



Search for the Provost
University of Maryland, Baltimore County
Baltimore, Maryland

THE SEARCH

The University of Maryland, Baltimore County (UMBC) seeks an outstanding leader with a distinguished record of teaching; scholarship, research, and/or creative work; and academic leadership to serve as its chief academic officer. The role requires a visionary and strategic leader who is collaborative and inspirational. UMBC has long served as a national model for innovation in higher education, and this is an exciting and challenging opportunity to rethink the nature of the provost's role. While the provost will lead and advance the academic mission of an R1 institution, the provost's portfolio will also include working alongside a new Vice President for Student Affairs to create a more dynamic and integrated student experience. The provost serves as the second-ranking academic officer to the president and is a key architect of a joint curricular and co-curricular vision. The new provost will be among Dr. Valerie Sheares Ashby's first cabinet-level appointments.

Committed to inclusivity and innovation, UMBC is proud to be one of the fastest-growing and most diverse public research universities in the nation, with just over fifty percent of its nearly 14,000 students self-identifying as students of color. With the recent appointment of Dr. Sheares Ashby, the campus enters a period of growth, innovation, and transformation. 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 new ideas and firmly committed to shared governance. UMBC is one of a handful of research-intensive and minority-serving institutions in the United States. As the country becomes increasingly diverse, UMBC views itself as a prototype of the university as it will evolve; its innovation will come to define public higher education. The next provost will work closely with the president to shape the faculty culture and the future direction of UMBC, maintaining the institution's high standards for teaching, research, service, and student learning, while also realizing the values of diversity, equity, inclusion, accessibility, justice, and belonging.

Young and dynamic, UMBC is small enough to provide personal attention to its students, yet large enough to offer state-of-the-art facilities and to recruit the finest faculty. It is home to 10,625 undergraduate students, 3,366 graduate students, 1,116 faculty, and 1,241 staff, who study and serve in its various colleges and schools: the College of Arts, Humanities, and Social Sciences (CAHSS); the College of Engineering and Information Technology (COEIT); the College of Natural and Mathematical Sciences (CNMS); the Erickson School of Aging Studies; the Graduate School; the School of Public Policy; and the Social Work program in partnership with the University of Maryland Baltimore School of Social Work.

Located in one of the greatest concentrations of commercial, cultural, and scientific activity in the country, the University prides itself on both its national prominence and its service to the local community. As of FY 2022, UMBC has an annual operating budget of \$523.3 million, with annual research expenditures of \$110.3 million. The University is actively expanding its research footprint and visibility, building on its momentum as an R1 institution. At the heart of its mission, UMBC seeks to connect innovative teaching and learning, research across disciplines and external audiences, and civic engagement. This is a tremendous opportunity to have a meaningful impact at an institution of critical importance to society.

In particular, UMBC seeks a leader who will: foster a strong faculty culture as a key member of the president's senior leadership team; help UMBC maintain its status as an R1 institution and promote research strength across all disciplines; collaboratively develop and execute a future-oriented vision for UMBC's academic programs; promote the meaningful integration of curricular and co-curricular experiences; further incorporate diversity, equity, and inclusion into the classroom and beyond; effectively manage the division and its resources; honor UMBC's strong system of shared governance; and develop and empower the provost's team as thought partners and decision-makers.

Dr. Valerie Sheares Ashby has appointed a search committee to conduct this confidential search in partnership with Keight Tucker Kennedy, Berkley Burke, and David Grimes of the national executive search firm [Isaacson, Miller](#). Confidential nominations, inquiries, and applications may be directed to the search firm, as indicated at the end of this document.

THE UNIVERSITY OF MARYLAND, BALTIMORE COUNTY

Founded in 1966, the University of Maryland, Baltimore County, is a mid-sized public research university in the Baltimore-Washington corridor. 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.

UMBC is a member of the University System of Maryland (USM). Under the Carnegie Classification of Institutions of Higher Education, UMBC is termed a doctoral university with higher research activity (R1). The University delivers a distinctive undergraduate educational experience characterized by a strong liberal arts and sciences core, and offers graduate programs emphasizing select areas of 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 \$118 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 is a young university with a national and international reputation for innovation and student success, particularly in STEM. *U.S. News and World Report 2022* ranks UMBC as the #6 most innovative university and #6 top university for undergraduate teaching in the nation, and it has consistently ranked as one of the “Most Innovative” national universities and one of the nation's leading institutions for social and economic impact. *Times Higher Education* has five times recognized UMBC as one of the world's top 100 young universities for strong research, innovation, and an international outlook. *The Princeton Review*, *Kiplinger's Personal Finance*, and *Fiske Guide to Colleges* have repeatedly named UMBC a “best value” university. For over a decade, *The Chronicle of Higher Education* has recognized UMBC as a “great college to work for.”

UMBC also ranks among the country's top 100 public universities in federal research support, #14 in NASA funding, and #40 in federal funding for social 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 Ph.D. in the natural sciences or engineering, and #1 for Black undergraduates who complete an M.D./Ph.D.

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

THE UMBC COMMUNITY

UMBC serves 13,991 total students: 10,625 undergraduates and 3,366 graduates. The majority of students (94 percent of undergraduates and 44 percent of graduates) come from the state of Maryland, with many from the counties immediately surrounding UMBC. As of Fall 2022, 13 percent 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 fifty percent of students self-identifying as students of color. As of Fall 2022, across undergraduate and graduate students, the University enrolled a student body comprising 31 percent White students, 19 percent Black/African American students, 19 percent Asian American students, 8 percent Hispanic/Latinx students, and 16 percent international students. About 29 percent of first-year students were the first in

their families to attend college. Fifty-three percent of students self-identify as men and 47 percent as women, a trend that has held relatively stable over the past twenty years.

UMBC's 1,186 faculty are recognized nationally and internationally, notably in the areas of research, scholarship, and creative achievement. In 2021, UMBC faculty submitted proposals for over \$530 million in extramural funding and secured over \$114 million in new extramural awards in 2022. The rich and rigorous environment for teaching and learning is supported by approximately 560 full-time instructional faculty members, of which 421 hold the ranks of professor, associate professor, or assistant professor. Of those tenured or on the tenure track, approximately 48 percent self-identify as women, 6 percent as Black or African American, 5 percent as Hispanic or Latino, and 18 percent 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 1,247 staff members in a variety of non-faculty roles. As of 2021, 60 percent of UMBC staff self-identify as women, 20 percent as Black or African American, 3 percent as Hispanic or Latino, 5 percent as Asian, 0.08 percent as American Indian or Alaska Native, and 0.2 percent 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 Presidents and Vice-Presidents of the University's three senates and of the Graduate Student Association, the President and Speaker of the Student Association, and a designee of UMBC's President, is the cornerstone of UMBC's shared governance system. The strong shared governance model at UMBC is a key element of its empowerment. To learn more about each of the groups, please visit <https://usc.umbc.edu/>.

PRESIDENT VALERIE SHEARES ASHBY

Valerie Sheares Ashby was appointed to the presidency of UMBC on August 1, 2022. She is the first woman to serve in this role.

Sheares Ashby previously served as dean of Duke University's Trinity College of Arts & Sciences. In this role since 2015, she led a 700-person faculty spanning nearly 40 departments and programs in rethinking what it means to deliver a world-class liberal arts education while navigating a pandemic and consistently promoting diversity and inclusion as a means of achieving excellence in both teaching and research.

Sheares Ashby came to Duke from UNC, where she served on the faculty since 2003 and chaired the chemistry department from 2012 to 2015. In her role as department chair, she was instrumental in UNC's collaboration with UMBC to launch the Chancellor's Science Scholars Program, among the earliest Meyerhoff Scholars replication pilots at an R1 institution. She began her academic career at Iowa State University as an assistant professor in 1996 and was promoted to associate professor in 2002. While at

Iowa State, Sheares Ashby was 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 awards.

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

ACADEMICS & STUDENT SUCCESS

The liberal arts mission is core to UMBC's identity and is infused throughout its three colleges. The University offers 51 majors in the College of Arts, Humanities, and Social Sciences (CAHSS), 10 majors in the College of Engineering and Information Technology (COEIT), and 11 majors in the College of Natural and Mathematical Sciences (CNMS). About 43 percent of bachelor's degrees awarded in 2022 were in CAHSS, followed by 32 percent in COEIT and 20 percent in CNMS. The University also offers an innovative social work program, an individualized study program, and 13 pre-professional programs designed to launch students in allied health and other professional fields, along with innovative coursework in aging services through the Erickson School.

UMBC has built a unique set of programs in its [Honors College](#) and prestigious scholars programs and nurtures tight-knit communities based around specific areas of interest. Programs include the [Center for Women in Technology \(CWIT\)](#), the [Cyber Scholars program](#), the [Humanities Scholars program](#), the [Linehan Artist Scholars program](#), the [Sherman STEM Teacher Scholars program](#), and the [Sondheim Public Affairs Scholars program](#). The [Meyerhoff Scholars program](#), launched just over 30 years ago, has received particular acclaim and leads national efforts to increase diversity among future leaders in science, engineering, technology, and related fields.

UMBC has made student success a campus-wide focus, particularly as it relates to retention and graduation rates. UMBC's six-year graduation rate stands at 70.2 percent, a marked increase from 55.7 percent just decades ago. The first-year undergraduate retention rate is 87 percent. For the entering class of 2022, the average composite SAT score was 1303, and the average ACT score was 25.7, with an average GPA of 3.96. All of this is undergirded by a 19:1 student-to-faculty ratio, which allows for a personalized experience and close relationships with faculty.

FINANCES, BUDGET, AND FUNDRAISING

The state of Maryland is among the most generous in the nation for higher education, and UMBC's largest source of revenue is derived from state appropriation, closely followed by tuition and fees. Of the \$523.3 million annual operating budget, 29.3 percent is derived from state appropriation, 27.4 percent from tuition and fees, 22.7 percent from contracts and grants, 14.7 percent from auxiliary services, and 9.6 percent from other sources. Seventy-four percent of undergraduate students receive financial aid. In recent years, the University has introduced a budgeting process that closely ties expenditures to strategic goals.

As the University looks ahead to ensure its longevity and financial health, it must maintain affordability and access, sustain positive enrollment trends, build its research infrastructure, attract new revenue and partnerships, and increase philanthropy to build the endowment. The Grit and Greatness campaign, launched in 2017 on the heels of the University's 50th anniversary and concluding in 2022, raised more than \$189 million. Much of the funds raised will go toward scholarships and fellowships, program support, and research development; 37 percent of campaign commitments and gifts have been for the endowment. The endowment doubled to more than \$136 million.

The 21-member University System of Maryland Board of Regents is responsible for the governance and management of the USM and all constituent institutions, centers, and institutes. The UMBC Alumni Association is a growing and global network rooted in Maryland, and provides strategic direction and programming for the University's 85,000 alumni. More than 70 percent of alumni live in Maryland, presenting a tremendous opportunity for engagement by an empowered Advancement team.

THE ROLE

The next provost will join UMBC at a time of exciting evolution as the institution also welcomes its inaugural vice president for institutional equity & chief diversity officer and a new vice president for student affairs. All will be foundational appointments to Dr. Sheares Ashby's senior leadership team. The provost will serve as the chief academic officer and will inherit a seasoned team of 15 directly reporting administrators: the vice provost for the division of professional studies; the vice provost for academic affairs; the vice provost for enrollment management and planning; the vice provost for faculty affairs; the associate provost for financial management/chief of staff; the associate provost for academic affairs; the associate provost for analytics and institutional assessment; the vice president for research; the dean of the College of Arts, Humanities, and Social Sciences; the dean of the College of Engineering and Information Technology; the dean of the College of Natural and Mathematical Sciences; the dean of the Erickson School of Aging Studies; the associate dean and chair of social work; the vice provost and dean of undergraduate academic affairs; and the vice provost and dean of the graduate school.

OPPORTUNITIES AND CHALLENGES FOR THE PROVOST

The next provost of the University of Maryland, Baltimore County, will be charged with providing leadership to address the following opportunities:

Serve as a key member of the president's senior leadership team

The president seeks a strong partner to lead the faculty and academic enterprise through the institution's next phase of transformation and growth. Holding the president's values, the provost will work closely with the president, senior staff, and other key stakeholders to establish further a nuanced understanding of UMBC's current and future academic landscape through the lens of inclusive excellence. The provost will be an active and energetic contributor to the University's strategic discussions and will represent the faculty's best interests by fostering a sense of innovation, challenging cultural norms, and ultimately sharing in Dr. Sheares Ashby's vision of what the institution will become.

Continue to elevate the profile of UMBC and champion its aspirational vision

UMBC is an institution powered by remarkable optimism and a sense of shared purpose, bound together by this "50-year-long American experiment"—one that tests the idea that people from all backgrounds deserve an education. UMBC is a critical partner for Baltimore and the region and will continue to connect with local business and industry for research collaborations, talent development, and community-building. However, for all the recognition that UMBC has rightfully garnered, the next provost must continue to leverage and highlight the strengths of the institution across all disciplines so that it is fully and truly known locally, nationally, internationally, and within the broader University of Maryland system. This next provost must partner with the president and senior leaders to leverage and highlight UMBC's strong history and forward-thinking aspirations, in service of realizing UMBC's broad-based ambitions.

Foster a strong faculty culture

With the exciting appointment of Dr. Sheares Ashby as UMBC's president, the incoming provost has an opportunity to shape the culture and future direction of academic affairs at UMBC in a deep and enduring way. The new provost will preserve what already makes UMBC unique while looking ahead to emerging faculty and student needs. Like many institutions, UMBC is balancing the needs of more senior and newer faculty. The provost must enhance strategies to welcome new faculty into UMBC life, develop strong mentorship and onboarding processes for junior and senior faculty members, merge the insights and ideas of junior faculty with the longstanding knowledge and experiences of more senior faculty, and help guide all faculty in finding the proper balance among teaching, research, and service. This need becomes more pressing as many longtime faculty members with deep service records begin to retire, and more junior faculty members with high research expectations join the campus community.

The provost will also provide leadership in identifying ways to support mid-career and senior faculty members. These efforts should focus on areas such as retention, building support for faculty transitions into administrative roles, and identifying leadership opportunities for further development and professional growth. The provost will need to examine structures and clarity around professional development, feedback, and promotion and tenure processes, emphasizing the importance of both excellent teaching and research. The provost must support the faculty in a variety of capacities so that, together, they can achieve the University's academic aspirations.

Help UMBC enhance and promote research strength across all disciplines

UMBC's research trajectory has been impressive, and the institution's efforts have led to its current R1 status. The institution must continue to recognize that innovative teaching and high-quality research are inextricably linked. The next provost will need to invest regularly in the faculty, attracting scholars, researchers, and creative artists who can drive a national reputation for excellence. This will require financial capacity – competitive startup packages and salaries – to hire faculty and staff and build the support infrastructure necessary to advance and enhance research.

The provost must also continuously improve UMBC's ability to retain its most productive scholars across all disciplines, including the arts, humanities, and social sciences. The provost will enhance opportunities to engage renowned scholars on UMBC's campus and disseminate the University's research and creative outputs to its impressive and growing array of relationships with regional, national, and global corporations and foundations; government partners; and other universities. Additionally, the university must improve support structures to increase the recruitment and retention of exceptional graduate students and substantially expand its PhD offerings across a variety of fields, where existing and new programs can reliably compete.

Collaboratively develop and execute a future-oriented vision for UMBC's academic programs

UMBC has long been a leader in promoting strong academic programming and inclusive excellence as parallel drivers of student outcomes, both at UMBC and across the University System of Maryland. The next provost will join UMBC as it launches a new strategic planning process and will be charged with collaboratively realizing an academic vision, working alongside the faculty and the new president to do so. This vision will align with the [University System of Maryland's VISION 2030 strategic plan](#) and acknowledge UMBC's remarkable history, while recognizing important changes in the higher education landscape, including demands for innovative curriculum and pedagogy. UMBC plays an important role as an economic, social, and cultural contributor to the state of Maryland, and this next provost must lead partnerships across the Maryland system and recognize that internal and external community-building is critical to the institution's academic reputation and success. This vision must also retain UMBC's high standards for faculty teaching and research; emphasize diversity, equity, inclusion, accessibility, justice, and belonging as core tenets of UMBC's mission; and build in touchpoints for annual departmental assessments to gauge their success.

Promote the intentional and meaningful integration of curricular and co-curricular experiences

Cognizant of the importance of the holistic student journey at UMBC, the provost will work in tandem with the new vice president for student affairs and the president to promote a vision of a fully integrated student experience. They will enhance connections between classroom experiences and learning opportunities outside the classroom to ensure better alignment between the academic and non-academic dimensions of campus life. The next provost will identify, nurture, and allow for creative opportunities to incorporate departments within campus life into the academic life of the campus, ensuring a seamless and integrated experience for students. Similarly, this leader will seek opportunities to engage faculty in campus life and will work closely with the vice president for student affairs to ensure that all students have knowledge of and access to the resources and services they need to be successful.

Further incorporate diversity, equity, inclusion, and accessibility into the classroom and beyond

UMBC is nationally recognized for its commitment to inclusive excellence, working to dismantle structural racism on campus and to disrupt sexual misconduct and gender-based discrimination. The University's success with diversity, equity, inclusion, and accessibility rests, in large part, on its belief that this work is never done. The institution is currently hiring its inaugural vice president for institutional equity and chief diversity officer. Serving as a relentless connector, the VPIE/DEO will coordinate action and enhance the culture and climate to support UMBC's commitment to a safe and inclusive community in alignment with federal and state laws. The inaugural VPIE/CDO will be among Dr. Sheares Ashby's first cabinet-level appointments alongside the provost, and the two will be close and frequent collaborators. Though UMBC is already home to an incredibly diverse student population, the provost must align UMBC's commitment to inclusive excellence with the increased diversity of its faculty to better reflect the diversity of students.

Honor UMBC's strong system of shared governance

UMBC has a strong history of [shared governance](#) that includes many system-wide representative bodies and provides venues for the voices on the UMBC campus to be heard. The administration has historically engaged with its key constituents, both inside and outside the University, on strategic initiatives. Like many institutions, UMBC must continue to balance shared input and decision-making with speed and efficiency. As the University looks to the future under the vision of a new president, the provost will need to develop strong relationships with the various representative bodies to implement initiatives essential to the success of UMBC. The provost will maintain transparency and openness of communication and find ways to implement change efficiently and effectively.

Effectively manage the division and its resources

The provost will be a strong steward of financial and other assets, using resources to the greatest impact on the academic mission and gracefully making tradeoffs in the face of constraints. The provost will carefully weigh the needs of faculty and staff and will communicate decisions in a transparent way that

maintains respect, builds trust, and encourages continued innovation. The provost must be – and be seen as – an advocate on behalf of all constituencies. The provost should ensure that all faculty and staff are heard, valued, respected, and recognized and ensure that compensation for faculty is appropriate and competitive. The provost will also work in partnership with the vice president for administration and finance to align academic planning and financial planning. This leader will be expected to help secure new resources, primarily through supporting faculty-sponsored grant-seeking.

Develop and empower the provost's team as thought partners and decision-makers

The next provost will consider ways to regularly develop, support, and empower their team, assessing existing structures and ensuring that the right people, skill sets, and talents are employed and represented. A high-functioning and collaborative team in the provost's office is central to UMBC's mission of redefining excellence in higher education. In particular, the provost has a valuable opportunity to assess hiring needs, best utilize existing talent, and position the college deans to represent their schools more strongly and visibly to the administration and to serve as the chief advocates for their faculty, staff, and students. The provost will empower the deans to serve as decision-makers within their schools regarding daily operations, goal setting, the ongoing development and support of the faculty, and collaborations with other schools and academic disciplines. The provost will also inspire a sense of growth and innovation as the deans examine curricula within their schools and reimagine a challenging and rewarding academic experience. With the president and leadership team, the provost will continue conversations around budget models that provide enhanced freedom, flexibility, and accountability for the deans.

QUALIFICATIONS AND EXPERIENCE

The successful candidate will possess most, if not all, of the following qualifications and experience:

- A distinguished career as a scholar/researcher/creative artist and teacher, in addition to university service commensurate with appointment at the rank of full professor with tenure;
- A bridge-builder across academic disciplines, with a commitment to facilitating collaborative activities across institutional and disciplinary boundaries;
- Exceptional academic judgment and high standards, including a history of recruiting, developing, and retaining a world-class faculty;
- Substantial and successful experience in the development, leadership, and management of academic programs, projects, committees, and/or departments;
- A record of outstanding academic leadership and the experience, vision, and energy to manage organizational change that incorporates UMBC's values and mission;
- A fair, collegial, and transparent leadership style that will engender trust among all members of the UMBC community;

- Superb communication skills, both oral and written. An active listener, facilitator, convener, and mediator, equally effective in learning from others, translating thoughts for broader consideration, being transparent and open, managing by example and influence, building unity around difficult and divisive issues, and explaining one's own views clearly and convincingly;
- The ability to communicate well and work cooperatively and effectively with administrators, faculty, students, staff, and other external stakeholders; an appreciation and understanding of the need for collaboration and synergy among these groups to make critical decisions on academic priorities and the allocation of resources;
- A track record of advancing diversity and fostering an inclusive environment. Sensitivity and broad experience with diverse students, faculty, and communities;
- An experienced, accessible, empathetic, and entrepreneurial academic administrator with a track record of success and constant improvement in a shared governance environment;
- Strong management, planning, and financial skills, including setting financial and programmatic priorities that balance near- and long-term objectives and working with complex academic budgets;
- Successful experience in enrollment management for both undergraduate and professional programs, with an understanding of pricing, marketing, hybrid and online programming, essential to the creation of new UMBC offerings at all levels;

APPLICATIONS, INQUIRIES, AND NOMINATIONS

The University of Maryland, Baltimore County, has retained Isaacson, Miller, a national executive search firm, to assist in this search. All inquiries, nominations, and applications should be directed electronically and in confidence to:

Keight Tucker Kennedy, *Partner (she/her)*
Berkley Burke, *Managing Associate (she/her)*
David Grimes, *Senior Associate (he/him)*
Alexis Scott, *Senior Search Coordinator (she/her)*
Elizabeth Arvanitis, *Search Coordinator (she/her)*
Isaacson, Miller

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

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.

APPENDIX: UMBC'S COLLEGES, SCHOOLS, AND KEY SYSTEM PARTNERSHIPS

College of Arts, Humanities, and Social Sciences (CAHSS)

From visual arts to economics to psychology, from ancient studies to media & communication studies, and from Asian Studies to American Studies, the [College of Arts, Humanities, and Social Sciences \(CAHSS\)](#) traverses many disciplines. True to the liberal arts mission of UMBC, the College encourages students to ask questions fundamental to human existence: Who are we? Where have we been? What matters? Through diverse, challenging programs of study, with countless opportunities for research, creative work, internships, and other co-curricular activities, CAHSS students develop skills and knowledge that prepare them for a variety of careers and a lifetime of thoughtful citizenship and leadership in a complex world.

College of Engineering and Information Technology (COEIT)

The [College of Engineering and Information Technology \(COEIT\)](#), like UMBC as a whole, is dedicated to research, innovation, and education. The College works in partnership with state and federal agencies and industry to promote the transfer of research applications that benefit society. COEIT distinguishes itself by its continued commitment to cross-disciplinary research and education. It provides outstanding educational opportunities to graduate and undergraduate students to contribute to the professional workforce in engineering, computer science, and information systems.

College of Natural and Mathematical Sciences (CNMS)

The [College of Natural and Mathematical Sciences \(CNMS\)](#) was established in 2005 when UMBC's long-standing College of Arts and Sciences was reorganized into CNMS and CAHSS. At that time, CNMS was comprised of the Departments of Biological Sciences, Chemistry and Biochemistry, Mathematics and Statistics, and Physics. In 2010, the Department of Marine Biotechnology, which is located in Baltimore's Inner Harbor, was welcomed into CNMS as part of the reorganization of the University of Maryland Biotechnology Institute.

Erickson School of Aging Studies

The [Erickson School of Aging Studies](#) began with a vision to educate the next generation of leaders in the business of longevity. The program – the only one of its kind in the country to combine business management, public policy, and the study of human aging – was designed to meet the real-world demand for educated, innovative leaders in the longevity market. Its mission is to prepare a community of leaders who will use their education to improve society by enhancing the lives of older adults.

The Universities at Shady Grove

The Universities at Shady Grove (USG) offers nearly 80 undergraduate and graduate degree programs from nine Maryland public universities, UMBC among them, on one convenient campus in Montgomery County. USG helps prepare students for rewarding careers in the region's most high-demand fields. Students who successfully complete their coursework on the USG campus graduate with a degree from one of its nine partner universities. Through on-campus services such as academic coaching, career advising, internship preparation, personal counseling, and leadership training, students leave the USG campus with the academic skills and real-world experiences needed for successful careers. An important partner for UMBC, USG enrolls nearly 4,000 students in their programs, and future capacity is expected to grow to 7,500.