

SEARCH PROFILE:

DEAN FOR THE SCHOOL OF VETERINARY MEDICINE



**UNIVERSITY OF MARYLAND
EASTERN SHORE**

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THE OPPORTUNITY

The [University of Maryland Eastern Shore](#) (UMES), the state's historically Black, 1890 land-grant institution, invites inquiries, nominations, and applications for an innovative and energetic Inaugural Dean for the School of Veterinary Medicine (SVM).

The new SVM will be the first of its kind in Maryland and second among the nation's public historically Black colleges and universities (HBCUs). The school is slated to enroll students in Fall 2026, subject to approval by the Council of Education of the American Veterinary Medical Association. The program has already been approved by the Maryland Higher Education Commission. Compared to traditional four-year programs, the UMES SVM will offer a three-year distributed program. The new school of veterinary medicine will help UMES fill an unmet need in Maryland and throughout the nation.

The program is deeply rooted in the University's 1890 land-grant mission, and it will enable UMES to serve farmers, the food industry, and the 50% of Marylanders who own a pet. It will also both increase the diversity of the profession and address the workforce needs of the industry.

The Dean will report to Provost Rondall Allen and serve as a critical member of the senior academic leadership at the University. The Dean will provide extraordinary vision, strategic planning skills, and an entrepreneurial spirit as they shape the future of this new School. With much of the initial planning underway, the Dean is expected to take office in Summer 2024. Upon approval from the accrediting body, the University will launch the program in the Fall of 2026.

THE UNIVERSITY

Founded in 1886 under the aegis of the United Methodist Church, UMES is located on 1,100 acres in the historic town of Princess Anne on Maryland's Eastern Shore. The University is less than three hours from the abundant cultural and recreational amenities of Annapolis, Washington, Baltimore, and Philadelphia.

Celebrating more than 135 years of service to students and the community, UMES has grown from its origin of nine students to nearly 3,000 students and 315 faculty. Over this time, the University has cultivated a holistic learning environment that fosters multicultural diversity, academic success, and intellectual and social growth. Notably, UMES has been ranked in the top tier among America's Best HBCUs for the past six years by *U.S. News & World Report*.

UMES views, with pride, its achievements in providing high-quality academic programs and services for ethnically and culturally diverse students. These offerings include distinctive learning, discovery and engagement opportunities in the arts and sciences, education, technology, engineering, agriculture, business, and health professions. In 2019, UMES achieved the Carnegie classification as a Doctoral University/High Research Activity (DU/R2). Only 7% of the nation's higher education institutions are considered "Doctoral Universities," and UMES is honored to be among these institutions.

The University offers programs and assistance that attract, serve, retain, and graduate first-generation and multi-generation college students, as well as national and international scholars, as part of its core

THE UNIVERSITY (CONT.)

capabilities. Academic offerings include bachelor's degrees in 35 areas, 18 master's degrees, and doctoral degrees in physical and biological sciences, social and behavioral sciences, pharmacy, pharmaceutical sciences, physical therapy, engineering, and education. The academic programs are delivered through five schools: the School of Agricultural and Natural Sciences; School of Business and Technology; School of Education, Social Sciences, and the Arts; School of Pharmacy and Health Professions; and the School of Graduate Studies and Research. The University is on track to open the School of Veterinary Medicine in the fall of 2026.

In addition to a robust academic catalog, UMES has 36 linkage agreements with universities, government organizations, and research institutions in Africa, the Caribbean, Central America, South America, Europe, and Asia. These linkages enhance the University's international education focus through (1) student study and research abroad, (2) faculty and student exchanges, (3) international scholar-in-residence, and (4) international development programs. The University also has several cooperative agreements with the United States Department of Agriculture to provide technical assistance to the United States Agency for International Development.

STRATEGIC PLAN

The University of Maryland Eastern Shore completed its most recent strategic planning process in 2023. The plan, [Soaring to Excellence](#), identifies five priorities for the University:

- Priority 1: Academic Excellence and Innovation
- Priority 2: Access, Affordability, and Achievement
- Priority 3: Workforce and Economic Development
- Priority 4: Research and Community Engagement
- Priority 5: Diversity, Equity, and Inclusion

COMMITMENT TO INCLUSIVE EXCELLENCE

UMES promotes diversity, the inclusion of all groups that constitute the campus community and an awareness of the intersectionality that ensues. The University encourages conversations and activities that promote diversity awareness, encourages intercultural, and strives to recruit and retain a culturally diverse student body, faculty, and staff.

FACTS, FIGURES AND ACCOLADES

- Total enrollment in Fall 2023 was 2,847 students.
- In Fall 2023, 98% of undergraduate students received a financial aid award; 69% of all undergraduates received a Pell grant.
- The University has a 14:1 student-to-faculty ratio.
- The University has 315 faculty members, 63% of whom are full-time.
- In the 2023-24 issue of the U.S. News & World Report rankings, UMES ranked in the top six of public HBCUs and No. 14 among all 78 HBCU institutions.
- The University is ranked #82 nationally among top performers in social mobility.

MISSION

As a public 1890 land-grant Historically Black University (HBCU) that embraces diversity, UMES is committed to serving first-generation and underserved students and providing educational, research, and community engagement opportunities to transform the lives of its students who will impact the state, region, and the world.

VISION

The University of Maryland Eastern Shore (UMES) will be the preeminent public Historically Black University that is recognized for leadership in student-centered education, exceptional research, innovation, and inclusiveness.

CORE VALUES

- **Family** – embracing our HBCU culture and principles of work, support and celebration.
- **Student-Centered** – understanding that everything everyone does at UMES is because of our students.
- **Pride** – remembering the history and traditions of past achievements serves as our foundation for future accomplishments.
- **Collaboration** – pursuing opportunities to work together across all parts of the campus.
- **Communication** – striving to provide timely and relevant information that reflects the UMES vision.



ACADEMICS, SCHOOLS, AND CENTERS

One of the original purposes of the land-grant institution was the education of citizens for life about the U.S. economy. Still embracing the original purposes, UMES has expanded beyond the early disciplines of agriculture and mechanical arts to include programs in the liberal arts, healthcare, science, business, technology, and education, as well as cooperative ventures with foreign universities. UMES' leadership team, faculty, and staff continue to embrace the rich history of the University while preparing graduates to serve and shape the global economy. The University is accredited by the Middle States Commission on Higher Education (MSCHE), and numerous UMES programs have earned accreditation from their related accrediting agencies.

The [School of Agricultural and Natural Sciences](#) is committed to nurturing great minds and creating and applying knowledge. It is home to the departments of Agriculture, Food and Resource Sciences; Human Ecology; and Natural Sciences and offers a variety of undergraduate majors and minors and graduate degrees at the master's and doctoral levels. It is also the home for the UMES Agriculture Experiment Station and UMES Extension.

Programs in the [School of Business and Technology](#) provide unparalleled opportunities for UMES to expand and grow to meet the needs of the state and the region. The School encompasses the departments of Business, Management, and Accounting (AACSB accredited); Engineering (ABET accredited) and Aviation Sciences; Hospitality and Tourism (ACPHA accredited); Computer Science and Engineering Technology; and the Built Environment, as well as a program in PGA Golf Management (PGA accredited).

The [School of Education, Social Sciences, and the Arts](#) includes the departments of Criminal Justice, Education, English and Modern Languages, Fine Arts, Mathematics, and Social Sciences. Offering a range of undergraduate and graduate programs, the School focuses its efforts on the preparation of students who serve humanity in a personally and professionally ethical manner and seeks to immerse students in cultural and educational experiences that promote coherent thinking, reward creative artistic expression, and demand the exercising of sound judgment.

Through its departments of Kinesiology, Pharmacy Practice and Administration, Pharmaceutical Sciences, Physical Therapy, Physician Assistant, and Rehabilitation, the [School of Pharmacy and Health Professions](#) offers undergraduate degrees in Exercise Science, Rehabilitation Services, and Rehabilitation Psychology. It offers master's degrees in Rehabilitation Counseling, Physician Assistant Studies, and Pharmaceutical Sciences, as well as doctoral degrees in Physical Therapy, Pharmacy, and Pharmaceutical Sciences.

The [School of Graduate Studies and Research](#) operates through department graduate programs to offer degree programs and non-degree training for professionals, practitioners, and researchers for entry-level and career advancement positions, as well as continuing education and lifelong learning. The School offers 18 master's degree programs, seven doctoral degrees, and two post-baccalaureate programs.

Support for students and faculty is offered through multiple centers, including the [Center for Access and Academic Success](#), the [Center for International Education](#), the [Center for Instructional Technology and Online Learning](#), and the [Center for Teaching Excellence](#) among others.



STUDENTS AND STUDENT LIFE

UMES students enjoy more than 60 organizations outside the classroom, including clubs, service organizations, experiential learning opportunities, intramural sports, and Greek life. UMES is a member of the Mid-Eastern Athletic Conference, and student-athletes compete on NCAA Division I intercollegiate

teams. Men's teams include baseball, basketball, cross-country golf, and track and field (indoor and outdoor); women's teams include basketball, bowling, cross-country, golf, softball, tennis, track and field (indoor and outdoor), and volleyball.

FINANCES AND FUNDRAISING

The University's primary sources of funding are tuition, support from the State of Maryland, grants (federal, state), and philanthropy. The FY 2024 operating budget for UMES is \$84 million in unrestricted funds (60% state-supported) and \$42 million in restricted funds for a total budget of \$126 million. Sponsored programs provide \$10 million for research contracts and grants.

The average cost (tuition, room, board, books) for in-state undergraduates is \$20,803. The average cost for out-of-state undergraduates is \$31,633.

The Division of University Relations at UMES supports a robust fundraising program. The University is presently in the public phase of a \$60 million effort entitled the *Soaring Above & Beyond Campaign*. The quiet phase

of the campaign was completed in 2023, with more than \$41 million secured. Campaign priorities include:

- Providing scholarships for undergraduate and graduate students to help build their future.
- Nurturing new entrepreneurs to build businesses and create new products to meet the needs of a rapidly changing world.
- Supporting faculty development through new start-up packages, endowed chairs and professorships, and professional development.
- Enhancing learning opportunities for students, faculty, and staff alike through career services, professional development, study abroad, and more.
- The campaign is scheduled to conclude in June 2026.

ALUMNI

UMES has more than 12,000 alumni who live in all 50 states and more than a dozen U.S. territories and foreign countries. Notable alumni include former professional football player Art Shell, jazz musician

Clifford Brown, rapper and record producer David Banner, the first resident United States Ambassador to Palau Helen Reed-Rowe, and entertainer Starletta DuPois, among others.



GOVERNANCE AND LEADERSHIP

BOARD OF REGENTS

UMES is one of 12 constituent institutions in the University System of Maryland (USM). At the highest level, UMES is governed by the USM Board of Regents. The 20 members of the Board of Regents, including one student member, are appointed by the Governor of Maryland. The Board of Regents is responsible for the governance and management of the USM and its institutions, overseeing the System's academic, administrative and financial operations, formulating policy, and appointing and supervising the USM Chancellor and the campus presidents. The Board's Effectiveness and Efficiency Initiative serves USM's quality, accessibility, affordability, and accountability goals.

PRESIDENT HEIDI M. ANDERSON AND CABINET

Dr. Heidi M. Anderson was named the 16th president of the University of Maryland Eastern Shore on September 1, 2018, following an extensive national search. President Anderson, herself a first-generation college student, leads a campus focused on excellence in teaching, research, and community outreach. A collaborative servant leader, President Anderson is dedicated to student success with an emphasis on educational access and attainability. She honors those mentors in her own life whose guidance opened the doors for her own achievements.

A proud three-time graduate of Purdue University (a land-grant institution), Dr. Anderson holds a Ph.D. in pharmacy administration, a M.S. degree in education, and a B.S. degree in pharmacy.

The president's cabinet includes the Provost and Vice President for Academic Affairs, the Vice President for Enrollment Management and Student Experience, the Vice President for Administration and Finance, the Vice President for University Relations, the Vice President for Athletics, the Chief of Staff/Vice President for Strategic Initiatives, and the General Counsel. A search is underway for a Vice President for Public Relations and Marketing, who will also serve on the president's cabinet.

SHARED GOVERNANCE

The shared governance policy at UMES ensures that collaboration among University administration, students, staff, and faculty reflects the institution's unique mission. Each of these constituencies is responsible for carrying out separate but complementary roles and responsibilities within a climate of mutual support. The shared governance structure includes the President's Cabinet and representatives from constituency groups across the University. The purpose of the Senate is to provide the President and administrative officials with the benefit of systematic consultation with UMES community members and to enable the community to formulate policies of concern to the UMES campus.

PRINCESS ANNE, MARYLAND

UMES is in the small town of Princess Anne, which has a population of roughly 3,300 residents. The town is part of Somerset County on the Eastern Shore of Maryland and one of the region's major employers. Princess Anne dates to 1733, and portions of the town are listed on the National Register of Historic Places. There are many local dining options, as well as antique shops. For those who enjoy the outdoors, Princess Anne boasts multiple

trails, parks, marinas, and public boating facilities. Maryland's famous seaside resort, Ocean City, is only one hour from town. The nearby town of Salisbury, just 13 miles north, provides additional shopping and recreational facilities.

To learn more about the Eastern Shore, visit: <https://www.visitmaryland.org/regions-cities/eastern-shore>.



FORMATION OF THE SCHOOL OF VETERINARY MEDICINE

With only 34 accredited colleges of veterinary medicine in the United States, the UMES SVM will be the first of its kind in Maryland and second among the nation's public HBCUs. The SVM will initially offer a Doctor of Veterinary Medicine (DVM) degree and is expected to add a B.S. degree in Veterinary Technology and a M.S. and Ph.D. in Biomedical Sciences.

In recent years, UMES has developed signature programs in the health sciences as evidenced by its accelerated pharmacy program, physical therapy program, and physician assistant programs. The DVM program will expand UMES' healthcare focus into a related area, veterinary medicine, where there is substantial regional and national market demand, as well as potential to fill equity gaps and to increase diversity in the profession.

The 3-year accelerated format for the DVM program will encompass all the requirements of the American Veterinary Medical Association's (AVMA) Council on Education (COE) and approved by the Maryland Higher

Education Commission. The 3-year program will run through the calendar year and, when fully enrolled, include three cohorts of approximately 100 students each. Two of the three cohorts will be on-campus. Students in the third-year cohort will complete a variety of clinical rotations throughout the mid-Atlantic and beyond. Plans are underway to expand the new Pharmacy building to house the SVM. This expansion will also enable the shared use of facilities and promote inter-professional interactions and collaboration.

A multi-disciplinary leadership team, with support from the Schools of Agricultural and Natural Sciences, and Pharmacy and Health Professions, have shepherded the initial stages of program development. The Dean, in partnership with founding faculty, will lead processes for accreditation, marketing and recruitment of potential students, and development of facilities, student services, as well as other administrative and operational processes to launch the program in the fall of 2026.



RESPONSIBILITIES AND OPPORTUNITIES FOR THE INAUGURAL DEAN

Reporting to Provost Rondall Allen, the Dean is charged with providing innovative leadership necessary to mold and shape a world-class SVM that provides outstanding, cutting-edge programs; attracts stellar faculty members; and produces graduates who are held in high regard and sought-after in their fields.

The Dean will be a creative and engaged leader, possessing the personal and professional skills to provide leadership and overall management of the SVM. As the Inaugural Dean of the School, responsibilities will include hiring, mentoring, supporting, and evaluating faculty and staff; developing and implementing a strategic plan; preparing and managing budgets; developing and assessing curriculum; creating and implementing enrollment strategies; providing support for instruction and research; building partnerships; and fundraising.

In collaboration with faculty, the Dean will be responsible for the development and oversight of the academic programs. Plans for the DVM are well underway. Program offerings in Veterinary Technology and Biomedical Sciences are expected to reach completion over the next few years. The Dean will have an opportunity to shape future academic offerings. The Dean will be responsible for ongoing communication with accrediting agencies and ensuring full compliance with all accreditation and regulatory requirements. An initial site visit from the AVMA-COE is scheduled for July 2024.

The Dean is further charged with establishing student services and support that lead to high student retention and timely graduation rates. Relatedly, the Dean will help establish the School's regional and national reputation. Part of these efforts will entail facilitating partnerships to ensure adequate clinical placement opportunities for students, as well as to fund research and other key initiatives. The Dean will steward public, private, and competitive grants and contracts and encourage interdisciplinary collaborations, which build capacity and enhance mission delivery.

In addition to building partnerships with external stakeholders, the Dean will be expected to develop extensive collaborative relationships with members of the university community to maximize resources and interdisciplinary efforts. Of notable importance is establishing an excellent working relationship with the Deans of the Schools of Agricultural and Natural Sciences and Pharmacy and Health Professions, as the SVM will share space, faculty, policies and processes, and other resources with these academic programs.

A significant anticipated addition to the Pharmacy building will house SVM labs, classrooms, and administrative offices. Consequently, the Dean will work closely with university facility and financial officers in the design, construction, and funding of this new building addition.

QUALIFICATIONS AND SKILLS

Interested candidates must have an **earned doctorate in veterinary medicine (DVM) or an equivalent veterinarian degree that meets university, accreditation, and licensure expectations.** Also required is successful and increasingly responsible experience in an academic and administrative leadership role that included budget and operational management authority, preferably in a College/School of Veterinary Medicine, or related industry experience.

The successful candidate should possess many of the following skills and qualifications:

- Experience in the development of high-quality curriculum and academic programs that lead to outstanding student outcomes.
- A record of attracting, developing, mentoring, motivating, and retaining high-quality faculty and staff and building a high-performing team.
- A demonstrated commitment to actively increasing the diversity of the faculty and staff and to building and sustaining an environment of inclusion.
- A commitment to promoting faculty development, particularly strengthening multidisciplinary research efforts within and beyond departments.
- The ability to communicate effectively with diverse constituencies, including faculty, students, staff, and other internal and external audiences.
- A demonstrated understanding of professional and regional accreditation standards and practices to be positioned to lead the SVM and its related degree programs through successful accreditation processes.
- Experience building partnerships with and/or raising funds from individuals, corporations, foundations, or other external stakeholders.
- Experience facilitating/working with enrollment management in the recruitment of an outstanding and diverse student body.
- Intellectual curiosity and enthusiasm, innovative spirit, bold and creative thinking, and a willingness to take calculated risks within limits of authority and with appropriate support.
- Evidence of the development and successful implementation of a strategic plan.
- An ability to foster entrepreneurial thinking, support innovative initiatives, and work effectively in times of change and ambiguity.
- Keen financial acumen and experience allocating resources to align with university and SVM priorities.
- Excellent technology skills and a willingness to embrace innovative pedagogical teaching methods and delivery.
- A collaborative and engaging leadership style; one who builds trust and mutual respect and emphasizes transparency.





APPLICATIONS AND NOMINATIONS

Academic Search is assisting UMES in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity, potential applicants are welcome to schedule a conversation with one of the consultants for this search: Maya Kirkhope, Monty McNeil, and Jandi Kelly. They can be reached at UMESVetDean@academicsearch.org.

For full consideration by the search committee, applications should be submitted by **April 29, 2024**. Applications should include the following:

- A thoughtful letter of interest addressing, as appropriate, the key responsibilities and qualifications outlined in this profile.
- A current resume/CV, showing relevant administrative responsibilities and accomplishments.

Applications, nominations, and inquiries should be sent to UMESVetDean@academicsearch.org.

The University of Maryland Eastern Shore actively subscribes to a policy of Equal Employment Opportunity/Affirmative Action and will not discriminate against any employee or applicant because of race, age, physical or mental disability, marital status, gender, or gender expression religion, national origin or political affiliation.

ABOUT ACADEMIC SEARCH

Academic Search is assisting the University of Maryland Eastern Shore in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

