

## Dean of the Erickson School University of Maryland, Baltimore County

The University of Maryland, Baltimore County (UMBC) invites applications for the position of Dean of The Erickson School. UMBC seeks an entrepreneurial-minded and collaborative individual to lead a school whose mission is to educate a community of leaders who will improve society by enhancing the lives of older adults. The Erickson School is recognized for its innovative programs and curriculum.

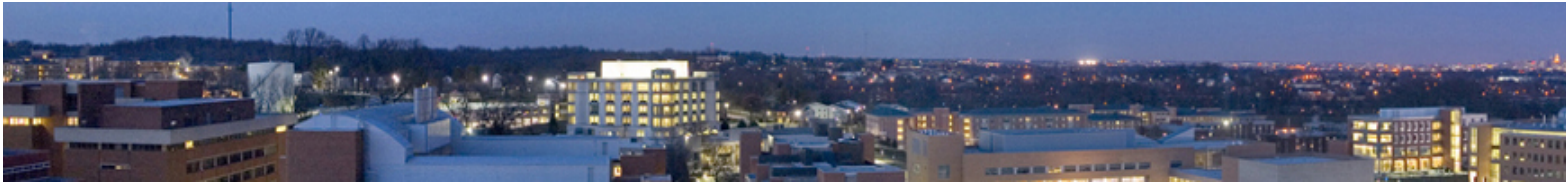
UMBC has been ranked first among national universities by *U.S. News & World Report* in the “Up-and-Coming Schools” category for six consecutive years. UMBC is a vibrant public doctoral research university and a member of the University System of Maryland. UMBC serves more than 11,200 undergraduates and approximately 2,400 graduate students. Located just outside Baltimore and 30 minutes from Washington, DC, the campus is growing rapidly under dynamic leadership. For more information on UMBC see <http://www.umbc.edu>.

### THE UNIVERSITY

Creation of the University of Maryland, Baltimore County began in 1963. In a matter of months, UMBC began to take shape with ground breakings and new hires. Albin O. Kuhn, for whom the Library was named, first served as vice president of the so-called “Baltimore Campuses” and in 1967 was named UMBC Chancellor. John Haskell, Jr., was hired in 1965 as the first full-time UMBC employee and its first librarian. The University of Maryland, Baltimore County welcomed its first class of 750 students in September of 1966. In 1967, the campus enrollment nearly doubled to 1,400 students. Today UMBC is a nationally known success story and continues to enjoy remarkable momentum as it celebrates its 50<sup>th</sup> Anniversary.



UMBC integrates teaching, research, and service to benefit the citizens of Maryland. As an Honors University, 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. 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.



## Leadership



Freeman A. Hrabowski, III, has served as President of UMBC since 1992. His research and publications focus on science and math education, with special emphasis on minority participation and performance. In 2008, he was named one of *America's Best Leaders* by *U.S. News & World Report*. *TIME* magazine named him one of America's 10 Best College Presidents in 2009, and one of *the* 100 Most Influential People in the World in 2012. In 2011, he received both the TIAA-CREF Theodore M. Hesburgh Award for Leadership Excellence and the Carnegie Corporation of New York's Academic Leadership Award, recognized by many as the nation's highest awards among higher education leaders. Also in 2011, he was named one of seven Top American Leaders by *The Washington Post* and the Harvard Kennedy School's Center for Public Leadership. In 2012, he received the Heinz Award for his contributions to improving the "Human Condition" and was among the inaugural inductees into the *U.S. News & World Report* STEM Solutions Leadership Hall of Fame.

## Strategic Plan

The University has recently completed a new strategic plan, "Our UMBC: A Strategic Plan for Advancing Excellence." The plan provides a focused, complementary set of goals, strategies, and recommendations to guide faculty, staff, students, and alumni to further UMBC's evolution as a nationally and internationally recognized public research university. For more information on the UMBC Strategic Plan see <http://strategicplan.umbc.edu>.

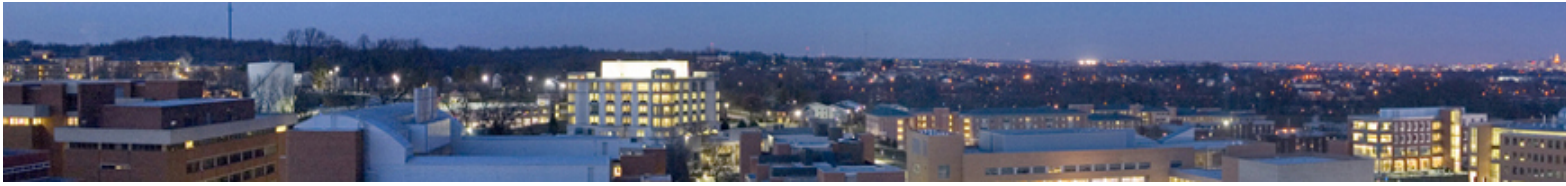
## Campaign

The *Exceptional by Example* Campaign ran from July 1, 2002 through June 30, 2011, with a public launch in 2006 – UMBC's 40<sup>th</sup> Anniversary year – and a goal of raising \$100 million. The campaign surpassed its goal, closing at \$115 million. More than \$65 million went to programs that support student scholarship and success, and \$46 million was allocated to support research and creativity. The previous campaign (1995-2002) had a goal of \$50 million and raised \$66 million. UMBC has approximately 70,000 active alumni.

In conjunction with the University's 50th anniversary, UMBC launched its third comprehensive campaign on June 9, 2017. With fundraising priorities derived from UMBC's new strategic plan, this campaign is expected to have an ambitious goal of \$150 million, and will build on the fundraising success enjoyed in each of the two prior fundraising campaigns. The Grit and Greatness Campaign – focused on ways of making big breakthroughs, forging true partnerships, and transforming lives – will raise funds to support goals such as endowed professorships and teaching assistantships, merit and need-based scholarships, maker spaces and other innovative learning opportunities for students.

## Faculty and Staff

The University employs 546 full-time instructional faculty including 163 professors, 151 associate professors, 111 assistant professors, 12 instructors, and 108 lecturers. An additional 292 part-time instructional faculty provide dedicated service to UMBC students. In addition to their commitment to providing high-quality classroom instruction, the faculty at UMBC are active researchers and scholars with



\$78.5 million awarded for research, training contracts, and grants in FY'17. For annual reports from the Office of Sponsored Research see [research.umbc.edu/osp-annual-reports](http://research.umbc.edu/osp-annual-reports).

The executive, professional non-faculty, skilled craft, technical paraprofessional, support and maintenance staff consists of 1,275 full-time and 42 part-time members.

## **Academics**

UMBC offers 60 undergraduate majors and 41 minors, as well as 23 certificate programs, spanning the arts, engineering and information technology, humanities, sciences, pre-professional studies, and social sciences.

UMBC's [Graduate School](#) offers 41 master's degree programs, 24 doctoral degree programs, and 27 graduate certificate programs. Programs are offered in education, engineering, science, emergency health services, intermedia and digital arts, information technology, aging services, psychology, public policy, and a host of other fields. .

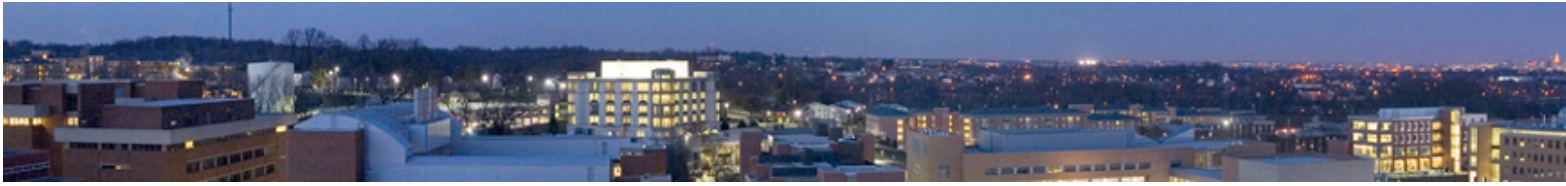
## **Students**

UMBC students are hard-working, motivated, and successful. The University is home to more than 11,200 undergraduate and approximately 2,400 graduate students. Minority enrollment is 47.3 percent. The 2017 freshman class included 1,772 students with an average GPA of 3.82 and SAT scores of 1251 (new). First-year retention numbers for students entering in Fall 2016 stood at 88.3 percent and the six-year graduation rate is 63.3 percent. Students come from 47 states (including the U.S. Virgin Islands, Puerto Rico, and D.C.) and 96 countries. International student enrollment is 1,019.



More than 350 student-athletes compete in 19 NCAA Division I sports. The UMBC Retrievers participate in the America East Conference. Facilities include a 4,000-seat stadium with a track and field complex, the 3,500-seat Retriever Activities Center (RAC) Arena, an indoor and outdoor aquatics complex, tennis courts, a soccer stadium, baseball and softball fields, and practice fields. A new Event Center is currently under construction with the opening scheduled for early 2018.





## **Finances**

The University has an operating budget of \$436 million. Approximately 27 percent of UMBC's budget comes from the State.

## **Campus Location**

UMBC's 500-acre campus is located in suburban Baltimore County, on the I-95 corridor between Washington, D.C., and Baltimore. The campus is surrounded by one of the greatest concentrations of commercial, cultural, and scientific activity in the nation. The location is a strength that gives UMBC a high profile in the metropolitan area and attracts new entrepreneurial partnerships.

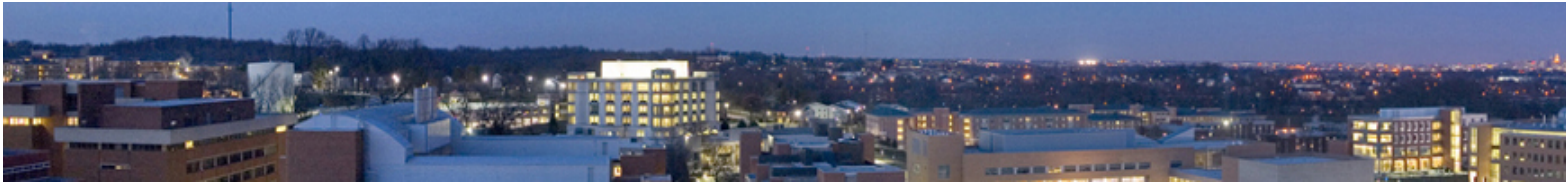
## **RESEARCH PARK & TECH CENTER**

bwtech@UMBC brings research, entrepreneurship, business leads, prospective clients, and economic development in the Maryland region to one singular place – a place full of like-minded businesses on the forefront of innovation. The bwtech@UMBC community is a center of innovation for businesses in all different stages of development. The 71-acre community is located minutes from BWI Thurgood Marshall Airport and adjacent to UMBC. ([www.bwtechumbc.com](http://www.bwtechumbc.com))



bwtech@UMBC North is a five building, 41-acre University-affiliated business park with over 350,000 square feet of Class A office and laboratory space designed for technology companies and research institutions. Over 80 organizations call the Park home, including the U.S. Geological Survey, NASA/Joint Center for Earth Systems Technology, Allegis, and RMF Engineering. bwtech@UMBC's unique public-private partnership offers tenants access to world-class UMBC faculty, students, technology, programs, and facilities. The Cyber Incubator, as well as the Northrop Grumman Cync Program, is located within bwtech@UMBC North campus. Both the Cyber Incubator and the Cync Program were created to deliver business and technical support to early stage companies providing cybersecurity-related products and services.

The bwtech@UMBC South is a nationally recognized life science and technology business incubation and accelerator program that is home to more than 50 early-stage bioscience and technology companies. Clients enjoy 165,000 square feet of affordable office and wet lab space, flexible lease arrangements, and access to resources and networking opportunities to help their businesses succeed. An experienced entrepreneurial services staff provides resident companies with general business support services and access to an active network of mentors and investors. The program is unique in its affiliation with UMBC and provides for potential collaborative relationships with UMBC faculty and graduate students and access to shared scientific equipment and other university resources. Since its inception in 1989, the bwtech@UMBC Life Sciences Incubator has graduated over 100 companies, including Celsis/InVitro Technologies, Next Breath LLC, AVIcode Inc., Direct Dimensions, Profectus BioSciences and Noxilizer.



## THE UNIVERSITY SYSTEM OF MARYLAND

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 new System is governed by the Board of Regents of the University System of Maryland.

The system includes eleven degree-granting campuses:

- University of Maryland, Baltimore (UMB)
- University of Maryland, Baltimore County (UMBC)
- University of Maryland, College Park (UMCP)
- University of Maryland Eastern Shore (UMES)
- University of Maryland University College (UMUC)
- Bowie State University
- Coppin State University
- Frostburg State University
- Salisbury University
- Towson University, and
- The University of Baltimore



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.

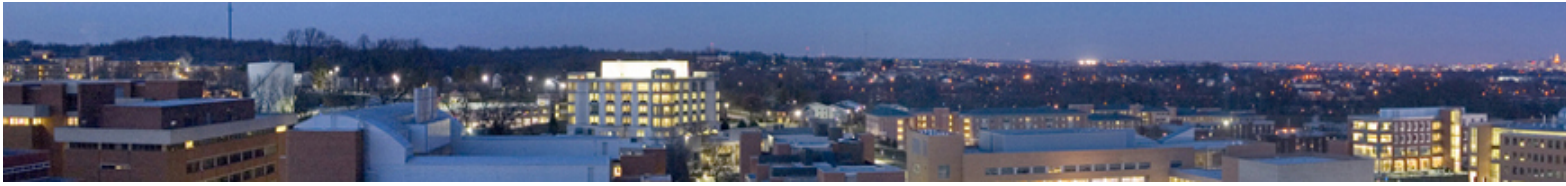
The Chancellor serves as Chief of Staff of the Board of Regents and as Chief Executive Officer of the University System of Maryland. The University System's Headquarters directs and coordinates the eleven-campus system and the research and public service component. The administration of each campus is the responsibility of a President who reports to the Chancellor.

For additional information on the University System of Maryland (USM) see [www.usmd.edu/about\\_usm](http://www.usmd.edu/about_usm).

## THE ERICKSON SCHOOL

### History

The Erickson School was founded with a generous gift by John Erickson, Founder of Erickson Retirement Communities, and with the vision of Freeman Hrabowski, III, President of UMBC. With 80 million Baby Boomers on the brink of turning 70, they recognized that a societal revolution was on the rise and had a vision to create a school to meet the emerging needs of aging citizens by educating its next generation of leaders. The Erickson School, UMBC's first professional school, was established and designed to provide an interdisciplinary education to address every phase of aging in America.



As the result of their vision, The Erickson School became operational in 2005 and for over 10 years has provided high-quality teaching, experiential learning, and exposure to applied management skills, creating a new generation of aging services professionals. It has become an example for promoting developmental, strength-based models of service and care for older adults through its integrative curricula, research collaborations, thought leadership, and community engagement. The School's nearly 300 alumni and organizational partners have been instrumental in identifying new opportunities for successful aging by leading change in numerous aging service organizations and developing innovative policy initiatives at the local, state, and federal levels.

## **Profile**

The Erickson School is a self-supported professional school located in UMBC's Research Park and Tech Center. The Erickson School has created an interdisciplinary and integrated educational approach combining the critical elements of aging studies, management, and public policy. The curriculum includes all aspects of aging services, including looking at the "[longevity economy](#)" as defined by AARP, and trains students to be leaders in a variety of [careers in the aging field](#). Students, both full- and part-time, can earn a B.A., M.A., and Accelerated B.A./M.A. in Management of Aging Services. The School has a faculty of 15 academic practitioners (non-tenured) and 6 staff members. As of Fall 2017, there are 25 undergraduate majors, 11 minors, and 22 graduate students enrolled in the School. For FY 2016, around 1400 undergraduate students from across majors at UMBC enrolled in courses offered by the Erickson School.

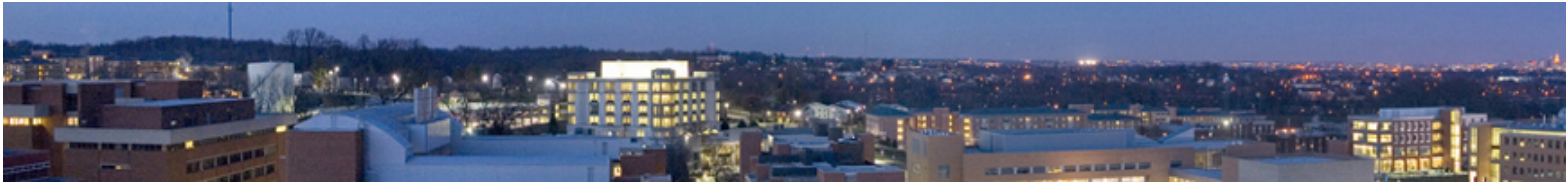
The faculty of the Erickson School is an interdisciplinary group of scholar practitioners who are dedicated to quality classroom experiences. They have also published books and articles in leading scholarly journals in a wide variety of fields. Faculty bring their research expertise in contemporary issues to the classroom and use the expertise of practitioners in the classroom as well as case-based educational approaches to explore challenges and opportunities presented in the aging services sector. Faculty members are conducting translational research in areas like human-centered computing and how the lives of older adults can be improved through computing and technology and innovation in pedagogy in aging. For more information on the Erickson School see <https://erickson.umbc.edu/>

## **Strategic Plan**

The leadership team for the Erickson School has just completed a collaborative process and created a Strategic Plan effective in the Spring of 2017. The updated mission of the Erickson School is to educate a community of leaders who will improve society by enhancing the lives of older adults.

The plan also further highlights areas where the School sees itself making an impact by the year 2030. The plan includes a vision of the School as the following:

- an important resource to inform US policy-making related to aging
- a nationally recognized leader in pedagogy relating to the "longevity economy" and aging more broadly and the school of choice for students in the field
- a provider of strong interdisciplinary content that translates to multiple academic majors across UMBC



- a center for innovation in aging services where technology, theory, practice, and entrepreneurship converge to revolutionize services to older adults and transform the image of a career in the aging field

In order to achieve these goals, during the next 3 to 5 years, the dean will lead the School in the pursuit of three strategic directions: build enrollment, build faculty, build thought leadership and image.

### **Undergraduate Program**

The focus of the B.A. in Management of Aging Services is to prepare students for entry-level professional positions in aging services management. The undergraduate major is built upon UMBC's liberal arts foundation and provides: a strong knowledge base in human aging; understanding of regulatory/policy/fiscal issues involved in aging service provision; and fundamental management skills (i.e., accounting, human resources, critical thinking and negotiation). This combined knowledge base positions graduates to work in a wide array of professional careers and provides a strong foundation for additional education or training in a range of fields, including policy, management, law, human services and entrepreneurship. Students can customize the major in several ways. Independent study courses, designed in coordination with a faculty member, and an array of special topics courses intended to address emerging issues in the areas of policy, practice, and research provide both up-to-date knowledge and opportunities for specialization. In addition, the practice experience provided in an advanced internship extends both career-related experience and specialized knowledge.

### **Graduate Program**

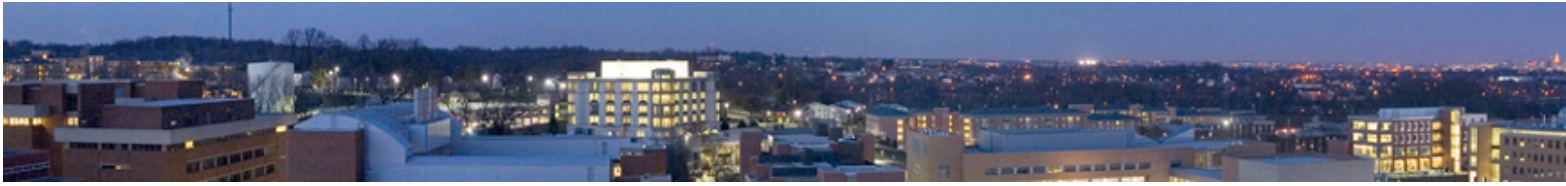
The M.A. in Management of Aging Services provides integrated, interdisciplinary professional training for leaders in the growing aging services sector. This program integrates knowledge and skills from aging, management and public policy. Graduates of the program will meet a growing workforce need for leaders with professional education to serve in management positions in public, private, and non-profit/advocacy organizations providing services to older adults. They will enter careers uniquely equipped to lead organizations innovatively and address problems in this critical area.

Targeted toward early- to mid-career professionals interested in progressing in or entering the aging services arena, this program adopts an accelerated, cohort model of instruction. The program is offered for full-time students as a 16-month fast-track program. A new part-time option is also available utilizing a hybrid model that combines online and classroom instruction.

### **Executive and Professional Education**

The Executive and Professional Education programs offered by the School have grown and changed over the past 10 years from core courses to custom-designed programs to professional conferences in Florida. Since 2013, the School has been offering an [Annual Memory Care Summit](#) to offer thought leadership on a number of key areas in the aging space. The Erickson School has also presented keynote and concurrent sessions at national and state conferences and has been asked to provide training content for companies and organizations.



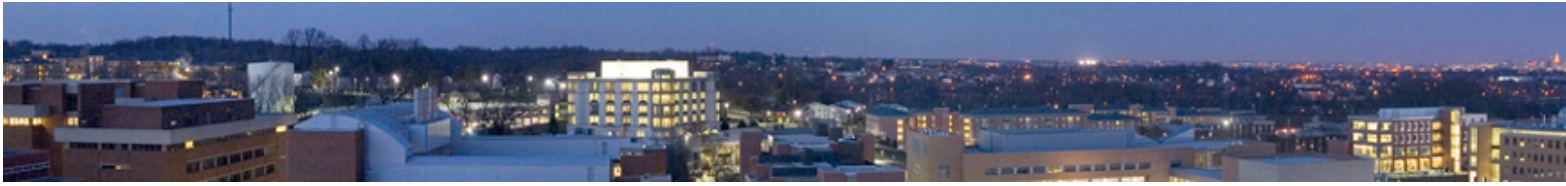


## THE OPPORTUNITY

Over the past 10 years, the administration, staff, faculty, and students have worked hard to establish the Erickson School and create a strong foundation. The next dean will have the opportunity to build upon it and realize the School's growth potential in terms of reputation, enrollment, and thought leadership. Keeping in line with the new strategic plan, the dean will engage in the following priorities:

- **Building External Relationships and Enhancing Image** – The Erickson School has made progress over the last ten years in becoming a recognized name within the field of aging services, particularly in the Mid-Atlantic region. The dean will work to expand the School's reach outside of the region and build relationships with corporate, non-profit, and other academic institutions to find synergies and create partnerships, while also increasing the recognition of the school. It will also be important for the dean to fundraise and identify donors across the aging services field who support the mission of the School.
- **Marketing the Opportunities and Increasing Enrollment** – The programs offered by the Erickson School give students the opportunity to become leaders in all aspects of the "longevity economy." The dean will work with the Erickson School's marketing and recruiting team to continue to dispel the myths potential younger students have about the concept of aging and showcase the numerous career opportunities. The dean will work with the faculty and staff to increase enrollment in all programs offered by the school by continuing to tap into the local partnerships and also seeking to recruit students from across the nation.
- **Expanding Campus Collaborations** – The dean will seek to expand collaborations with other UMBC academic units and programs to build on the School's interdisciplinary aging perspective. Organizationally UMBC currently features a broad range of aging-related expertise, practice, and research areas including, but not limited to: engineering and information technology, human-centered computing, biology, psychology, economics, public policy, social work, sociology, anthropology, visual arts, The Hilltop Institute, The Division of Professional Studies, and the joint doctoral program in gerontology with the University of Maryland, Baltimore (UMB).
- **Innovating the Curriculum and Developing New Programs** – The Erickson School seeks to prepare leaders to improve the lives of the older adults by offering a unique, integrated curriculum model based largely in practice. With many faculty who teach and work in the field, the dean will work with faculty to be on the pulse of the needs of the aging services field and incorporate those needs into the School's programs. The dean will also seek to create different delivery models and programs to offer students, such as online courses and certificate programs. In order to support the innovation and growth of programs, the dean will recruit nationally recognized faculty to contribute to these offerings as well as to the thought leadership of the school.
- **Supporting Broader Research Opportunities** – The Erickson School's faculty currently conduct highly regarded translational research in the aging field and have created innovative pedagogical approaches. The dean will have the opportunity to create and strengthen research partnerships with other UMBC scholars who are conducting related academic research as well as with external partners both within and beyond the University System of Maryland and including research and technology firms. In addition, the dean will be tasked with helping to encourage and support faculty to look for external funding opportunities such as grants.





## RESPONSIBILITIES

The responsibilities of the Dean include, but are not limited to:

- Leading the School and pursuing the goals as laid out in the current strategic plan, while at the same time taking a proactive and inclusive approach to re-examining strategic plan goals and priorities;
- Overseeing the budget and management of resources;
- Guiding the academic curriculum across all programs, and continuing to deliver innovative, effective educational programs and delivery options;
- Increasing enrollments of majors and students served at undergraduate and graduate levels;
- Recruiting nationally recognized faculty and supporting their teaching, service, and scholarship;
- Participating in classroom activities and teaching; and,
- Working with UMBC's Division of Institutional Advancement on building relationships and fundraising for the School.

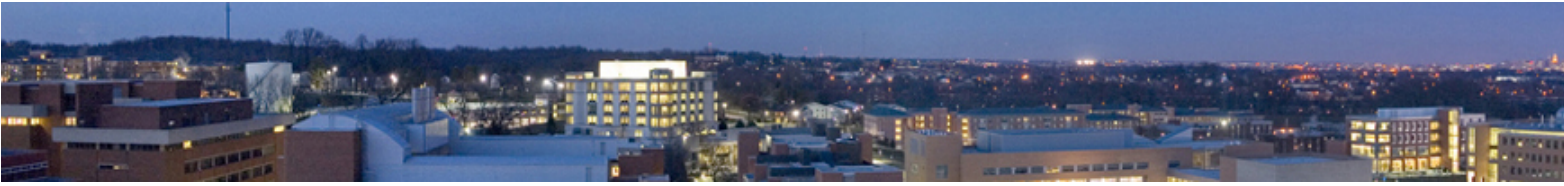
## QUALIFICATIONS

Candidates for the Dean of the Erickson School should be passionate about working with older adults and demonstrate the following qualifications and experiences:

- A terminal degree;
- Strong leadership skills;
- Administrative and financial oversight experience, preferably in an academic setting;
- Strong background in the aging services industry;
- Working with an aging population;
- Building research collaborations;
- Relationship building; and,
- Fundraising.

In addition, the following skills and attributes are preferred:

- An entrepreneurial mindset with the demonstrated ability to be forward-thinking;
- The ability to synthesize the academic, research, and policy side of the aging services field with the professional side;
- Outstanding record of teaching and national/international reputation for research and scholarly activities;
- Strong financial management skills and experience managing a budget;
- Marketing and sales skills with the ability to persuade;
- The capacity to work collaboratively within the School, across campus, and across the University System of Maryland institutions; and,
- Outstanding written and verbal communication skills including the ability to listen, engage, and negotiate.



## APPLICATIONS

Steve Leo, Partner, and Lindsay Allison, Associate, of Storbeck/Pimentel & Associates, are assisting the search committee. Applications should include a letter of interest, a current curriculum vitae, and the names and contact information for no fewer than three references. Confidential inquiries, nominations, referrals, and application materials should be sent by email to: [UMBCericksonDean@storbecksearch.com](mailto:UMBCericksonDean@storbecksearch.com). Review of applications will begin immediately and will continue until the position is filled.

It is anticipated that the appointment will begin on July 1, 2018.

### UMBC IS AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

*UMBC is especially proud of the diversity of its student body, and we seek to attract an equally diverse applicant pool for this position. We particularly encourage applications from women, members of minority groups, veterans, and individuals with disabilities.*