



UNIVERSITY OF MARYLAND, BALTIMORE COUNTY

**DEAN OF THE COLLEGE OF ARTS, HUMANITIES AND SOCIAL SCIENCES**

University of Maryland Baltimore County (UMBC) invites nominations and applications for the position of Dean of the College of Arts, Humanities and Social Sciences. Known as one of the top public research universities in the nation for innovation, teaching, and providing students of all backgrounds a truly supportive environment, [UMBC](#) has helped redefine higher education, making “inclusive excellence” not just an aspiration but an imperative.

The Dean of the [College of Arts, Humanities and Social Sciences](#) (CAHSS) at UMBC leads a large and diverse faculty in their contributions to the teaching and scholarly missions of the university, including several innovative, interdisciplinary academic programs and centers. CAHSS works at the core of the UMBC mission, dedicated to motivating all students to engage in academically challenging undergraduate and graduate programs in the liberal arts tradition, preparing them for fulfilling career paths and employment.

Working within an inclusive culture that connects innovative teaching and learning, research across disciplines, and civic engagement, the new Dean of the CAHSS will have the opportunity to further lead the implementation of the vision of UMBC in the advancement of knowledge, economic prosperity, and social justice that welcomes and inspires inquisitive minds from all backgrounds.

**About the College of Arts, Humanities & Social Sciences (CAHSS)**

CAHSS, home to more than half of UMBC’s faculty, awards both undergraduate and graduate degrees. The Dean provides academic leadership for 37 Bachelor’s, 17 Master’s, and 6 Ph.D. programs, more than 300 full-time faculty members, 193 part-time faculty members, approximately 3,600 undergraduate majors and over 900 graduate students. Reflecting the direction and requirements to advance scholarship in the 21st century, many of the College’s programs cross traditional disciplinary boundaries to provide fresh solutions integrating multiple perspectives.

Spanning a large range of disciplines, CAHSS faculty are committed and effective teachers as well as productive, award-winning scholars who teach in the undergraduate and graduate programs. Faculty have won numerous prestigious fellowships, awards, and research grants from such organizations as the National Endowment for the Humanities, the National Endowment for the Arts, the National Institutes of Health, the National Science Foundation, the Guggenheim Foundation, the Spencer Foundation, the Robert Wood Johnson Foundation, and the Fulbright

Scholars Program, and they have been awarded some of the most important honors and distinctions in their own disciplines. Articles and books published by CAHSS faculty put them at the forefront of their fields both in the United States and around the world. The College's arts departments and centers have also won national and international recognition for their creative activities. Both the College's undergraduate and graduate students are involved in significant research and publish under the mentorship of and with the faculty.

### **Interdisciplinary Programs and Centers within the CAHSS**

CAHSS is home to several interdisciplinary centers and programs that foster collaboration and synthesis both within the College and with the larger university community at UMBC:

#### Research Centers & Institutes

- [Center for Art, Design & Visual Culture](#)
- [Center for Innovation, Research, & Creativity in the Arts](#)
- [Center for Social Science Scholarship](#)
- [Dresher Center for the Humanities](#)
- [Imaging Research Center](#)

#### Undergraduate Scholars Programs

- [Humanities Scholars Program](#)
- [Linehan Artist Scholars Program](#)
- [Sondheim Public Affairs Scholars Program](#)

### **Academic Departments within CAHSS**

CAHSS features 26 academic departments ranging from the performing arts to the humanities to social, behavioral, and natural sciences:

- [Africana Studies](#)
- [American Studies](#)
- [Ancient Studies](#)
- [Asian Studies](#)
- [Dance](#)
- [Economics](#)
- [Education](#)
- [Emergency Health Services](#)
- [English](#)
- [Gender, Women's + Sexuality Studies](#)
- [Geography & Environmental Systems](#)
- [Gerontology](#)
- [Global Studies](#)
- [History](#)

- [Judaic Studies](#)
- [Language, Literacy & Culture](#)
- [Media & Communication Studies](#)
- [Modern Languages, Linguistics & Intercultural Communication](#)
- [Music](#)
- [Philosophy](#)
- [Political Science](#)
- [Psychology](#)
- [Public Policy](#)
- [Sociology, Anthropology, and Public Health](#)
- [Theatre](#)
- [Visual Arts](#)

### **Dean's Role and Responsibilities**

Reporting to the Provost and Senior Vice President for Academic Affairs, the Dean of CAHSS works to advance the mission of the College. Building on the College's strengths in scholarly as well as creative accomplishments by faculty, graduate, and undergraduate students, the Dean will support continued success in research and scholarship; will work to further advance the teaching mission of all its academic departments and programs; and will further UMBC's overall mission as a key contributor to undergraduate liberal arts education.

The Dean is the chief academic and administrative officer of CAHSS and has overall responsibility for leading the College to advance excellence in teaching, research, and service in a collegial environment. Working effectively with faculty and staff representing the College's departments, academic programs and centers, the Dean will provide visionary and innovative leadership and will supervise the College's strategic planning and budget development; overseeing teaching, research, community engagement, and administration within CAHSS. The Dean develops and promotes activities that support faculty across a wide range of disciplines, overseeing faculty recruitment and professional development, promotion and tenure, retention, and the appointment of departmental chairpersons and research directors.

The Dean works collaboratively with deans and allied departments in other UMBC college units and with major campus-wide centers and institutes to promote innovative interdisciplinary teaching and research. The Dean represents the interests of the College and the University to various constituencies both within and outside of the UMBC community, including with other institutions within the University System of Maryland. The Dean also participates in campus-wide shared governance processes, is a member of the university's leadership team, and works closely with the Office of Institutional Advancement and the Vice President for Research to seek funds from external sources to enhance the College's teaching, research, community engagement, and service missions.

## **The Opportunity**

We live in a time when the traditions and methods of work in the arts, humanities and social sciences are more important than ever. We have seen, again and again, that to meet the greatest challenges we face as a people living together on this planet, requires us to make choices many are not willing or prepared to make. Collaborating with faculty in the natural sciences, engineering, and commerce, faculty in CAHSS add the critical element of understanding our choices, and how they emerge from the complexity of human cultures and power hierarchies, as well as identities and behavioral motivations, that help determine our successes or failures.

While understanding and addressing social inequities is at the front of everyone's mind at present, UMBC has long been committed to fostering and celebrating a diverse community where varied backgrounds, perspectives and life experiences are valued and contribute to the University's success. The UMBC community remains steadfast in its commitment to continue developing new programs and initiatives that advance diversity and inclusive excellence in all facets of University life. Featuring nationally-recognized programs that enhance inclusive excellence, UMBC is already an established leader in creating an inclusive environment. Reaching beyond the campus, UMBC has increasing commitments to social and civic engagement, such as the [Charlesmead Initiative for Arts Education](#), leading to recognition by the Carnegie Foundation, with the Dean of CAHSS at the forefront of these efforts.

The Dean of CAHSS will collaborate with other UMBC leaders and community members to capitalize on the following opportunities:

**Advance the College's commitment to inclusive excellence:** The Dean, through innovative and collaborative leadership, will continue to advance CAHSS's efforts to redefine excellence in higher education through an inclusive culture that connects innovative teaching and learning, research across disciplines, and civic engagement. The Dean will ensure continued commitment to advance knowledge, economic prosperity, and social justice by welcoming and inspiring inquisitive minds from all backgrounds.

**Attract, develop, and retain diverse faculty:** The Dean will oversee the recruitment, professional development, promotion, and retention of diverse faculty who demonstrate excellence in their respective fields, and commitment to the values of the University that feature diversity, equity, and inclusion. The Dean will ensure resources are prioritized for faculty support and professional development, and will work with other faculty leaders within the College to develop a strategy for resource allocation.

**Garner and steward resources in support of the College's mission:** The Dean will have responsibility for growing and managing the resources necessary to advance innovative initiatives within the College. The Dean will establish and strengthen relationships with foundations, agencies and private donors, and will work with leaders within the Office of Institutional Advancement to develop a strategy for attracting additional resources through those relationships. The Dean will also be responsible for the College's fiscal management and

will collaborate with the Division of Administration and Finance to develop a balanced budget and a sound strategy for distribution of resources.

**Advance initiatives in support of student success:** Together with leaders across campus, the Dean will continue to develop and employ strategies that lead to the highest levels of student achievement, at both undergraduate and graduate levels. With focus on recruitment, retention, and degree completion, the Dean will ensure that every possible effort is made to support students in their pursuit of academic excellence and success after graduation.

**Develop a cooperative and collaborative environment:** UMBC is committed to continued engagement within and across disciplines, and the Dean will play a critical role in identifying opportunities for faculty, students and staff to collaborate within their fields and across disciplines and colleges. The Dean will continue to foster innovation and creativity to maintain and expand transdisciplinary partnerships, helping colleagues and students see knowledge in more integrated ways, imagine themselves part of disciplinarily diverse teams, and in this way, help balance academic traditions with the needs of today and the future.

**CAHSS is a community-engaged and civically-engaged college:** Now codified in our strategic plan, the College has gone through a transformation in recent years, with numerous faculty engaged in the surrounding communities in a variety of ways, increased participation in national organizations such as Imagining America, changes to promotion and tenure structures within departments that invite junior faculty to become active community scholars and to lead students to do the same.

**Develop the next set of strategic priorities for the College:** As the UMBC community engages in its next strategic planning process, the Dean will collaborate with members within and outside of CAHSS to develop new, forward-looking strategic priorities for the College. With consideration for the University's overall strategic direction, the reality of finite resources, and the importance of maintaining the core identity of CAHSS, the Dean will lead the College community in building upon successes and imagining new possibilities.

### **Qualifications and Desired Characteristics**

The successful candidate for Dean of CAHSS should demonstrate many of the following:

- A teaching and research record commensurate with a tenured full professorship in a field within the arts, humanities, or social sciences;
- An understanding of, and commitment to, promoting the critical importance of the arts, humanities, and social sciences to meet the challenges of our time;
- A commitment to advancing initiatives in support of diversity, inclusive excellence, equity, and social justice;
- A commitment to engaged scholarship, community engagement, and civic engagement;
- A commitment to shared governance, including ability to listen to and work with concerns and initiatives from faculty, staff and students;

- Strategic leadership in complex organizations, including experience in academic affairs, planning, budgeting and communications;
- A capacity to advocate for the College at University and Maryland System levels;
- The ability to work effectively with faculty across a broad array of disciplines, with a record of promoting interdisciplinary collaborations and community engagement;
- An interest in preparing students for global engagement through promotion and appreciation of multilingual, multicultural and intercultural experiences;
- A commitment to innovation in both undergraduate and graduate education;
- An interest in partnering with the Office of Institutional Advancement in alumni engagement, donor outreach, solicitation, and stewardship, corporate and foundation outreach, and related activities designed to increase philanthropic giving to the college and related units;
- A commitment to engage with campus partners, the college and departments in developing and implementing strategies that will support enrollment and retention.

### **About the University of Maryland, Baltimore County (UMBC)**

Founded in 1966 and located in suburban Baltimore on a campus of 530 acres, UMBC is a vibrant, public, doctoral research university and a member of the University System of Maryland. Only 15 minutes from Baltimore's Inner Harbor and 45 minutes from Washington, D.C., students and faculty have abundant resources of local, state, and federal government at their fingertips. The university offers academically talented students a strong undergraduate liberal arts foundation that prepares them for graduate and professional study, entry into the workforce, and community service and leadership. At the graduate level, UMBC emphasizes science, engineering, information technology, human services, and public policy. UMBC is dedicated to cultural and ethnic diversity, social responsibility, and lifelong learning.

With an enrollment of approximately 10,900 undergraduate and 2,800 graduate students, UMBC is highly selective and widely recognized as a national model for strengthening academic diversity, undergraduate and graduate student success, and the integration of research and scholarship into the undergraduate experience. UMBC offers over 100 majors and programs spanning the visual and performing arts, engineering and information technology, humanities, sciences, pre-professional studies, and social sciences, and promotes inter and trans-disciplinary collaborations in creative ways to create exciting new opportunities for research and learning. [UMBC's Graduate School](#) offers over 80 master's and doctoral degrees, and post-baccalaureate certificate programs in a variety of fields. UMBC at the [Universities at Shady Grove](#), located in Rockville, MD, offers six undergraduate and six graduate programs, several of which are based in CAHSS including geographic information systems, history, political science, and psychology. With a focus on inclusive excellence, UMBC features landmark programs such as the [Meyerhoff Scholars Program](#), the [McNair Scholars Program](#), the [Postdoctoral Fellows for Faculty Diversity Program](#), and the [Fellows Program for Faculty Diversity in the Arts](#). The current UMBC strategic plan emphasizes: collective impact in research, scholarship, and creative achievement; the student experience; innovative curriculum and pedagogy; and community and extended connections.

UMBC has an annual operating budget of \$523.3 million and is a rapidly growing Carnegie classified research university with nearly \$84 million in sponsored research, training contracts and grants. UMBC contributes to the economic development of the State and the region through entrepreneurial initiatives, workforce training, K-16 partnerships, and technology commercialization in collaboration with public agencies and the corporate community. The Carnegie Foundation for the Advancement of Teaching has honored UMBC with its distinguished Carnegie Community Engagement Classification. This classification acknowledges UMBC faculty, staff, students, and community partners for their deep commitment to strengthening the bonds between campus and community.

### **The University of Maryland System**

Formed in 1988, [The University System of Maryland](#) consists of the campuses and research and service units formerly governed by the Board of Regents of the University of Maryland and the six state universities and colleges formerly under the aegis of the Board of Trustees of the State Universities and Colleges. The current System is governed by the Board of Regents of the University System of Maryland. The system includes eleven degree-granting campuses. In addition, there are large research and public service components of the University System of Maryland, including the University of Maryland Center for Environmental Science. Maryland has charged the System with ensuring distinctive and complementary missions for all campuses and with promoting academic excellence and economic development. The Chancellor serves as Chief of Staff of the Board of Regents and as Chief Executive Officer of the University System of Maryland. The University System's Headquarters directs and coordinates the eleven-campus system and the research and public service component. The administration of each campus is the responsibility of a President who reports to the Chancellor.

### **Campaign**

The [Grit and Greatness](#) Campaign was launched publicly in 2017 with an ambitious goal of \$150 million, 98% of which has been raised. The campaign is designed to support and expand critical components of the UMBC experience, including programmatic development, scholarships and fellowships, research development, and endowment growth. To date, 37% of commitments and gifts to the campaign are for endowment, demonstrating the UMBC community's dedication to build and sustain vital programs, as well as student, faculty, and staff support, deep into the future. The Dean of CAHSS is an active participant in this fundraising campaign, collaborating with the Office of Institutional Advancement to engage many of UMBC's 85,000 alumni, and other partners and donors to elevate the college's and university's goals and initiatives for long term, meaningful success.

### **Applications and Nominations**

For full consideration, please send all application materials (including a CV, a letter of interest (3-5 pages), and the contact information for five professional references) and nominations to:



Steve Leo, Managing Director  
Ethan Dubow, Managing Associate  
Storbeck Search  
[UMBCDeanCAHSS@storbecksearch.com](mailto:UMBCDeanCAHSS@storbecksearch.com)

UMBC is an Affirmative Action/Equal Opportunity Employer. Women, historically minoritized individuals, veterans, and individuals with disabilities are encouraged to apply.