VICE PROVOST FOR GRADUATE STUDIES

The Maryland Institute College of Art invites nominations and applications for the position of Vice Provost for Graduate Studies. Reporting to the Provost and Vice President for Academic Affairs, the Vice Provost will be joining MICA at a pivotal moment in the College's history and will have the opportunity to collaborate with MICA's students, faculty, staff and institutional leadership in realizing MICA's new mission and vision for transforming art and design education. Under the leadership of President Samuel Hoi, the MICA community has newly articulated its historic commitment as a socially engaged anchor institution in the City of Baltimore with global reach that attracts students and teachers/practitioners from around the world. For MICA, the empowerment of artists and designers as agents of social and cultural transformation is a key strategy for advancing art and design education and is essential to MICA's commitment to fostering creative agency at both the local and global levels. MICA seeks a Vice Provost who shares this vision and who will work collaboratively with partners across the institution, in the region, and around the world to advance the development of MICA's graduate programs in support of these bold ambitions.
ABOUT MICA

Founded in 1826, The Maryland Institute College of Art is consistently ranked in the very top tier of art and design colleges in the nation and enrolls approximately 1,800 undergraduate students and 350 graduate students. MICA offers programs of study leading to the BFA, MA, MAT, and MFA degrees, as well as a full roster of MPS degree programs and credit and noncredit courses for adults, college-bound students, and children through the division of Open Studies.

MICA is committed to expanding the role of creative practitioners in contemporary society, including work in sectors such as public health and medicine, entrepreneurship, science and technology, and social enterprise. MICA accelerates the knowledge, skills, habits, and work of creatives who are self-reflexive, ethically committed, visionary, and entrepreneurial. MICA is also recognized as an important cultural resource for the Baltimore/Washington region, sponsoring many public and community-based programs, including more than 100 exhibitions by students, faculty, and nationally and internationally known artists annually, as well artists’ residencies, film series, lectures, readings, and performances.

MICA’s new mission and vision statements were approved by the Board of Trustees on May 22, 2017:

MISSION: EMPOWER students to forge creative, purposeful lives and careers in a diverse and changing world. THRIVE with Baltimore. MAKE the world we imagine.

VISION: A just, sustainable, and joyful world activated and enriched by artists, designers, and educators who are valued for their leadership and imagination.

These statements embody the College’s forward-thinking art and design education where its students and alumni are positioned to impact the global economy and culture. The mission statement also affirms MICA’s pledge to thrive with the city of Baltimore as an anchor institution.

Visit mica.edu/mission to learn more about the tenets and philosophy that underpin these statements.
Baltimore is a city that welcomes and supports artists and designers and is animated at its core by a socially engaged, creative, and unconventional spirit. Located along the east coast corridor between Washington, DC and New York City, Baltimore offers easy rail and car access to the region and to tremendous resources in multiple sectors including the arts, design, social innovation, technology, education, government, health, medicine, publishing, and business. The Baltimore area is home to accessible maker spaces, innovative start-ups, expansive museums, progressive and engaged philanthropists, and a thriving arts community, including numerous economic and cultural supports for creative practitioners, activists, and entrepreneurs. In Baltimore, artists and designers often ally with youth programs, community organizations and educational institutions to tackle complex social problems and participate in open exchange around critical intersectional histories of race, gender, equity, and social justice. The Baltimore Museum of Art, the Walters Museum, and other internationally renowned museums, artist run spaces and galleries support and display cutting-edge work, often created by MICA students, faculty, staff, and alumni. In addition, Baltimore offers easy access for students to partnerships, internships, and jobs with influencers, organizations, and top companies in Richmond, Washington, D.C., New York City, and Philadelphia.

Baltimore has the charm, sophistication, and amenities of a major city, but the neighborly feel of a town. The city’s neighborhoods each have their own distinct culture and architecture. Three state-designated arts and entertainment districts feature community festivals, book and print fairs, avant-garde theatres, independent film festivals, and diverse, hip, affordable restaurants. From the MICA campus in historic Bolton Hill you can easily access Penn Station, Johns Hopkins University, Baltimore’s Inner Harbor, Greektown, Mt. Washington, or other residential neighborhoods in under 30 minutes, and hiking and biking trails in Maryland and Pennsylvania in under an hour.
COLLEGE LEADERSHIP

Samuel Hoi joined MICA as President in July 2014, following Fred Lazarus IV’s 38-year tenure in the role. Prior to arriving at MICA, Hoi served as President of Otis College of Art and Design for 14 years. Hoi is the immediate past chair of United States Artists (USA), serves on the board of directors of the James Irvine Foundation, and was recently a member of the Los Angeles Coalition for the Economy and Jobs. He is a member of the National Advisory Board of the Strategic National Arts Alumni Survey Project (SNAAP) and the board of the Association of Independent Colleges of Art and Design (AICAD), which he chaired from 2004-2009. In 2017, Hoi was selected as a Ford Foundation "Art of Change" Fellow for his work in the arts, social justice, and economic innovation. His multifaceted background includes membership (retired status) in the New York Bar, a Juris Doctorate degree from Columbia Law School, a bachelor’s degree from Columbia College, where he graduated summa cum laude, and an A.A.S. degree in illustration from Parsons.

David Bogen was appointed Provost and Vice President for Academic Affairs at MICA in August 2015. Bogen has 20 years of diverse experiences in higher education program development, research strategies, partnership building and internationalization. In addition to his faculty appointments, he has served as vice president academic and provost at Emily Carr University of Art and Design in Vancouver, Canada, associate provost for academic affairs at the Rhode Island School of Design and as the executive director of the Institute for Liberal Arts and Interdisciplinary Studies at Emerson College in Boston. A social theorist and philosopher of language by training, Bogen has broad experience in pioneering interdisciplinary programs based on diverse pedagogical models and in developing successful inter-institutional and public sector partnerships that advance the transformative potential of the arts in urban contexts. Bogen holds a BA in philosophy from Macalester College and an MA and a PhD in sociology from Boston University.
DIVISION OF ADVANCEMENT
DIVERSITY, EQUITY, INCLUSION, AND GLOBALIZATION

In October 2017, the Presidential Task Force on Diversity, Equity, Inclusion and Globalization concluded a two-year effort to produce a college-wide plan to structuralize diversity, equity, inclusion, and globalization (DEIG) efforts across all aspects of the College. The final report of the task force - which included broad representation from faculty, staff, students, and trustees - is comprehensive in scope and reaches into all aspects of College education and operation. It includes a detailed DEIG workplan outlining specific initiatives to be accomplished, the lead entities for each initiative, and projected timelines to ensure that the values and priorities identified in the report are translated into actionable, sustainable, and visible change.

A DEIG Accountability Monitoring Group (AMG), with broad representation of leaders from various college constituency groups, began its work in Spring 2018, and the Office of Equity and Inclusion (OEI) led by its new Director will be established in the Spring of 2020. The AMG and the OEI will act to ensure MICA's DEIG progress through the development of best practice, training, and accountability measures associated with the DEIG work plan. MICA's senior administration has also embedded long-range DEIG planning as a key outcome of two crucial College planning efforts – the National Association of Schools of Art & Design reaccreditation self-study and strategic planning processes.

The work of the Task Force has already resulted in a number of efforts that are newly implemented and have strong momentum on campus. As of Fall 2017, the most visible DEIG campus initiatives include:

- Relaunch of the Office of Diversity and Intercultural Development under the name of Center for Identity and Inclusion and with a revised mission intended to broaden its scope and impact as well as a new, central campus location;
- Relaunch of the Office of Community Engagement as a new center focusing on creativity and the common good which will support faculty, students, and communities at large in understanding and exercising creative citizenship and social justice principles in a diverse and changing world;
- Reforms to the First-Year Experience (formerly Foundation) program to integrate contemporary curriculum on race and identity. New courses are being developed, such as
a Spring 2020 research-based class that will explore the history of marginalization and racism in Maryland, as well as within MICA’s nearly 200-year history; and,

- Institution-wide strategic efforts to recruit and retain a next generation of faculty, staff, and administrative leaders that is racially and culturally diverse, and has the knowledge and experience to lead the College through this period of immense opportunity and cultural and organizational transformation.

The work of the Task Force has grounded DEIG as central to MICA’s identity, culture, and practice, to MICA’s growth, and to the welfare of its campus community. Complete information relating to the Task Force and its efforts can be found on the DEIG Integration at MICA site.

**ROLE OF THE VICE PROVOST FOR GRADUATE STUDIES**

The Vice Provost for Graduate Studies holds a strategic, senior level position on the leadership teams of both the Provost and the President. The Vice Provost is a regular member of both the Provost’s and President’s Councils and also serves on the Academic Affairs committee of the Board of Trustees.

The Vice Provost for Graduate Studies currently oversees 15 graduate programs with over 350 students enrolled from across the country and around the world. In addition to the Graduate Directors for these programs, direct reports to the Vice Provost include: the Associate Dean for Graduate Studies, the Associate Dean for Curriculum Development and Assessment, the Manager of Academic Operations, and the Florence Gaskins Harper Endowed Chair in Art Education.

In addition to these formal supervisory responsibilities, the Vice Provost is also responsible for the oversight of operations within the Lazarus Center, which is the home of many of the graduate programs and the Office of Graduate Studies, and a hub for creative cultural activity in the Station North Arts and Entertainment District in Baltimore.

The Vice Provost serves as an innovative and collaborative leader who can envision bold academic initiatives and has the organizational skills and the systems expertise to bring together the people and resources required to realize the aspirations the Graduate Studies division and the College.
OPPORTUNITIES AND CHALLENGES

The Vice Provost will be asked to embrace the following opportunities and challenges:

Collaboratively lead academic innovation across the College and particularly at the graduate level in support of MICA’s mission, vision and strategic plan; a plan that centers MICA as an ethically, socially and economically engaged anchor institution in the city of Baltimore with a domestic and global orientation. With a seat on both the President’s and Provost’s leadership teams, the Vice Provost will be a key partner in advancing the College’s most ambitious goals. The Vice Provost will demonstrate a capacity for bold vision and strong implementation in advancing existing graduate programs and developing new ones. As MICA embraces both the local and global elements of its new mission and strategic plan, the Vice Provost will ensure that the graduate academic programs reflect a contemporary focus on the transformative cultural and economic impact of the art and design fields, and are framed by diversity, inclusion, equity and globalization efforts across the College.

Collaboratively lead the ongoing process of aligning the graduate academic program with MICA’s core mission and values and fulfilling the objectives of the 2021-26 Strategic Plan. The Vice Provost, in consultation with the President and Provost and in close collaboration with the faculty, staff, and students, will help to further efforts already underway to harmonize the graduate academic program with three key principles. First, the graduate academic program must continue to be academically excellent and draw forward the division’s rich traditions in fine arts, design, and socially engaged creative practice. Second, reflecting MICA’s shared institutional emphasis on DEIG, it should reflect the diverse and changing world and challenge ethnocentric and euro-centric assumptions that place barriers on intercultural understanding and the work and development of students. And finally, the graduate academic program should be constructed with the goal of meeting the aspirations and demands of MICA’s alumni as they engage
in entrepreneurship, professional practice, and a wide range of other pursuits throughout their lifetimes.

**Recruit, retain, mentor and develop a strong, diverse faculty and staff and work to support their development and success.**

As the leader of the Graduate Division, the Vice Provost will have the opportunity to work with an exceptionally talented group of faculty and staff and to establish initiatives and best practices for their recruitment, retention and renewal. Specific opportunities include the development of the Hurwitz Center for Art Education and collaboration on the development of the Office of Research and the new Center for Teaching Innovation and Exchange as resources for faculty and staff professional development.

**Ensure the continued development and implementation of supports and programs that enable all graduate students to thrive at MICA.** The Vice Provost will work to expand access to graduate education at MICA for a wide range of students as well as to provide them with the support and services they need to succeed once enrolled. The Vice Provost will be accessible and attentive to graduate students and design thoughtful, relevant approaches to addressing their needs and priorities.

**Work ethically and consciously with government, non-profit, and other entities in the City of Baltimore to build shared artistic, cultural, educational, and economic partnerships.** The Vice Provost will be a passionate advocate for Baltimore and for the historical and contemporary power of art and design to catalyze growth and social empowerment in an urban environment. In doing so, the Vice Provost will live out MICA’s values and commitments to the City of Baltimore, which include engaging with its people and entities in ways that are reciprocally beneficial, respectful, self-aware, and socially just.

**Build on the shared strengths of the faculty, staff and students within the Graduate Studies division to develop the graduate community and realize the shared ambitions, values, and goals of its members.** The Vice Provost will work with faculty, staff and students to enhance participatory structures for governance, collaborative planning and community life within programs and across the division. Specific outreach and focus on inclusive approaches to alumni will be central to this work.
DESIRED QUALITIES AND CHARACTERISTICS

MICA welcomes interest from candidates who share a common conviction that a powerfully reimagined approach to art and design education is and always has been a critical tool for transforming the world. Strong candidates may come from a wide variety of backgrounds and experiences, including from schools of art and design or from comprehensive research universities. They should hold the terminal degree in their discipline, which should be either within art and design or a closely related field. It is critical that candidates demonstrate a passion for art and design as practitioners, teachers, and/or scholars, and have a significant record of achievement and innovation as a leader within a higher education environment. Ideal candidates will demonstrate many of the following:

• An outstanding artistic and/or academic background sufficient to lead the graduate faculty and to make substantive judgments and recommendations about the hiring and promotion of faculty;

• Strong managerial, interpersonal, and communication skills coupled with the ability to think creatively and strategically about innovation within higher education;

• A broad understanding of the role of art and design education in a contemporary domestic and global context, the complex challenges of these contexts, and of the important and changing relationships between education, research, and professional practice;

• An active commitment to diversity in all its forms (e.g., racial, gender, socioeconomic, intellectual, methodological, disciplinary) including a demonstrated ability to create and maintain positive working relationships with people of racially and culturally diverse backgrounds and perspectives, to mentor a diverse team of staff and faculty, and to work in a professional community that views diversity and collaboration as organizational strengths;

• Demonstrated experience with and personal commitment to the role that urban institutions in particular play in the development of local neighborhoods and communities and to developing partnered and engaged strategies for curriculum development and educational leadership of mutual benefit;

• A collaborative orientation to project design and management and a proven track record of managing successful teams across a complex organization;

• A strategic, knowledgeable, entrepreneurial, imaginative, and compassionate approach to leadership; and,

• A genuine commitment to the belief that art and design have changed, and will continue to change, the world in positive and meaningful ways.
CONTACT

Please send nominations, applications, and queries in confidence and electronically to

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MICA is an equal opportunity employer. As an educational institution dedicated to individual development in the visual arts, MICA nurtures, supports, and celebrates diversity in all of its forms including aesthetic, cultural, and philosophical and does not discriminate on the basis of race, ethnicity, color, religion, age, national origin, gender, gender identity, sexual orientation, disability status, socio-economic status, and marital status. This requires that the College develop and maintain a diverse community of trustees, administration, staff, faculty, and students; and that diversity is a fundamental philosophic value that informs the content of all of its programs and activities. MICA's commitment to diversity prepares its graduates to excel professionally and assume leadership roles in a global context.