



## Vice Provost for Enrollment Management

Leadership Profile

Spring 2026



## Executive Summary

The University of Maryland, Baltimore County (UMBC), a mission-driven institution defined by a culture of grit, supportive community, and a shared commitment to excellence, invites inquiries, nominations, and applications for its next **Vice Provost for Enrollment Management**.

Since its founding in 1966, the University has embraced inclusive excellence as both a core value and a daily practice, fostering an environment where students, faculty, and staff work together to learn, solve problems, create, and build meaningful connections. Recognized as one of the nation's fastest-growing and most diverse top-tier public research universities, UMBC has become a model for American higher education—an institution where innovative ideas are encouraged, collaboration is central, and individuals are valued as whole people. Its vibrant campus supports thriving academic, artistic, and athletic pursuits, demonstrating excellence across classrooms, laboratories, studios, stages, and fields.

As a federally designated minority-serving institution, UMBC enrolls approximately 14,000 academically talented students and offers a strong undergraduate liberal arts foundation that prepares graduates for advanced study, professional success, and leadership in their communities. Graduate students benefit from a broad array of master's, doctoral, and certificate programs spanning engineering, information technology, the sciences, humanities, social sciences, public policy, and human services. With a largely residential campus, more than \$186 million in annual external research funding, and a growing national and international reputation—particularly for innovation and student achievement in STEM—UMBC continues to distinguish itself as a young, dynamic university where talented individuals thrive.

Reporting to the Provost, the Vice Provost for Enrollment Management (VPEM) will serve as UMBC's chief architect of a comprehensive, institution-wide enrollment strategy, tasked with guiding planning and execution across all degree levels and aligning enrollment efforts with student success. The VPEM will provide leadership for Undergraduate Admissions and Orientation, Financial Aid and Scholarships, Academic and Pre-Professional Advising, and the Registrar's Office, as well as coordination and support for Graduate Admissions and offerings through the Division of Professional Studies. This leader will help UMBC meet students where they are and confidently take calculated risks that position the University to thrive amid a competitive, fast-changing environment. Building on strong undergraduate momentum, the VPEM will leverage cross-campus partnerships to elevate enrollment outcomes. In doing so, the VPEM will drive strategic planning and operational excellence across recruitment and retention, strengthening UMBC's ability to attract and support a diverse student body.

This is a remarkable time to join UMBC, a university that consistently punches above its weight and thrives on a powerful combination of ambition, collaboration, and genuine community. UMBC is large enough to offer breadth and opportunity, yet personal enough that faces are familiar and colleagues readily jump in to support one another. A newer senior leadership team is setting a bold vision for the future, supported by a state environment that is committed to higher education and inclusive excellence. UMBC's students—widely regarded as extraordinary—embody inclusive excellence and bring lived experiences that are reshaping the world. Programs like the [Meyerhoff Scholars Program](#), the [Linehan Artists Scholars](#), and the [Sondheim Public Affairs Scholars](#) demonstrate how, with the right support, students achieve at the highest levels. Above all, UMBC is a deeply collaborative, values-led institution where people stay because they believe in the mission, feel connected to one another, and know they are part of something truly special.

The ideal candidate will bring broad and deep enrollment experience. This leader will be an exceptional communicator who builds trust across diverse campus partners and approaches enrollment strategy with a critical, evaluative mindset. They will balance an understanding of the student experience with strong business acumen, taking feedback constructively and translating needs into effective operational solutions. A systems

thinker who sees how all components of the enrollment ecosystem connect, the VPEM will be a team player who champions the principle that enrollment management is a shared institutional responsibility.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.



## Role of the Vice Provost for Enrollment Management

Reporting to the Provost, the Vice Provost for Enrollment Management (VPEM) serves as UMBC's chief strategist and executive leader for enrollment, advancing the University's commitment to academic excellence, access, and student success. This leader will shape and energize a comprehensive enrollment strategy that not only aligns with UMBC's institutional priorities and long-range ambitions but also positions the University to thrive amid a rapidly evolving and highly competitive higher-education landscape. Central to this work is ensuring access by removing barriers while maintaining financial sustainability. The VPEM will also bring a proactive, forward-thinking approach—someone who is prepared to explore new business models, think boldly about how the University might adapt or innovate, and make confident, strategic decisions that open new pathways for UMBC's future.

The VPEM will provide leadership and strategic direction for university-wide enrollment, ensuring coordination, effectiveness, and a student-centered approach. The VPEM will manage an operating budget of \$6,981,713 (FY26), a financial aid portfolio of \$121M (including Federal, state, and institutional aid), and provide leadership for a total team of 80.5 in the following areas:

- Enrollment Management (Central Office)
- Undergraduate Admissions and Orientation
- Graduate Admissions (Coordination, Strategy, and Support)
- Financial Aid and Scholarships
- Academic and Pre-Professional Advising
- Registrar's Office

At UMBC, enrollment management is considered a coordinated effort, and with an institution-wide strategy, partnering with other areas will be key. At the graduate level, the VPEM will be expected to work closely with the Vice Provost and Dean of the Graduate School to provide coordination, insight, and strategic leadership to advance the University's priorities. International recruitment is led by the Center for Global Engagement, while admissions processing, discounting, and related strategies reside within Enrollment Management—making a strong spirit of collaboration and mutual support essential.

Key responsibilities for the VPEM include:

### **Strategic Leadership**

- Develop and implement a comprehensive, institution-wide enrollment strategy aligned with UMBC's academic priorities and long-term goals.
- Balance academic excellence, access, and financial sustainability.
- Position UMBC to succeed in a dynamic and competitive higher education environment.

### **Data-Informed Decision Making**

- Employ robust analytics, predictive modeling, and ongoing assessment to guide strategy.
- Ensure alignment between recruitment, retention, student need, and financial aid strategy.

- Oversee enrollment-related data stewardship, reporting, and technology platforms that support operational excellence.
- Leverage integrated systems to manage scheduling, streamline records and registration maintenance and processes, and ensure accurate, real-time data to support informed decision making and operational efficiency.

### Collaboration and Partnership

- Work closely with senior academic leaders, deans, faculty, and administrative partners to align enrollment strategy with academic capacity and program development.
- Collaborate with graduate and professional education leadership to support a coordinated enrollment strategy while respecting existing reporting structures.
- Partner with communications and marketing to shape and execute enrollment-focused messaging that advances UMBC's brand and value proposition.

### Goal Setting and Accountability

- Lead the development of shared enrollment goals related to:
  - Incoming class size and academic profile
  - Undergraduate, graduate, transfer, and international enrollment
  - Geographic diversity
  - Net tuition revenue
  - Student financial assistance
- Ensure clarity, alignment, and accountability across units.



### Expanding Reach and Building Momentum

- Strengthen transfer pathways and out-of-state and international recruitment.
- Advance a modern, student-centered approach to access that meets students where they are, including emerging credentials and flexible pathways.

## Opportunities and Expectations for Leadership

For a new Vice Provost for Enrollment Management, UMBC offers an exciting moment of possibility. The University is already thriving, yet still full of space for fresh perspectives and meaningful impact. A leader stepping into this role will join a collaborative, mission-driven community eager to innovate and ready to embrace bold ideas that shape UMBC's future.

Key priorities for the next VPEM include:

### **Build a Comprehensive Enrollment Management Strategy**

UMBC enters this moment with meaningful enrollment momentum. The last two consecutive years, UMBC enrolled its largest incoming first-year class in school history. For the first-year class entering in fall 2025, the Enrollment team slightly surpassed its goal of 2,250 students. In recent years, the University has shifted from an emphasis on growing headcount to a more intentional focus on net tuition revenue, student support, and improving outcomes. Within this context, there is a greater focus on new pathways, particularly graduate enrollment, which has experienced declines that were driven largely by international student trends.

The next VPEM will have the opportunity to build a comprehensive, data-driven enrollment strategy—one that intentionally aligns recruitment, financial aid, retention, student success, and long-term planning with UMBC's commitments to access, affordability, and financial vitality. This leader will advance internal analytics and decision-making capabilities to support sustainable growth and ensure the University meets its mission and maintains fiscal health. A strategic emphasis on both undergraduate and graduate enrollment will enable UMBC to expand pathways, become more welcoming to diverse learners, and enhance its competitiveness in key markets. The VPEM will also establish clear, attainable goals across the enrollment continuum—including first-year, transfer, international, and graduate populations—and ensure the organization is structured and resourced to achieve them. By optimizing workflows, coordinating cross-departmental efforts, and bolstering support for critical student segments, the new leader will help UMBC create an integrated, future-focused enrollment ecosystem.

### **Design a Forward-Looking Organization**

The new leader will have the opportunity to assess UMBC's enrollment operations and design an organizational model that positions the University for long-term success. As UMBC looks ahead to the next decade, there is significant room to evaluate how key functions can be most effectively aligned to create a seamless student experience.

The VPEM will engage in collaborative discussions about the structures, processes, and resource allocations that best support the institution's evolving needs, approaching the work with strategic agility and without territoriality. A central component of this effort will be helping the University determine the optimal placement of advising to advance UMBC's long-term goals.

In addition, the VPEM will play a pivotal role in launching a new university-wide student success strategy, shaping strategic plans and goals at multiple levels, and ensuring that enrollment and student success efforts are integrated, efficient, and future-ready.

### **Strengthen Cross-Campus Collaboration**

UMBC offers the next VPEM the opportunity to join a campus where enrollment is a shared responsibility. The University benefits from a strong culture of support, with faculty and staff who understand their role in advancing enrollment goals—and appreciate the return on their efforts. The VPEM will be able to harness and build upon this

strong foundation, coordinating and empowering partners across the institution to contribute meaningfully to enrollment goals. By leveraging the full range of campus talent, tools, and resources, the VPEM will help strengthen an integrated, campus-wide approach to recruitment, yield, and retention.

### **Champion the Student Experience and Remove Barriers**

The next VPEM will serve as a champion for students, ensuring their needs are understood and addressed throughout their academic journey. Opportunities exist to enhance clarity and support at major transition points—particularly during orientation, when information can feel overwhelming. Student leaders are seeking a VPEM who will listen to their concerns, elevate their perspectives, and help ensure that institutional processes promote an engaging and seamless student experience.

A key aspect of the role will be to help drive campus-wide efforts to support student success, providing data-informed analysis and cross-campus collaboration. Achieving this will require a close partnership with the Vice President for Student Affairs, Vice Provost for Student Success/Dean of Undergraduate Academic Affairs, and the Student Success Initiatives team to align efforts, reinforce shared accountability, and build a comprehensive support model for all learners.



### **Expand Graduate Opportunities**

UMBC's growing focus on graduate enrollment presents an important new dimension of a holistic, university-wide enrollment approach. The next VPEM will help shape this evolving area by working closely with the Dean of the Graduate School to ensure a coordinated, strategic, and student-centered approach to graduate enrollment. This includes reviewing how the University recruits, supports, and retains graduate students, and aligning processes and strategies across units while respecting existing academic reporting structures. As graduate education becomes a more intentional part of UMBC's enrollment strategy, the VPEM will help strengthen pathways, refine operations, and contribute to a cohesive vision that supports the University's long-term goals.

## Professional Qualifications and Personal Qualities

The ideal candidate will possess many of the following professional qualifications and personal qualities:

- **Strategic and Innovative Leadership:** A proven record of forward-looking, proactive, and innovative leadership; the ability to be operationally adept while thinking strategically. The ideal candidate will bring broad, multifaceted enrollment experience and demonstrate the ability to take feedback constructively and translate it into effective, student-centered operational improvements.
- **Enrollment, Recruitment, and Financial Aid Expertise:** Deep knowledge of current recruitment trends locally, nationally, and internationally, including best practices for engaging traditional, non-traditional, transfer, international, and online students. Demonstrated success in both undergraduate and graduate enrollment within a complex university setting. Experience with financial aid optimization and the ability to address student needs through sound business and operational decisions.
- **Data-Informed and Technologically Sophisticated Approach:** Advanced capabilities in data analysis, predictive analytics, and evidence-based interventions to inform strategic enrollment planning. Demonstrated experience leveraging modern technologies, including artificial intelligence (AI), to enhance student engagement and optimize recruitment, retention, and financial aid outcomes. A systems thinker who understands how institutional components connect and influence one another.
- **Collaboration, Communication, and Relationship Building:** A clear track record of collaboration across unit lines to build trust, foster consensus, and align enrollment strategies with broader institutional goals for retention and student success. Strong communication and interpersonal skills, with the ability to meet students where they are and engage effectively with faculty, staff, and campus partners. A commitment to cultivating cultures of collegiality, cooperation, and shared responsibility—recognizing that enrollment management is a university-wide endeavor.
- **Team Leadership and Organizational Development:** Demonstrated success recruiting, managing, developing, empowering, and motivating a large, multifaceted staff. A team-oriented leader who embraces the principles of team science, promotes an environment where people thrive, and builds organizational capacity to support long-term institutional goals.

## Enrollment at University of Maryland, Baltimore County

Enrollment Management at UMBC supports the University's enrollment goals by providing direction and coordination (administrative, business and operational) of the efforts of the Enrollment Management units including Undergraduate Admission and Orientation, Academic and Pre-professional Advising, Financial Aid and Scholarships, and Registrar as well as coordination and support for Graduate Admissions in achieving these goals. Enrollment Management at UMBC is dedicated to fostering student success through strategic planning, data-driven decision-making, and innovative support services. The division is committed to guiding students from recruitment through graduation, ensuring timely progress toward degree completion, and enhancing the overall student experience. Its collaborative efforts aim to build a diverse, inclusive, and academically successful community that contributes positively to both the University and the broader society.

### Undergraduate Admissions

The [Office of Undergraduate Admissions and Orientation](#), led by Assistant Vice Provost for Strategic Undergraduate Engagement, Partnerships and Pathways [Dale Bittinger](#), is responsible for the recruitment and admission of new first-time, first-year, and transfer students to support the University's enrollment goals. The team comprises 22 team members who support a wide range of prospective students, including first-year, transfer, international, returning, and non-degree applicants, providing guidance as they explore academic programs, prepare application materials, and learn about campus life. The University emphasizes a welcoming, inclusive community and encourages students from diverse backgrounds to discover the academic and co-curricular opportunities available at UMBC.



Admissions pathways are tailored to different student types, with clear criteria and guidance for first-year applicants, transfer students, and international students seeking F-1 or other non-immigrant visas. First-year applicants receive a holistic review based on academic preparation, curriculum strength, achievements, and an application essay, with standardized test scores remaining optional. UMBC offers multiple tools to help students navigate the application process, including the Common App, campus visits, informational sessions, and detailed instructions on submitting transcripts, test scores (if desired), and supplementary materials. Additionally, AI technology is being leveraged to

nurture leads and engage prospects and inquirers seeking to learn more about the many opportunities for study at UMBC.

In Fall 2025, UMBC enrolled a total of 13,530 students, including 11,087 undergraduate students and 2,443 graduate students, reflecting the University's strength as a mid-sized public research institution with a balanced academic portfolio. The student body included 11,186 full-time students and 2,344 part-time students, underscoring UMBC's role in serving both traditional and non-traditional learners across multiple pathways. Fall 2025 also marked a significant milestone for the University, as UMBC welcomed its largest fall incoming class ever, enrolling 3,145 new first-time, first-year and transfer students, surpassing the previous record of 3,031 in

Fall 2024. This sustained growth highlights strong demand for a UMBC education and the continued resonance of the University's academic reputation, value proposition, and student-centered mission.

Transfer students represent a critical component of UMBC's undergraduate enrollment strategy. Each year, the University enrolls more than 1,100 new transfer students, supported by long-standing partnerships with Maryland community colleges and a strong institutional commitment to educational mobility and degree completion. These transfer pathways are central to UMBC's undergraduate mission and are a key driver of future enrollment growth, diversity, and workforce alignment.

UMBC's student community is among the most diverse in the nation, reflecting its designation as both a Minority Serving Institution (MSI) and an Asian American and Native American Pacific Islander–Serving Institution (AANAPISI). UMBC has been ranked among the top 50 most ethnically diverse colleges in the United States, a distinction rooted in its founding mission and sustained through decades of intentional leadership. Established in 1966 as Maryland's first public college inclusive of all races, UMBC continues to uphold a strong commitment to diversity, equity, inclusion, and social justice. Today, more than 59.76% of students come from diverse backgrounds, and students hail from all 50 states and more than 100 countries, contributing to a vibrant, globally engaged academic community.

## Graduate Admissions

[Graduate Admissions](#) at UMBC is overseen by the Graduate School, led by Vice Provost and Dean of the Graduate School, [Dr. Christa Porter](#). The Graduate School manages a comprehensive, structured application process that evaluates applicants holistically across academic preparation, professional experience, and potential for advanced study. The Graduate School establishes admissions criteria to ensure that applicants are fully prepared for master's and doctoral-level coursework and research. Each graduate program may set additional requirements, reflecting the advanced rigor and specialized nature of UMBC's more than 140 graduate offerings. As a collaborative partner, the VPEM will play a crucial and supportive role in aligning enrollment strategies across the University. This includes collaborating with the Graduate School to ensure consistent messaging, leveraging shared recruitment insights, and supporting data-driven decision-making to strengthen UMBC's overall enrollment pipeline. The coordination will provide essential cross-divisional alignment, ensuring graduate admissions efforts complement undergraduate, transfer, and professional program strategies. This collaborative approach strengthens UMBC's ability to attract, enroll, and support talented graduate students across all disciplines

## Orientation

Led by the Assistant Vice Provost for Strategic Undergraduate Engagement, Partnerships, and Pathways, [Dale Bittinger](#), the [Office of Orientation](#) is comprised of 1.5 staff dedicated primarily to support of orientation planning with support from additional 22 team members to execute orientation activities and oversight of the comprehensive new student orientation experience. The New Student Orientation program is designed to introduce incoming students to UMBC's inclusive excellence community, familiarize them with campus traditions, connect them with key resources, and help them begin building relationships with fellow new Retrievers. All incoming first-year and transfer students participate in both an on-campus orientation day and a virtual advising session, complemented by required online orientation modules that cover key topics such as academics, campus navigation, and student support services. These experiences collectively help students build community, complete initial advising and course registration, and gain confidence as they begin their UMBC journey. Through the orientation experience, students receive academic advising and register for their first-semester courses, ensuring a smooth transition into their academic journey.

## Financial Aid and Scholarships

The [Office of Financial Aid and Scholarships](#) provides a wide range of financial aid and payment options to ensure that all students can access and benefit from a UMBC education. Led by the Director of Financial Aid and Scholarships, [Andrea Cipolla](#), the team is composed of 19 staff who oversee the administration, awarding, and compliance of federal, state, and institutional aid programs, supporting students through every step of the financial aid process. UMBC offers multiple forms of assistance, including need-based and merit-based aid, grants, loans, and scholarships, to help students navigate the cost of attendance. UMBC distributes over \$54 million in financial aid annually, offering merit awards that typically range from \$1,000 to \$22,000, helping to reduce overall educational costs for eligible students. Merit scholarships are available to incoming first-year, transfer, and international students and may cover expenses such as tuition, housing, books, and academic materials.

In addition to general merit awards, UMBC offers specialized scholar programs that provide financial support along with enhanced academic opportunities, such as advanced research, unique seminars, internships, and study abroad experiences, for high-achieving students. In addition, the office promotes financial wellness through resources such as [FinancialSmarts@UMBC](#), which provides financial literacy education and empowers students to make informed financial decisions throughout their academic journey. Financial need is also addressed through need-based aid programs, like the Best of Baltimore Grant, which provides eligible students with financial assistance to cover any remaining billed costs for tuition, mandatory fees, room, and meals after all federal grants, federal subsidized student loans, state and institutional grants, and scholarships are provided.

## Academic and Pre-Professional Advising

The [Office for Academic & Pre-Professional Advising \(OAPA\)](#) is currently led by Assistant Vice Provost for Academic Advising and Student Success, [Kenneth Baron](#), and is supported by a dedicated team of 6.5 staff members. The mission of OAPA is to empower all undergraduate students at UMBC to make informed decisions about their academic pathways; to support exploratory, pre-allied health, and incoming students specifically; and to lead the campus coordination of academic advising through training, assessment, and support. The office provides dedicated support to exploratory students, pre-allied health students, and new incoming students, while also leading campuswide coordination of academic advising through comprehensive training, assessment, and ongoing support for advisors across the University.



OAPA also leads a student retention call campaign multiple times a year to assist unregistered students with addressing roadblocks to registration. Additionally, working with the college and department advisors, the office facilitates the careful review of students in academic jeopardy to determine an academic course of action. And is instrumental in providing high-touch, customized advising support to students returning to UMBC through the Finish Line near-completer program which re-recruits and supports former students who left UMBC prior to earning their degree.

## Registrar

The [Registrar's Office](#) facilitates the enrollment of students through course registration and is responsible for the overall management of student records, including grades, degrees, and transcripts. Additionally, the Registrar's Office supports the academic colleges and departments through course scheduling and catalog management, among other activities. Led by the Registrar, [Pamela Hawley](#), the office consists of a team of 23 and is committed to ensuring the accuracy, integrity, and accessibility of UMBC's academic records while providing exceptional service to students, faculty, and staff. This team also supports UMBC's growing student veteran population through timely and accurate processing of veteran's educational benefits.

## Enrollment Management (Central Office)

The Enrollment Management (Central Office) comprises 9 full-time employees and serves as the central hub for enrollment operations supporting the life cycle of the student, from recruitment to graduation. The Office coordinates and manages EM wide administrative functions including budget, personnel, IT (business solutions and systems support), reporting and analytics, communications, policy exceptions, and audit and compliance oversight. Additionally, through established EM-wide workgroups, the office supports and promotes cross-unit collaboration on a number of important priorities including staff development, innovation, business continuity, community engagement, audit and compliance, student workers, and administrative support.

# About University of Maryland, Baltimore County

## Overview

Founded in 1966, the University of Maryland, Baltimore County, is a mid-sized public research university in the Baltimore-Washington corridor. It was the first public university in Maryland to include students of all races, and it is federally designated as a minority-serving institution. UMBC was established upon the land of the Piscataway and Susquehannock peoples, and, over time, citizens of many more Indigenous nations came to reside in the region. UMBC humbly offers its respects to all past, present, and future Indigenous people connected to this place.

UMBC is a member of the University System of Maryland (USM). Under the Carnegie Classification of Institutions of Higher Education, UMBC is termed a doctoral university with very high research activity (R1). The University delivers a distinctive undergraduate educational experience characterized by a strong liberal arts and sciences core, and offers graduate programs emphasizing select areas of engineering, information technology, science, humanities, social sciences, public policy, and human services. UMBC's Graduate School offers 41 master's degree programs, 24 doctoral degree programs, and 24 graduate certificate programs. The Division of Professional Studies offers an array of professionally focused master's degrees, graduate certificates, individual courses, and non-degree training programs.

Thirty-five new academic programs have been added since 2006, including three new departments: gender, women's and sexuality studies; media and communication studies; and marine biotechnology. Most of the University's academic programs are offered on its 500-acre main campus near Baltimore, with some programs offered at the [Universities at Shady Grove campus](#)—a distinctive partnership of nine USM institutions—in Rockville, Maryland, and select research and teaching facilities in downtown Baltimore.

The campus is largely residential, the University enrolls almost 14,000 students, and it enjoys more than \$134 million in externally funded research annually. UMBC has increased its international student population, more than doubled the proportion of students from low-income households, and more than doubled its number of annual graduates, from 1,700 to nearly 3,500 over the past 20 years.

UMBC is a young university with a national and international reputation for innovation and student success, particularly in STEM. U.S. News and World Report ranks UMBC in the top 15 for innovation and undergraduate teaching in the nation. Times Higher Education has recognized UMBC five times as one of the world's top 100 young universities for strong research, innovation, and an international outlook. The Princeton Review, Kiplinger's Personal Finance, and Fiske Guide to Colleges have repeatedly named UMBC a "best value" university. For over a decade, The Chronicle of Higher Education has recognized UMBC as a "great college to work for."

UMBC also ranks among the country's top 100 public universities in federal research support and #10 in NASA funding. In 2020, UMBC was honored by the Carnegie Foundation for the Advancement of Teaching with its distinguished Carnegie Community Engagement classification. Significantly, UMBC is the nation's #1 producer of Black undergraduates who go on to complete a Ph.D. in the natural sciences or engineering, and #1 for Black undergraduates who complete an M.D./Ph.D.

## Mission

UMBC is a dynamic public research university integrating teaching, research and service to benefit the citizens of Maryland. The campus 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. UMBC emphasizes science, engineering, information technology, human services and public policy at the graduate level. 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. UMBC is dedicated to cultural and ethnic diversity, social responsibility and lifelong learning.

## Vision

Our UMBC community redefines excellence in higher education through an inclusive culture that connects innovative teaching and learning, research across disciplines, and civic engagement. We will advance knowledge, economic prosperity, and social justice by welcoming and inspiring inquisitive minds from all backgrounds.

## Academics

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

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## Leadership

### Valerie Sheares Ashby, President



Valerie Sheares Ashby began as the sixth president of UMBC on August 1, 2022. The first woman to serve in this role, she also holds a faculty appointment in UMBC's Department of Chemistry and Biochemistry.

Sheares Ashby joined UMBC from Duke University, where she had served since 2015 as Dean of the Trinity College of Arts & Sciences. As Dean, she led the development and implementation of strategic plans that resulted in significant new investments in faculty recruitment and development, philanthropy, and student engagement, and a realignment of operations that enhanced services and created operational efficiencies. Throughout, she consistently advanced diversity, equity, and inclusion as imperative to excellence in both teaching and research.

Prior to her tenure at Duke, Sheares Ashby chaired the chemistry department at the University of North Carolina at Chapel Hill (UNC) from 2012 to 2015. As a faculty member at UNC since 2003, she held numerous leadership positions and had experience at all levels of academic administration. She served on UNC's Arts & Sciences Foundation Board of Directors and Research Advisory Council and chaired the university's Institutional Conflict of Interest Committee and the College of Arts & Sciences Faculty Diversity Task Force. She engaged in all aspects of the undergraduate educational experience as director of undergraduate studies in the chemistry department, and she directed the UNC National Science Foundation Alliance for Graduate Education and the Professoriate. Sheares Ashby was instrumental in UNC's collaboration with UMBC to launch the Chancellor's Science Scholars Program, which was among the earliest replication pilots by a research university of the Meyerhoff Scholars Program.

She began her academic career in 1996 as an assistant professor at Iowa State University and was promoted to associate professor in 2002. At Iowa State, Sheares Ashby served as a mentor for the Iowa State University Program for Women in Science & Engineering, a summer research program for undergraduate and high school students.

As a researcher, Sheares Ashby has focused on synthetic polymer chemistry, with an emphasis on designing and synthesizing materials for biomedical applications such as X-ray contrast agents and drug delivery materials. She is the recipient of the National Science Foundation Career Development Award, DuPont Young Faculty Award, and 3M Young Faculty Award, as well as numerous teaching and service awards, including the UNC Chapel Hill General Alumni Association Faculty Service Award and the Bowman and Gordon Gray Distinguished Term Professorship for excellence in undergraduate teaching and research. In 2022, *Women of Color* Magazine named Sheares Ashby its Technologist of the Year.

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

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**Manfred H.M. van Dulmen, Provost and Senior Vice President for Academic Affairs**

Manfred H. M. van Dulmen is serving as UMBC's Provost. The Provost and Senior Vice President for Academic Affairs maintain UMBC's academic integrity by providing broad oversight of all instruction and research programs to ensure their quality and advancement.

Dr. van Dulmen came to UMBC from Kent State University in Ohio, where he served as Senior Associate Provost and Dean of the Graduate College. He started at Kent State as a faculty member in the Department of Psychological Sciences in 2004 and has since served in numerous academic leadership positions at Kent State, including Interim Department Chair and Associate Dean of the College of Arts and Sciences. He led Kent State through the COVID-19 pandemic and developed strategies for enhancing graduate education and supporting student mental health. He also led strategic planning in Academic Affairs, helped to enhance and promote research

strength across all disciplines, and led efforts resulting in new collaborative degree programs in data science and cybersecurity, as well as in innovative micro-credential programs at Kent State.

Dr. van Dulmen is an award-winning scholar with a Ph.D. in family social science from the University of Minnesota. He has published over 100 articles and book chapters and edited or co-edited three books. He also founded and served as editor-in-chief of the Sage Publications journal *Emerging Adulthood*. His research interests include adolescent and young adult relationships and experiences, externalizing behavior problems and aggression, and measurement and methodology.





## Baltimore, Maryland

UMBC is minutes away from everything—15 minutes from [Baltimore's Inner Harbor](#), 45 minutes from Washington, D.C., and four miles from [BWI Airport](#). It's the perfect location for job and internship opportunities, research collaborations, artistic and cultural exploration, and just plain fun. The nearby towns of Catonsville, Arbutus, Ellicott City, and Columbia also offer plenty of [dining and entertainment options](#). UMBC offers daily shuttle services for students from campus to the BWI Rail Station, downtown Baltimore, Catonsville, and Arbutus. On the weekends, students can pick up the Collegetown Shuttle downtown for free service to six other college campuses, Penn Station, and Towson.

The shops of Baltimore's [Harborplace](#), as well as Camden Yards (home of the [Orioles](#)), and M&T Bank Stadium (home of the [Ravens](#)), are also convenient to UMBC.

For more information about attractions in and around Baltimore, visit the [Baltimore Collegetown Network](#).



## Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting University of Maryland, Baltimore County in this search. For fullest consideration, candidate materials should be received by April 6, 2026.

Please direct all nominations and applications through the [WittKieffer Candidate Portal](#).

Additional inquiries can be directed to:

Amy Crutchfield, Ashlee Musser, and Tyler Workman

[UMBC-VP@wittkieffer.com](mailto:UMBC-VP@wittkieffer.com)

**Salary Range:** \$280,000 - \$300,000, depending on qualifications and experience. The salary of the finalist(s) selected for this role will be set based on a variety of factors, including but not limited to internal equity, budget, prior experience, skills, knowledge, abilities, education, licensure and certifications, and other business considerations. The above salary range represents the University's good faith and reasonable estimate of the range of possible compensation at the time of posting. UMBC offers a rich [benefits package](#) including generous leave, tuition remission, retirement plans, and much more.

The University of Maryland, Baltimore County, values safety, cultural and ethnic diversity, social responsibility, lifelong learning, equity, and civic engagement. Consistent with these principles, the UMBC does not discriminate in offering equal

*access to its educational programs and activities or with respect to employment terms and conditions on the basis of a UMBC community member's race, creed, color, religion, sex, gender, pregnancy, ancestry, age, gender identity or expression, national origin, veterans status, marital status, sexual orientation, physical or mental disability, or genetic information.*