experience;
- The ability to write and communicate effectively to a variety of audiences;
- An authentic leader who is motivated by and committed to UMB's mission and core values;
- Recognition at the Distinguished Level of the Academy of Health Information Professionals of the Medical Library Association;
- 8 years of administrative experience and progressive responsibility in an academic/health sciences library setting;
- 3 years in management/supervisory roles;
- A Master's in Library and Information Services from an ALA accredited school.

COMPENSATION AND LOCATION

The salary range for this position is \$250,000-\$265,000, commensurate with experience. University of Maryland, Baltimore is based in Baltimore, Maryland and this is an onsite position.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Confidential inquiries, nominations, and application materials should be directed to:

Dan Rodas, Partner
Liz Braun, Managing Associate
Carolina Echenique, Senior Associate
Katanya Cathcart, Senior Search Coordinator
Isaacson, Miller

<https://www.imsearch.com/open-searches/university-maryland-baltimore-health-sciences-and-human-services-library/dean-and>

*The University of Maryland, Baltimore is an Equal Opportunity/Affirmative Action Employer.
Minorities, women, veterans, and individuals with disabilities are encouraged to apply.*

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