



Dean
Robert H. Smith School of Business
University of Maryland
College Park, MD

THE SEARCH

The University of Maryland seeks a visionary, strategic, entrepreneurial, and energetic leader to serve as Dean of the Robert H. Smith School of Business (Smith). This is an exceptional opportunity to lead a highly regarded business school that is poised to move even higher in the top ranks of global business schools by creating a distinctive brand that is anchored in the quality of its academic programs, preeminence of its research, and impact on the challenges facing the business world and society today. The Smith School, a top-fifteen U.S. research business school, prepares students as future business leaders by giving them cutting edge analytical skills and providing them with a global perspective, hands-on experience in entrepreneurship and innovation, and a commitment to serving the needs of an increasingly complex marketplace through interdisciplinary problem-solving. The Dean will lead the School in articulating a competitive strategy that will further establish Smith's distinctive brand, take advantage of its location to create partnerships and opportunities unique to the Washington, D.C. area, distinguish it from other major business schools, and ensure that existing programs support the Smith School's mission and align with the University's strategic plan.

The University of Maryland College Park (UMD) is the land-grant institution in the University System of Maryland and a member of the Association of American Universities. UMD is a globally preeminent research university with more than 41,000 students from more than 118 countries. The University is a powerful economic engine for the region as it brings in more than \$570 million in research funding annually. Among the top 25 public universities in the country, Maryland has an annual budget of over \$1.9 billion, employs more than 14,000 faculty and staff, and possesses an endowment of approximately \$355 million. With 92 undergraduate majors and more than 190 graduate degrees across 12 colleges, the University provides outstanding and innovative instruction and nourishes a climate of intellectual growth in a broad range of academic disciplines and interdisciplinary fields.

The Robert H. Smith School of Business is a critical academic unit in this flagship university. With more than 200 faculty members in six academic departments and an \$80 million budget, the School has about 3,000 undergraduate students and 2,000 graduate students across master's and Ph.D. programs. The Dean is responsible for academic leadership, fundraising, and financial stewardship. The Dean will lead the effort to create a shared vision for the Smith School, setting forth a strategy with a portfolio of highly competitive programs, world-class research, and a process for the strategic allocation of resources. With a compelling strategy, Smith will help drive Maryland's brand as an innovative and entrepreneurial public flagship university. The successful candidate will be a champion for teaching and scholarship, have outstanding

communication and interpersonal skills, high energy, political astuteness, deep commitment to diversity, and a personal style that engenders trust and respect. The Dean will be visible on campus and in the community and must have an appreciation and passion for the mission of public higher education.

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

UNIVERSITY OF MARYLAND, COLLEGE PARK

The University of Maryland's role is to preserve and transmit the knowledge of the past, to illuminate the challenges of the present and contribute to their solution, and to shape the future. Founded in 1856 as one of the original land-grant institutions, the former Maryland Agricultural College required its all-male cadet student body to spend an hour a day working on the college farm; to undergo military training; and to take courses in ancient and modern languages, natural sciences, English and math. After a disastrous campus fire in 1912, the campus was rebuilt, the military system was soon abolished, and women were welcomed. The campus rapidly grew over the following decades, and the legislature in 1988 combined its institutions of higher education to form the University System of Maryland. The College Park campus was named its flagship.

Today, the University stands as a preeminent institution dedicated to serving its state, the nation, and the world. The institution's core principles place a high value on excellence, diversity and inclusiveness, innovation and creativity, high ethical standards, civility and collegiality, and openness and accountability. The University ranks within the top 25 public institutions in the country by *U.S. News and World Report*, and competitively awarded research grants are over \$570 million—a remarkable achievement for a university without a medical center. It has been a member of the Association of American Universities since 1969 and a member of the Big Ten Academic Alliance and Conference since 2014.

As the flagship of the University System of Maryland, which includes 12 institutions and three regional education centers, the University's role is to educate future leaders to be engaged and thoughtful citizens in a complex, vibrant, democratic society. It anticipates and prepares for the opportunities that will enhance the economic, social, and cultural vitality of the state and the region. The University enrolls more than 30,000 undergraduates and more than 11,000 graduate students, participating in more than 90 bachelor's programs and over 100 graduate programs within its 12 colleges and schools. Many of the University's academic programs are highly ranked and Maryland's academic strength spans virtually all major disciplines.

The campus is located within the Capital Beltway, a few miles from Washington, D.C. and its federal departments, agencies, and research centers; embassies, think tanks, and non-profit organizations; and the legislative, executive, and judicial centers of power. The nation's capital provides Maryland faculty and students with ready access to people and organizations of great influence and extensive resources. The University is also fortunate to be in close proximity to Baltimore, the state capitol of Annapolis, the Chesapeake Bay, the I-270 biotechnology corridor, numerous major corporations, and an unmatched array of governmental research entities. By any measure, Maryland is now one of the nation's preeminent public research universities and on a path to become one of the world's best. The institution seeks to capitalize on this momentum, promote its competitive advantages, and pursue ambitious goals with great discipline and entrepreneurial spirit.

Leadership

Dr. Darryll J. Pines was named the University's 34th president in February 2020. Pines has been the A. James Clark School of Engineering dean for the past 11 years and has been with the University for 25 years, starting as an assistant professor in 1995 and later serving as chair of the Department of Aerospace Engineering. Dr. Pines will succeed Dr. Wallace D. Loh who has served as president since 2010. Pines will take leadership of the university after a decade of tremendous growth and advancement under Loh. Over the past 10 years, Maryland became the nation's first "Do Good" campus, engaging the entire student body in doing good in their communities and around the world; rolled out the \$2 billion public-private investment known as Greater College Park; joined the Big Ten Conference including the Big Ten Academic Alliance, bringing academic and athletic benefits to the entire university community; solidified its strategic partnership with the University of Maryland, Baltimore through the MPowering the State initiative; and launched a \$1.5 billion *Fearless Ideas: The Campaign for Maryland*, slated to end next year. Dr. Pines will officially begin his appointment as president on July 1, 2020.

Dr. Mary Ann Rankin, Professor of Biology, became Senior Vice President and Provost in 2012. Prior to assuming this position, Dr. Rankin was CEO of the National Math and Science Initiative (NMSI) in Dallas. NMSI is a public-private partnership dedicated to expanding the pipeline of STEM (Science, Technology, Engineering, and Math) graduates and STEM K-12 teachers. Previously, she spent 36 years at The University of Texas (UT) at Austin, where she served for six years as Chair of Biological Sciences and for nearly 17 years as Dean of the College of Natural Sciences.

ROBERT H. SMITH SCHOOL OF BUSINESS

History

The Robert H. Smith School of Business traces its roots back to 1921 when the first formal business curriculum was offered in the Department of Economics and Business Administration. Within a few years, the program grew to several hundred students and 46 faculty members. By the 1960s, the program received its first major research grant, inaugurated its doctoral program, and started taking advantage of new technology. In the decades that followed, the College of Business Management was formed, the Dingman Center for Entrepreneurship was founded, and the reputation of research excellence was growing. Alumnus Leo Van Munching was instrumental in providing funding for the Smith School's current home, Van Munching Hall. In 1997, the school received a \$15 million naming gift from a prominent alumnus, Robert H. Smith, which allowed the school to develop the facilities needed to make significant changes in curriculum and the incorporation of sophisticated technology.

The Smith School offers its academic programs in several locations including on the main campus in College Park, Baltimore, and Rockville, Md.; Washington, D.C.; and Beijing, China.

The Smith School is accredited by the Association to Advance Collegiate Schools of Business International (AACSB).

Faculty

The Smith School is an internationally recognized leader in business education and research. Smith is home to 165 full-time and 40 part-time faculty and 195 full-time staff. The Smith School is composed of six academic departments: Accounting and Information Assurance; Decision, Operations and Information Technologies; Finance; Logistics, Business and Public Policy; Management and Organization; and Marketing. Smith faculty members regularly produce research published in top journals, drive

transformation, invent new business tools, and understand how to adapt and prosper in unpredictable markets. Since the start of the 2019-2020 academic year, Smith faculty members have been the recipients of the *Robert Herman Lifetime Achievement Award* in Transportation Science, the *LEO Award* for lifetime achievement in the field of Information Systems, and the *Paul D. Converse Award* for significant contributions to marketing theory and to the advancement of science in marketing.

Academic Degree Programs

Undergraduate Program

The Smith undergraduate program creates a unique and enriching experience based upon the School's philosophy of integrating practical skills and theoretical learning. Students enter the Smith School directly as freshman, transfer into the School from other Maryland programs, or transfer from other colleges and universities. Smith offers degree programs in Accounting, Finance, Management, Information Systems, International Business, Supply Chain Management, Marketing, and Operations Management and Business Analytics.

Quest Honors Program

Quality Enhancement Systems and Teams (QUEST) is a multidisciplinary program focused on the application of business practices to technology deployment for University of Maryland undergraduates from three participating schools: The Robert H. Smith School of Business; The A. James Clark School of Engineering; and The College of Computer, Mathematical, and Natural Sciences. Students participate in a challenging course of study that focuses on innovation, quality systems management and teamwork, and co-curricular programming aimed at bringing diverse knowledge, skill, and perspective to enhance their professional and personal development. Uniquely different from most undergraduate programs, QUEST students share and develop both their business and technology acumen while increasing their understanding of how the two industries are interdependent in the professional field.

MBA Programs

The Smith School offers experiential learning as part of its MBA curriculum, reflecting the changing needs of an increasingly dynamic and competitive marketplace. Smith's curriculum allows MBA students to master the core aspects of the operations of a business, which include marketing analytics, information systems, accounting, business analytics, finance, supply chain management, and quantitative finance. The Smith MBA provides hands-on experience with businesses and organizations nearby in the diverse Washington, D.C. metro area and also with partners around the world. For Smith students, the D.C. metro area is a dynamic mecca of economic and social resources, offering abundant opportunities for connections on all levels—business, personal, and humanitarian.

Part-Time

Smith's part-time MBA programs are designed with an emphasis on quality and a commitment to the program flexibility that best complements the work and personal demands on a student. One can earn Smith's MBA as an evening student and in as few as 21 months or as long as five years on any of the Rockville, Baltimore, or Washington D.C. campuses. The School has the largest part-time MBA program in the Washington, D.C./Baltimore region.

EMBA

First launched in January 2003, Smith's 17-month EMBA program incorporates a strong foundation in the critical business disciplines covered in traditional MBA programs. It also includes mastery sessions in understanding how to integrate core business principles into organizations; personalized leadership development and one-on-one executive coaching; and action-learning projects that have students building new ventures, consulting for businesses, and leading change for organizations. The Smith Executive MBA program is ranked No. 7 in the United States by the *Economist* (2018).

M.S. Programs

The Smith School offers Specialty Master's degrees in seven areas: accounting, finance, quantitative finance, information systems, supply chain management, business analytics, and marketing analytics. Each program is designed to allow students to become better prepared for a new business landscape by equipping them to pursue their ideal careers or to advance in their current fields. In a shorter time frame than the MBA, students can gain the specialized knowledge and skills that increase marketability and ensure degree-holders are an asset to any organization. All of the M.S. programs are full time, and while it is possible to complete some programs in one year, most programs take 16 to 24 months.

Ph.D. Programs

The primary mission of the Ph.D. program is to produce individuals who will contribute to the discovery and dissemination of knowledge through continued careers in research, publishing, and teaching at high quality research-oriented universities and research-oriented non-academic institutions throughout the world. The program is full time, and offers students nine different areas of specialization across six departments. On average, students typically complete this full-time program in five years, spending two years on coursework and three years on their dissertation, publishing papers, and other requirements.

Centers of Excellence and Research

Smith is at the forefront of creating, understanding, and leveraging the modern world's evolving business models. The School's world-class Centers of Excellence and Research work to bring game-changing research into the classroom and the boardroom for maximum impact. Smith immerses its students in complex and evolving marketplaces where critical thinking, creativity, and entrepreneurship are at the core of the enterprise.

Dingman Center for Entrepreneurship

The Dingman Center for Entrepreneurship is the first of these centers, launched in 1986 with a major gift from Michael Dingman, to be a focal point for the Smith School's undergraduate entrepreneurship program. The entrepreneurship program at Smith is currently ranked in the top-25 by *The Princeton Review* 2019, and provides Maryland students hands-on experience that can take them "from the back of a napkin to the first \$1 million of financing."

Center for Global Business

The Center for Global Business is the driver of internationalization and global mindset education at the Smith School and a preferred partner for international commerce in the state of Maryland, specifically in regard to training and supporting students, companies, and current and future business leaders to engage

successfully in global business. The Center for Global Business is also home to one of only 17 Centers for International Business Education Research (CIBER) in the U.S.

Center for Digital Technology, Analytics, and Data Science (CTADS)

The Center for Digital Technology, Analytics, and Data Science seeks to integrate and enrich the various Smith School activities related to analytics, artificial intelligence, data science, and digital technologies. It provides a focal “home” for research and outreach activities in these areas and sponsors a number of activities that bring together faculty, students, and external business and government organizations with interests in its intellectual themes.

Center for Digital Innovation, Technology, and Strategy (DIGITS)

The Center for Digital Innovation, Technology, and Strategy serves to leverage intellectual capital across academia, industry, and government. The Center focuses on the study of emerging digital technologies and the impacts of digital innovations on business functions, firm strategies, and policy across a number of industry verticals. The Center’s mission is to disseminate scholarly research, to connect research with practice and policy, and to foster experiential learning for students.

Center for Excellence in Service (CES)

Founded in 2000, the Center for Excellence in Service is a network of Smith faculty members who are thought leaders in service marketing and management. Faculty members collaborate with executives and managers from businesses, government, and non-profits to solve important service-related problems, to offer managerially oriented research and networking opportunities, and to develop future leaders. It is the leading center in service marketing in the world.

Center for Health Information and Decision Systems (CHIDS)

Center for Health Information and Decision Systems (CHIDS) is an academic research center with collaboration from industry and government affiliates; it’s designed to research, analyze, and recommend solutions to challenges surrounding the introduction and integration of information and decision technologies into the healthcare system. CHIDS offers the benefit of a world-class research staff and renowned scholars, serving as a focal point for thought leadership around the topic of health information and decision systems.

Center for Leadership, Innovation & Change (CLIC)

The Center for Leadership, Innovation & Change (CLIC) is focused on producing vanguard research, programs, and related activities that will foster effective leadership, organizational change, innovation, and social stewardship. Originally supported with a grant of \$1.5 million over a 10-year period from BB&T, CLIC offers cross-disciplinary programs and fellowships in leadership and executive coaching.

Supply Chain Management Center

In 1996, the Supply Chain Management Center within the Smith School was founded with funding from the Department of Defense. A pioneer in the prototyping of supply chain management portals, its mission has been to explore and understand the leading-edge technologies and business practices required to

transform traditional supply chains to real-time, including architectures based on the Internet and virtual private networks.

Center for Complexity in Business (CCB)

The Center for Complexity in Business is the world's first research center specializing in the application of complex systems methods to business problems. Through interdisciplinary collaborations, the center focuses on applications of complex system methods to analyze and solve problems that are too complex to be understood by more traditional management research tools. The Center offers a variety of workshops and events and an annual conference in Washington, D.C.

Center for Social Value Creation (CSVC)

Founded in 2009, the Center for Social Value Creation aims to create a better world through business principles and funds research in areas of corporate social responsibility and sustainability. Over the years, CSVC has engaged thousands of University of Maryland students, collaborated with hundreds of thought leaders, and partnered with more than 250 non-profits and social enterprises.

Center for Financial Policy

The Center for Financial Policy fosters collaborative exchange of ideas and solutions to critical policy issues between business, government, and academia. The Center supports funding and entrepreneurial activities that promote financial policy research and broadens the exposure of emerging business and government leaders to leading academics and practitioners in financial policy.

Center for the Study of Business Ethics, Regulation and Crime (C-BERC)

The Center for the Study of Business Ethics, Regulation, and Crime is the first of its kind to formally link Business with Criminology in an effort to scientifically confront, assess, evaluate, and develop practices in areas related to the Center. The Center embraces a unique interdisciplinary approach to the legal and ethical challenges of modern business operations by integrating and extending research in the fields of business ethics, regulation, and criminology.

Ed Snider Center for Enterprise and Markets

The Ed Snider Center investigates free enterprise and markets by researching what makes individuals, organizations, and markets flourish; educating thought leaders and influencers; and partnering with executives to apply the Center's research to real-world challenges.

THE CURRENT SITUATION

With an excellent faculty and outstanding students, the Robert H. Smith School of Business plays a critical role in the University and the community. In recent years, the University and the School have faced fiscal constraints and a decline in state funding. Enrollment in the full-time MBA program has decreased, a nationwide trend that has impacted the School as well. To offset these declining revenue streams, Smith created several innovative M.S. programs that saw steep growth in enrollment in recent years. Approximately 60% of the School's \$80 million budget comes from the master's programs, which rely heavily on international students. The School is addressing the strategic impact of growth in these programs and the implications for resource allocation. The School is working to develop a sustainable business model for its future and strengthening corporate relations to enhance career placement for students.

Looking ahead, the next Dean will engage faculty and staff to more clearly identify, define, and articulate its priorities, branding, and strategic vision. The Dean will lead a strategic planning process, and the challenge for the School will be to maintain and enhance standards of excellence, ensure sustainable revenue growth, set priorities for growth and development, ensure student satisfaction and career placement across all programs, build its national reputation, and position Smith as a genuinely distinctive and engaged top business school. The Dean will lead fundraising and identify additional revenue streams in order to support the School's strategic objectives.

THE ROLE OF THE DEAN

Reporting to the Senior Vice President and Provost, the Dean is the chief academic and administrative officer of the Robert H. Smith School of Business and responsible for the strategic, operational, and financial health of the School. The Dean will work in close partnership with other deans and executive officers of the University. The Dean will lead approximately 200 faculty, manage an \$80 million budget, and oversee about 5,000 graduate and undergraduate students.

The Dean is supported in academic administration by a total staff of 195. The leadership team comprises the Senior Associate Dean for Faculty and Research, Associate Dean for Masters Programs, and the Associate Dean for Academic Affairs in addition to ten administrative heads: Assistant Dean of Finance and Accounting, Executive Director of the Center for Global Business, Executive Director of Marketing and Communications, Executive Director of the Office of Career Services, Managing Director for the Dingman Center, Executive Director of the Executive Development Program, Strategic Director for Human Resources and Payroll, Associate Dean for Undergraduate Programs, Assistant Dean for Strategic Operations, and the Director of the Office of Transformational Learning.

The Dean will provide innovative leadership to promote outstanding research and teaching programs and to build partnerships with alumni and business leaders that will enhance the student experience and bring significant new resources to the School. The Dean will be an entrepreneurial and visionary leader who will inspire faculty, students, and staff to engage in the work of promoting the School's upward trajectory.

Specifically, the next Dean will be expected to address the following:

OPPORTUNITIES AND CHALLENGES

Lead the School in developing a focused competitive strategy and a distinctive identity and brand

The Dean will work with faculty, staff, and the School's Advisory Board to shape and execute a strategy that defines a clear identity and brand for Smith. This brand definition will build on the School's strengths in research and entrepreneurship and further refine its focus on technology, analytics, and experiential learning. The strategy will align the School as a critical component within a diverse metropolitan region and leverage its close proximity to the nation's capital. The Dean will lead a school defined by signature academic programs and location, the intersections of which can genuinely set Smith apart from other business schools in the region and the nation. By enhancing a superb environment of scholarship and orienting the School toward focused, meaningful engagement with local, national, and international employers, the Dean will further distinguish Smith as vibrant, singular and sought after business school.

Create a sustainable business model and supporting infrastructure

To ensure a sustainable future in a dynamic marketplace, the Dean will possess strong financial acumen and high-level perspective to make strategic business decisions with an eye toward creativity, collaborative

decision making, increasing efficiencies, and creating an infrastructure necessary to more effectively support the School in fulfilling its academic mission. The Dean will create a sustainable business model for the School and adapt the model on an ongoing basis, especially as the budget model for the University changes over time, to fully take advantage of incentives and assist the University in fulfilling larger strategic goals. It is expected that the Dean will provide a high level of transparency on the financial priorities of the School in support of academic excellence. This business model will include strategies for creating new revenue streams, fostering new partnerships, growing enrollment, supporting research and service, and ensuring an infrastructure within the School that seeks out efficiencies and fosters collaboration across the many constituencies of Smith. With a successful business model and the appropriate infrastructure, the Dean will help foster a culture of innovation, focused risk taking, and enthusiasm for the future.

Advance strategic policies, practices, and priorities that promote diversity, equity, and inclusion throughout all Smith School constituencies

The Dean will provide visionary, experienced, informed leadership in diversity, equity, and inclusion in business education to advance strategic policies, practices, and priorities that promote increased diversity, equity, and inclusion within the School. The Dean will ensure that School's services proactively support a growing array of community needs, serving as a thoughtful advocate and vocal leader in support of diversity, equity, and inclusion. Through personal leadership and ongoing attention and strategic dedication of resources, the Dean will ensure that the School continues to be a leader in fostering a welcoming and inclusive climate for all community members.

Advocate, collaborate, and forge partnerships across the University, the state of Maryland, and the region on behalf of the Smith School of Business

The Dean will continue to build upon the established relationships that the University maintains with industry, business, and community partners throughout the Mid-Atlantic and around the world and build many new ones. In particular, the Dean will look to work with the other schools and colleges on campus to create partnerships and opportunities that will advance the School and the University. As these relationships continue to inspire and create enthusiasm about Maryland, the Dean will seek and execute industry partnerships and opportunities for programmatic collaboration. The Dean will work closely with employers to promote career placement and experiential learning opportunities for students. Within UMD, the Dean will collaborate with university leaders to create opportunities for partnership that focus on student success, innovative research, and meaningful service.

The Dean will be a visible and engaged external fundraiser for the Smith School

The Dean will be the public face of the Smith School, enthusiastically telling its story to alumni, corporate leaders, and high potential supporters from other avenues. The Dean will effectively communicate to diverse audiences, delivering a clear and concise message about the School's programs and achievements. The Dean will strategically engage with high-profile donors in discussions about how the School's strategy and brand can serve the interests of corporate sponsors and instill a renewed sense of pride and commitment for alumni. The Dean will work in partnership with the development team in the School and the University to garner large gifts, enhance existing relationships, and build new ones with alumni and external sources of support.

Ensure existing programs support Smith's strategic plan

In a rapidly changing marketplace, the Dean will work closely with faculty and other stakeholders to ensure that programs and curricula reflect and are responsive to a dynamic and fast-paced global business

landscape and tend to local, regional, national, and global business and community needs. The Dean will lead in developing a compelling business model for the Smith School of the future.

The Dean will find ways to better highlight the great strengths of existing programs while also working closely with faculty to identify opportunities for program expansion and development to meet market demands. In conversations with faculty, the Dean will bring a broader perspective, including feedback from students, potential programming partnerships with the other schools and colleges on campus, and input from external communities regarding what they need from UMD graduates. In the course of working closely with the Smith community to determine the future of the School, the Dean will lead data-based conversations with the faculty and staff about what corollary programmatic changes need to be made to remain competitive in the current higher education landscape.

THE SUCCESSFUL CANDIDATE

The qualities being sought in the next Dean include unquestionable integrity, deep appreciation of academic qualities, outstanding communication and interpersonal skills, strong administrative abilities, high energy, political astuteness, deep commitment to diversity, collegial instincts, and a personal style that engenders trust and respect. The Dean will be a capable delegator, a good listener, well organized, and visible on campus and in the community. The Dean will have a great passion for the role of public higher education and the life changing opportunities it provides students and a record of success in research, scholarship, or professional experience that would support an appointment to the rank of professor in the School.

The successful candidate will have many of the following skills, qualities, and credentials:

- A clear commitment to undergraduate and graduate business education and the demonstrated capacity to lead with innovative vision to construct the brand and promote the impact of the School;
- A broad and deep understanding of the challenges facing business education in the United States and around the world;
- Evidence of successful involvement in and an appetite for development initiatives and the ability to work effectively with Smith School alumni;
- Proven management and financial skills with a record of success in academic administration or business;
- Demonstrated ability and enthusiasm for engaging business leaders in the work of the School, connecting students and faculty with opportunities to address challenges facing the business community;
- The ability to encourage, develop, and evaluate teaching, scholarship, service, and creative initiatives across the School;
- An appreciation of and support for a strong system of shared governance;
- A demonstrated commitment to diversity and success in working within diverse communities;
- The ability to work cooperatively and effectively with administrators, faculty, students, staff, and external constituencies; 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;

- The substantiated leadership experience, courage, and energy to manage organizational change, incorporating the University's values and mission; and
- An interest in being a visible member of University life, equally connected to civic life in the Baltimore and Washington, D.C. metropolitan region and in the business community more broadly.

TO APPLY:

Review of candidates will begin immediately and continue until an appointment is made. All inquiries, nominations, and applications should be directed in confidence online to:

Gale Merseth, Partner
Micah Pierce, Senior Associate
Nicholas Vance, Associate
Isaacson, Miller
www.imsearch.com/7278

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.