



Search for the Dean of the School of Public Policy

University of Maryland

College Park, Maryland

Studying public policy prepares you to understand the problems and design the solutions.

Practicing public policy is the power to change the world.

The University of Maryland, College Park (UMD), the state's flagship land-grant university and one of the nation's preeminent public research institutions, seeks a Dean of the School of Public Policy to advance its mission to develop leaders in policy and governance, advance the frontiers of scholarship, and promote the public good at home and abroad. Reflecting UMD's commitment to the fearless pursuit of the public good, the Dean will lead the School of Public Policy in deploying the assets of a tier-one research university to benefit people in the state, across the country, and around the world.

Formerly known as the Maryland School of Public Affairs, the School of Public Policy has evolved significantly since it opened in 1982. What began with seven faculty members and 12 students has grown to 127 faculty and staff and 585 undergraduate and graduate students spanning diverse disciplines and areas of domestic and international policy. With expanding academic offerings, a growing portfolio of research, and robust partnerships with government, nonprofit, and private organizations, the School embodies the ideals of public policy as a means of bringing people together for constructive dialogue. The School's new 77,000-square-foot building—[Thurgood Marshall Hall](#), which opened in the fall of 2022—was designed for the critical exploration of pressing public issues and offers state-of-the-art teaching and collaborative spaces for students, faculty, and staff. Today, the School ranks among the top 26 public affairs graduate programs in the nation while also earning high accolades for homeland security, public finance and budgeting, and public policy analysis.

Reporting to the Senior Vice President and Provost, the Dean will advance the educational mission of the university and School; oversee and support the community of faculty, staff, and students; and work with the School's six centers and institutes. The Dean will have a distinguished academic record to be tenurable at the full professor level, experience as a consultative and thoughtful leader, a track record of bringing diverse groups and voices together around shared goals, and a national reputation in public policy. They must be effective and responsive managers, dynamic, strategic, entrepreneurial, and innovative in recognizing and leveraging opportunities and identifying and overcoming constraints.

The University of Maryland has retained Isaacson, Miller, a national executive search firm, to assist a university search committee. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

ABOUT THE UNIVERSITY OF MARYLAND

Founded in 1856, UMD is a public land-grant research university, the state's flagship institution, and home to 14,000 faculty and staff, nearly 400,000 alums, and over 40,800 students participating in over 100 baccalaureate programs and over 200 graduate programs within its 12 colleges and schools spanning virtually all disciplines. UMD boasts a diverse student body with students from every U.S. State and over 120 countries. Rated as a top 20 public university by *U.S. News and World Report*, many of UMD's academic programs are highly ranked, with many in the top 10. UMD has grown into a global leader in research, entrepreneurship, and innovation, with more than \$1.2 billion in combined research expenditures with the University of Maryland, Baltimore. UMD's faculty includes two Nobel laureates, eight Pulitzer Prize recipients, and more than 60 members of the national academies. It has been a member of the Association of American Universities since 1969 and the Big Ten Academic Alliance since 2014.

The 1,250-acre UMD campus is just minutes away from Washington, DC, the nexus of the nation's legislative, executive, and judicial centers of power. The university has a unique proximity to business and technology leaders, federal departments and agencies, and a myriad of research entities, embassies, think tanks, cultural centers and institutions, and non-profit organizations. Synergistic opportunities for faculty and students are ubiquitous in the nation's capital and surrounding areas. UMD is also close to Baltimore, Maryland's major commerce and higher education center, as well as the state's capital, Annapolis. UMD is committed to attracting and retaining outstanding and diverse faculty and staff who contribute to its stature of preeminence in its three missions of teaching, scholarship, and full engagement in its community, the state of Maryland, and the world

UMD is whole-heartedly committed to social justice and democracy in various ways, including the School of Public Policy's [Do Good Institute](#). Today's college students are more passionate about social issues than ever and seek ways to get involved and make a difference. As a result, the demand for social impact education and experiences has been at its highest point in decades. The Institute fulfills this need by offering hands-on experiences, funding opportunities, engaging curricula, and effective programs that prepare students with the skills, experiences, and resources to Do Good throughout their lives.

Fearlessly Forward: The University of Maryland Strategic Plan

In pursuit of excellence and impact for the public good, the UMD Strategic Plan, [Fearlessly Forward](#), presents a bold reimagining of what the university must be to uphold and expand its mission of service to humanity. Launched in February 2022, it is the central guiding force for all schools, colleges, and divisions. Ensuring that the strategic plan is a living document, the implementation is a simultaneously cyclical and

continuous process in which progress is assessed, community input is gathered, priorities and initiatives are defined, and investments in needed infrastructure and support are acquired and directed. The UMD community is committed to fearless ideas rooted in their principles of inclusive excellence, driven by innovation and impact, and relentlessly focused on public good and service to humanity. More information can be found [here](#).

In pursuit of the plan's vision to improve the lives of every person on Earth, the University will reimagine teaching and learning, accelerate solutions to the grand challenges of our time through creativity and discovery, and forge a diverse and inclusive community where differences are celebrated, and equity is relentlessly pursued. The School of Public Policy is critical to realizing this vision. With no shortage of big problems, bold solutions will be conceived by people passionate about changing things for the better—those who bring together the skills, knowledge, and experience that make an impact.

University Leadership

In July 2020, President Darryll J. Pines, the Nariman Farvardin Professor of Engineering and former Dean of the Clark School of Engineering, assumed the presidency of UMD. He has been on faculty at the Clark School since 1995 and continues to teach. As Dean for 11 years, Dr. Pines instituted sweeping changes to improve the student experience, including revamping teaching in fundamental undergraduate courses, encouraging participation in national and international student competitions, emphasizing sustainability engineering and service learning, and expanding innovation and entrepreneurship activities. He has been a champion for diversity and access to engineering education and research opportunities, serving as co-principal investigator on UMD's National Science Foundation (NSF) ADVANCE grant, among many other initiatives that led to the Clark School's ranking in the top 10 nationally for conferring degrees to students of color. In recognition of his contributions to the field, Dr. Pines was elected to the National Academy of Engineering and named a fellow of the American Institute of Aeronautics and Astronautics, American Society of Mechanical Engineers, and Institute of Physics. He chairs the Engineering Advisory Committee for NSF's Engineering Directorate and sits on the Board of Trustees for Underwriters Laboratory's not-for-profit arm. Dr. Pines received a BS in mechanical engineering from the University of California, Berkeley. He earned MS and PhD degrees in mechanical engineering from the Massachusetts Institute of Technology.

Jennifer King Rice is the University of Maryland's Senior Vice President and Provost. As the chief academic officer, she steers the university's academic enterprise in accordance with its mission, including providing strategic direction for its 12 schools and colleges. An accomplished administrator and educator, Rice manages a diverse portfolio, including academic planning and programs, enrollment management, community engagement, faculty affairs, international affairs, academic innovation, and institutional research, planning and assessment. Rice's leadership is driven by her commitment to innovative and inclusive teaching, impactful research and scholarship, and work that advances the public good. In her first year as Provost, Rice spearheaded the university's strategic plan, *Fearlessly Forward: In Pursuit of Excellence and Impact for the Public Good*, embodying UMD's vision of service to humanity. Her innovative

approach led to a campuswide commitment to reimagining learning, taking on humanity's grand challenges, investing in people and communities, and advancing the public good. Since becoming Provost in 2021, she has taken a fresh look at budgetary strategies for academic programs and resources, and has championed the development, review, and implementation of new academic policies and regulations that align with university priorities. Rice previously served as dean of UMD's College of Education, where she focused her efforts on advancing excellence, equity, and social justice from preschool through graduate school. Under her leadership, the college advanced in national rankings and received unprecedented research funding. Rice has served on the faculty and in college leadership roles at UMD for more than 25 years and was recognized as a Distinguished Scholar-Teacher. Her research draws on the disciplines of economics and philosophy to explore policy that addresses excellence and equity in K-12 education systems. An expert on school finance and teacher policy, she regularly advises state and federal agencies. She is a fellow of the American Education Research Association and is a past president of the Association for Education Finance and Policy.

THE SCHOOL OF PUBLIC POLICY

The School of Public Policy is committed to developing diverse and innovative leaders in the art and science of domestic and international policy and governance, advancing the frontiers of applied interdisciplinary knowledge, and promoting local, state, national, and global public good. It is proximate to Washington, DC—a city that houses more not-for-profit organizations than any other U.S. metropolitan area, in addition to being the center of national and global policymaking—and central to UMD's land-grant mission of public service and scholarship. The School of Public Policy embodies the highest ideals of public service, impactful scholarship, transformative education, and inclusive excellence.

UMD Public Policy is housed in a new 77,000-square-foot [School of Public Policy building](#), which opened in the fall of 2022. It offers state-of-the-art teaching and collaborative spaces for the School's 127 faculty and staff and 585 undergraduate and graduate students. The building bears the name of civil rights lawyer and former U.S. Supreme Court Justice Thurgood Marshall, honoring his role in breaking down barriers for Black and African American students, including the University of Maryland's desegregation. The building features an architectural deliberation classroom modeled in the spirit of a classic parliamentary debate chamber, spaces for students to gather and engage in lively discussions, and distinguished venues to host local, national, and international leaders. The School provides the skills, experiences, and networks students need to make a difference where it matters most.

Academic Programs

The School's [Undergraduate](#), [Master's](#), [PhD](#), and [Executive Development](#) programs develop the next generation of policy leaders and push the boundaries of knowledge to teach, research, and impact public policy.

The Bachelor of Arts in Public Policy is a hands-on, interdisciplinary program that gives students the analytical and decision-making skills to make a positive difference. It is focused on problems and solutions rather than theories or institutions and prepares students to be effective champions of real change.

The School of Public Policy offers undergraduate minors in Nonprofit Leadership and Social Innovation and Public Leadership. Interdisciplinary program offerings include the Sustainability Studies minor hosted in partnership with the [College of Agriculture and Natural Resources](#), as well as the Science, Technology, Ethics, and Policy (STEP) minor sponsored by the School of Public Policy, the [College of Information Studies](#), and the [A. James Clark School of Engineering](#).

The School's master's programs allow students to develop the skills and expertise to turn their passion and ideas into real-world impact. With a focus on [experiential, hands-on learning](#), coupled with a strong foundation in critical thinking, decision-making, and leadership skills, students are prepared for careers tackling policy challenges at all levels and across government, nonprofits, international organizations, and the private sector. Degree offerings include a Master of Public Policy, a Master (and Executive Master) of Public Management, and a Master of Professional Studies in Public Administration. Students can also combine an understanding of the art of policy and governance with expertise in business, law, or social work to expand their opportunities through dual degree offerings.

The Doctoral Program prepares scholars and scholar-practitioners for academic and professional careers. In addition to [Executive Development](#) programs, the School offers Certificate programs in [Nonprofit Management and Leadership](#) as well as [Science, Technology, and Innovation Policy](#).

Research and Impact — *Bringing together research and practice for policy that makes a difference*

As a community of researchers and practitioners, the School is actively engaged in the policy debates and discussions that matter today. Faculty are publishing pioneering work that sheds light on new and overlooked issues and leading a diverse range of initiatives and projects that integrate research and practice to have a real impact on policymaking and harness the strengths and resources of a top-tier public research university to new challenges. The School does not follow a department-based model of governance and administration; rather, centers and institutes are hubs of activity, bringing together faculty, staff, and students to explore new ways of thinking about and solving problems. Cutting across all of the School's teaching, research, and service activities, the strategic focus areas bring together the many streams of work to ensure our areas of greatest strength have the greatest impact.

Centers and Institutes:

[Center for Global Sustainability](#)

[Center for International and Security Studies at Maryland](#)

[Center for Governance of Technology and Systems](#)

[Civic Innovation Center](#)

[Do Good Institute](#)

[Institute for Public Leadership](#)

Strategic Focus Areas:

[International Policy](#)

[Leadership and Management](#)

[Philanthropy and Nonprofit](#)

[Social Policy](#)

[Sustainability](#)

[Science and Technology Policy](#)

ROLE OF THE DEAN

Reporting to the Senior Vice President and Provost, the Dean is the chief executive officer of the School. They lead the School in maintaining its commitment to teaching, research, and high impact in public policy. The Dean has authority over all strategic, programmatic, academic, financial, personnel, governance, and administrative operations for the School. The Dean oversees the School's budget to ensure resources are allocated appropriately and the School is fiscally sound while diligently advocating for internal and external funding to support the School's mission and continued success.

The Dean is supported by a leadership team that includes the Associate Dean for Research and Faculty Affairs, the Associate Dean for Academic and Student Affairs, the Assistant Dean for External Relations, the Assistant Dean for Finance and Administration, the Chief Diversity and Inclusion Officer, the Executive Assistant to the Dean, and the Chief of Staff and six center or institute directors; the School is not structured around a departmental model.

The Dean's [Advisory Council](#) is a group of thought leaders from government, business, nonprofit, and philanthropy who counsel and support the School in key strategic areas. Sharing a commitment to advancing the School's education, research, and impact in service of the public good, the Advisory Council lends its expertise and insight to building a policy school equipped to tackle the challenges of the 21st Century.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

The Dean will address the following opportunities and challenges:

Develop, lead, and inspire a strong, service-oriented faculty and staff

The success of the School of Public Policy is largely due to the strength of its faculty and staff. The Dean will guide the professional growth and development of its nearly 130 tenured, tenure- and professional-track faculty together with professional staff at all levels and define and implement opportunities for training and progression. They will take advantage of University resources for teaching development, which will be leveraged to support faculty in creating inclusive and engaging classroom environments. The

Dean will increase School-supported opportunities for faculty, staff, and students to interact outside of classroom environments and strengthen collaborative efforts within the School to share and recognize diversity, inclusion, and belonging across ranks and diverse constituencies.

Sustain and support robust scholarly activity in the domestic and international policy realms

The Dean will cultivate a research-active faculty through support and recognition of scholarly achievement; school funding to incentivize research—including matching outside grants and gifts, providing seed funding, supporting participation in research conferences and endeavors, and assessing the support structures and incentives that allow faculty to reach their highest scholarly potential. The Dean will encourage collaborative research among faculty at the School and University echelons, as well as external researchers, to successfully secure larger grants and establish greater prominence. The Dean will also expand efforts to communicate the full extent of research activity and its impact outside the School.

Work collaboratively with the broader University of Maryland community

The Dean will be a strong University citizen who will work to establish and sustain connections that span the considerable strengths of the University of Maryland. Through a collegial and creative approach, the Dean will build cross-pollinating programs and foster joint appointments, degrees, courses, and generative research collaborations that leverage existing strengths and develop new ones. The Dean will steward partnerships that support the School's efforts to build expertise and activity in [strategic focus areas](#) and that link scholarship, analysis, application, and leadership.

Harness the School's location in the capital region and the rich traditions of UMD's land-grant mission, providing opportunities to participate in local, national, and global policymaking directly

The locational advantage of UMD provides unparalleled opportunities to engage with Prince George's County, the state of Maryland, the national capital region, and by extension, with the nation's and the world's most pressing policy concerns. The Dean will ensure that the School serves as a resource for the state and affords students experiential learning opportunities throughout Maryland, all while furthering the School's key connections in the national and international policy arenas. The Dean will engage in strategic partnerships with many stakeholders across the fields of public policy—from local governments and NGOs to multinational agencies and think tanks. They will partner with interested stakeholders on research, leadership development through executive and graduate programs, career and internship placement for students and graduates, and philanthropic partnerships. The Dean will be highly visible externally in the capital region and beyond, as well as with government and non-government entities and organizations engaged in the policy realm.

Support and enhance the University of Maryland's commitment to diversity, equity, inclusion, social justice, and accessibility.

Inclusive excellence across the campus is front and center of UMD's mission. As a thought leader with a proven track record of actively advancing access and inclusion, the Dean will work collaboratively to foster education, awareness, advocacy, and actions promoting a more diverse, equitable, and inclusive teaching and learning environment to advance UMD's mission.

The School of Public Policy is committed to fostering diversity and inclusion throughout the community, at events, and in research and the classroom. As a policy school dedicated to the public good and producing civically engaged and socially responsible leaders, the School is committed to creating an environment of diversity, inclusion, and belonging for its faculty, staff, students, and surrounding communities.

Secure resources to ensure the continued growth and success of the School of Public Policy

The Dean will continue to play a crucial leadership role in setting aggressive fundraising goals, building relationships with prospects and existing donors, and soliciting major and transformational gifts. The Dean will present a clear, compelling vision for the School and skillfully and passionately market opportunities for serving the external community. The Dean will seek to build a culture of philanthropy among the School's alum community and create opportunities for alums to engage with students and faculty throughout the School, recognizing the valuable contributions its alum community makes in terms of student recruitment, professional development, and the intellectual life of the School. The Dean will work to diversify the School's resource base, both in terms of areas of substance and sources of funding, to progressively move towards long-term, sustainable financing sources.

QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will be a distinguished public policy leader and scholar with substantive experience managing an operationally complex institution. A doctorate or equivalent terminal degree and a record of distinguished scholarship requisite for a tenured appointment as a full professor in the School of Public Policy at the University of Maryland is required.

Successful candidates will also possess most, if not all, the following characteristics and credentials:

- A significant record of leadership in domestic public policy or international affairs through government service, academia, private and/or non-profit sector experience;
- A strategic vision for where scholarship and policymaking intersect and reinforce each other, coupled with the operational acumen and cultural sensitivity to bring this vision to fruition;
- A proven track record of sustainably building an institution's external reputation and identity;

- Significant personnel management experience in higher education or a similarly large, multi-faceted environment that utilizes a shared governance model;
- A distinguished record of success in obtaining external funding and grants for both department or college-level academic priorities and their own research;
- Financial acumen and a demonstrated record of fiduciary transparency and accountability;
- Demonstrated philanthropic fundraising experience and success;
- A commitment to demographic and intellectual diversity in all of its forms;
- The ability to work collaboratively with people across organizations and at all levels to align activities with broader institutional goals and interests;
- A leadership style that is both accessible and decisive and a record of promoting a culture that respects all perspectives, talents, and identities;
- An interest in being a visible member of university life and connected to civic life in the state of Maryland, the Washington, DC Metropolitan area, and the national and international stage;
- Effective communication and advocacy skills and impeccable personal and professional integrity.

For further information about the University of Maryland, please visit www.umd.edu. To learn more about the School of Public Policy, please visit <https://spp.umd.edu>.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

The University of Maryland has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. Review of candidates will begin immediately and continue until the position is filled. Nominations, inquiries, and applications, including a CV and letter of interest, should be submitted via the [Isaacson, Miller website search page](#). *Electronic submission of materials is strongly encouraged.*

Vijay Saraswat, Partner
Gale Merseth, Partner
Amy Gillespie, Senior Associate
Elizabeth Arvanitis, Senior Search Coordinator
Isaacson, Miller

The University of Maryland, College Park, an equal opportunity/affirmative action employer, complies with all applicable federal and state laws and regulations regarding nondiscrimination and affirmative action; all qualified applicants will receive consideration for employment. The University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, national origin, physical or mental disability, protected veteran status, age, gender identity or expression, sexual orientation, creed, marital status, political affiliation, personal appearance, or on the basis of rights secured by the First Amendment, in all aspects of employment, educational programs and activities, and admissions.