Position Specification

Maryland Institute College of Art

Vice President for Academic Affairs and Provost
Organization

For more than 185 years, Maryland Institute College of Art (MICA) has assembled some of the most talented students and faculty from across the nation and around the world in a creatively energized, intellectually stimulating learning environment. Today, nearly 2,200 full-time students are enrolled in MICA’s undergraduate and graduate programs of study, which offer a full range of curricular options for artists, architects, designers, educators, and artist-entrepreneurs. The College’s beautiful urban campus includes 24 buildings of studio/classroom, exhibition, and performance space, as well as four residential complexes. The residential program houses over 1000 students and offers a holistic residential experience that is conducive to the specific needs of artists and designers.

The College, which was founded in 1826, is at the vanguard of art and design education. The oldest continuously degree-granting college of art in the nation, MICA is among the most highly respected in the world, attracting students from all 50 states and 57 foreign countries. The College’s MFA programs are ranked #7 by U.S. News and World Report; including the graduate graphic design program, ranked #3, and the graduate painting/drawing program, ranked #5. In each of the past six years, the Chronicle of Higher Education has listed MICA as a top producer of Fulbright Scholars among specialty schools; it was ranked first in 2008-09 and again in 2012-13. MICA is a member of both AICAD (Association of Independent Colleges of Art and Design), a consortium of 43 leading art schools in the United States and Canada, and the National Association of Schools of Art and Design (NASAD).

Educational Programs

MICA offers bachelor’s degree programs in 19 distinct studio majors and concentrations, two liberal arts majors, and 18 graduate degree and post-baccalaureate programs, including five fifth-year capstone programs. Over 1,000 courses are offered each year, providing programmatic depth and career options not found at other colleges and universities. MICA also administers 40 study abroad programs—more than any other art college in the U.S.—and offers an additional 500 courses for creative adults in art and design continuing education and professional development, as well as programs for youth, through the School of Professional and Continuing Studies.

All of MICA’s programs are an integration of challenging studio practice and rigorous liberal arts coursework, and are marked by a commitment to the development of creative vision, innovation, leadership, and social
responsibility. While programs vary greatly in organization, all strive to balance a carefully structured sequence of requirements with the freedom to explore concentrations and electives in the College’s many other areas of study. The educational experience is further enhanced through options for internships, project-based research, study abroad, and community-based civic engagement. Professional development is embedded in the curriculum and supplemented by the highly successful services of MICA’s Career Development Center. Both curricular and co-curricular programs are designed to develop the whole student—from creative vision and intellectual capacity to the development of professional skills, confidence, and personal integrity.

**Faculty**

The strength of MICA’s programs is rooted in the exceptional experience and accomplishments of the College’s talented faculty. The faculty, about half of whom have joined MICA since 2000, is comprised of 356 professional artists, designers, art historians, poets, writers, and art educators hailing from the nation’s most prestigious colleges and universities.

MICA faculty members regularly receive National Endowment for the Arts, Guggenheim, and other corporate and foundation funding for their projects. They are represented in more than 250 public and private collections—from MOMA to Stedelijk. Fine Arts faculty members exhibit in regional, national, and international museums and galleries—from Leo Castelli in New York to Galleria Tucci-Russo in Italy. MICA faculty have won every national prize offered to artists, including Fulbright, Louis Comfort Tiffany, Prix de Rome, Anonymous was a Woman, Creative Capital, and Joan Mitchell Grant. Design faculty are professionals with active practices and worldwide portfolios of clients that inform their teaching and open doors for their students; they regularly publish and present their research in such fields as design education, cultural impact of design, and public health communication design. They have been honored with the top awards in their fields, including AIGA’s Gold Medal, the highest award in graphic design. The Art Education faculty have been bestowed with virtually every regional and national art education award including the National Art Education Association’s Elliot Eisner Lifetime Achievement Award and the National Art Educator Award. Faculty regularly publish in peer-reviewed journals and present at regional and national conferences.

The learning experience provided to students by the permanent faculty is enhanced by the more than 175 visiting artists, critics, designers, poets, writers, philosophers, and art historians from across the United States and around the world who come to MICA each year.
Students

MICA’s community of undergraduate and graduate students represents diverse economic and cultural backgrounds and are among the best in the country. Intellectual curiosity, creativity, motivation, and self-discipline are among the attributes MICA seeks in prospective students. Through a course of study at the College, students develop a diverse body of work that reflects their personal voices and professional achievement. MICA’s student-centered learning environment and campus life rivals that of top liberal arts colleges, offering rich programming around student services, activities, health and wellness, and residential life.

The College’s aggressive retention initiatives led to a rise of retention rates from 83% to 87% from 2009-10 to 2014-15 academic years, well above the AICAD member school average. During the 2014-15 academic year, international students accounted for 13.7% of the student body, more than triple that of just seven years ago.

Perhaps the greatest testament to MICA’s strength is its more than 16,000 alumni, whose career paths have led to leadership in the fine arts, design, education, commerce, nonprofit organizations, health care, and virtually every other career field. Their careers span cities from Atlanta to Istanbul, Los Angeles to Tokyo, San Francisco to Berlin, and New York to New Delhi. MICA graduates continue to garner national recognition as Academy and Emmy Award winners, Fulbright Scholars, Guggenheim Fellowship recipients, and MacArthur Fellows.

For more information about the Maryland Institute College of Art, please visit the website: www.mica.edu.

Baltimore and Community Engagement

Located at the heart of the East Coast corridor, Baltimore offers tremendous art resources: a thriving art scene, major museums, as well as easy access to other major cultural centers and related art and design industries. A college town of 120,000 students and 15 area colleges/universities, Baltimore has the charm, sophistication, and amenities of a major city, but the neighborly feel of a town. There are all-night diners, avant-garde theaters, independent film festivals, ethnic restaurants, family-friendly open-air concerts and movies, gritty clubs, and quirky coffeehouses. A 30-minute drive from the urban bustle of Baltimore’s Greek-town or Little Italy finds Maryland’s vineyards and horse country.
MICA is a nationally recognized leader in community and social engagement. More than 50 academic courses have community engagement at their core, as do many other initiatives, including the Community Arts Collaborative and Community Arts Corps. The Office of Community Engagement awards grants to students seeking to design and implement projects to improve communities. Academic programs such as the MFA in Community Arts, MA in Social Design, MFA in Curatorial Practice, and an undergraduate concentration in Sustainability and Social Practice have been established to use art and design to impact society.

The College believes that supporting and strengthening the city of Baltimore is core to its mission and to MICA’s future. Like other premier colleges, MICA plays a strategic role in community and city development with a primary focus on nearby neighborhoods and on efforts that impact art and culture. Innovative campus planning and expansion has not only enhanced MICA’s academic and student life, but has triggered the development of the nearby Station North Arts District. MICA also took the lead in co-founding the new Baltimore Design High School in partnership with city government. MICA leadership actively participates with numerous civic, cultural, and neighborhood organizations by serving as members of many of their boards of directors.

Mission

Because of the belief in the vital role of art in society, those at Maryland Institute College of Art are dedicated to the education of professional artists and designers, and to the development of a collegiate environment conducive to the evolution of art and design.

Reporting Relationships

The Vice President of Academic Affairs and Provost (VPAAP) reports directly to MICA’s President and manages the following direct reports: the Vice Provost for Undergraduate Studies and Faculty, the Vice Provost for Graduate Studies and Research, the Dean of the School for Professional and Continuing Studies, the Dean of Academic Services, the Budget and Contract Manager, and the Executive Assistant to the Provost.

Additionally, the VPAAP works closely with the MICA Board of Trustees, MICA Vice Presidents, and MICA’s regional, national, and international academic partners. This executive maintains key relationships with AICAD (Association of Independent Colleges of Art and Design), MSA (Middle...
Position Concept

The Vice President for Academic Affairs and Provost serves as the Chief Academic Officer for the College. As such, the VPAAP is responsible for all aspects of the development and delivery of the educational programs including curricula, faculty, facilities, and budget, ensuring and supporting the achievement and fulfillment of academic excellence across all disciplines of the College. The VPAAP is instrumental in leading the College in its academic pursuits and responsibilities, such as overseeing the College's accreditation and maintaining and strengthening academic partnerships, while representing the College in the art community.

Specific Duties

The Vice President for Academic Affairs and Provost will be responsible for the following activities:

1. Leadership of a committed academic team to set and attain clear educational goals for the success of a diverse student body that align with MICA’s mission and vision, and that advance the art and design pedagogical and educational delivery model into the future.
2. Long-range planning for all aspects of the educational programs and academic services in accordance with the College’s strategic plan.
3. Leadership in curriculum planning, academic programs and services development/approval/implementation, and formulation of academic policy, resulting in robust, innovative, and technology-savvy education to attract, engage, and fulfill the aspirations of students and faculty.
4. Leadership of, collaboration with, and advocacy for the faculty, including oversight of faculty recruitment/retention, supervision, development, and evaluation, resulting in a distinguished, expert, innovative, and diverse faculty of art and design educators and practitioners to assure an outstanding educational experience.
5. Recruitment/retention, supervision, development, and annual evaluation of Vice Provosts, Deans, and other direct reports.
6. Integrative academic leadership that partners with all aspects of College operation and services.
7. Oversight and role modeling to continue building a culture of shared academic governance marked by a strong sense of trust, clear expectation setting, open communication, and accountability.

8. Planning and monitoring of annual operating ($25 million) and capital budgets for Academic Affairs with the President, Vice Presidents, Trustees, and other relevant groups, inclusive of advocacy for faculty, curriculum, and academic services in related processes.

9. Strategic development and oversight of academic partnerships within the regional, national, and international community that are mutually beneficial and that align with MICA’s values and strategic goals.

10. Oversight of the College’s accreditation matters and act as liaison to accrediting bodies and government agencies concerned with the educational program; leadership in and coordination of the production of reports and the organization of processes related to accreditation.

11. Oversight in the maintenance and distribution of the Faculty Handbook to ensure its integrity and accuracy as the primary contract with the faculty.

12. Act as liaison for the educational program to the Academic Affairs Committee of the Board and the Faculty Executive Committee.

13. Leadership, as the Chief Academic Officer of the College, that advances art and arts education in publications, consortia, professional associations, conferences, openings, and other functions.

14. Active presence on behalf of the College in the Baltimore metropolitan area.

15. Leadership in advocacy of the value of art and design education on the national and international stage.

16. Assistance with fundraising proposal development, donor cultivation, and solicitation as needed.

Candidate Qualifications

The Provost is the academic leader of the College and must be an individual qualified by professional accomplishment and experience to earn and retain the respect of a highly qualified and accomplished professional faculty of artists, designers, writers, and scholars. Expected qualifications include:

- Evidence of leadership ability in academic visioning and administration with a minimum of four to six years of successful experience in academic leadership.
- Teaching experience will be highly valued.
• Leadership style characterized by openness, trust, collegiality, optimism, intellectual curiosity, and creativity, coupled with high energy, decisiveness, fairness, self-accountability, and a strong commitment to MICA’s vision, core values, and strategic priorities.
• Engaging, dynamic personality balanced by a low ego demeanor is essential.
• Keen awareness of and appreciation for the full spectrum of visual arts, design, and liberal arts, as well as for inter- and trans-disciplinary learning.
• Forward-thinking educational outlook that embraces diversity, environmental and social responsibilities, and instructional technology.
• Experience with collective bargaining is a plus; the Provost will have a sound grasp of the principles and techniques of negotiation using a win/win approach around the management of differences.
• Global perspective in art and design education, evidenced by a track record of integrative international strategies and efforts, as well as equitable access to international experiences, in an academic setting.
• Understanding of the relationship between global and local efforts in a socially engaged college of art and design.
• Ability to function as a catalyst, coach, and doer, guiding people at all levels of the College by utilizing a collegial and input-rich decision-making and governance process.
• Ability to recognize and respect existing talent and vision, as well as adeptness at leading others through a collaborative process rather than by unilateral mandate.
• The Provost will embrace the development of structures and systems as a means to facilitate learning, continuous improvement, and innovation amongst the MICA community.
• Ability to control and move forward on several priorities simultaneously.
• Ability to exercise tact in dealing with sensitive, nuanced, and confidential issues and situations.
• Strong strategic perspective to consider the impact of decisions, plans, and programs on the College and make sound recommendations accordingly.
• Exceptional written and verbal communications skills, blended with the ability to be an effective, engaged, and interested listener. This executive will strive to achieve transparency in his/her interactions.
• The Provost will be a strategic, forward-thinking executive who can translate strategy into results. Excellent organizational skills and the demonstrated ability to prioritize are essential.
• A champion of technology and its current and future use in art and design.
Education

The successful candidate will hold a terminal degree or its equivalent in his or her field, preferably in the arts or arts administration.

Process

A review of applications will commence immediately, continuing until an appointment is made. Applications should be submitted electronically before December 1, 2014. Full applications should include: a cover letter, a current resume reflecting work experience from college forward, and a list of names, telephone numbers, addresses, and email addresses for five professional references. References will not be contacted without the candidate’s approval/consent.

Contact

Dana Behar, Associate
Shelli Herman and Associates, Inc.
11693 San Vicente Blvd., Suite #104
Los Angeles, California 90049
Office: (800) 396-0595 ext. 3
E-mail: dana@shellihermansearch.com

Shelli Herman, President
Shelli Herman and Associates, Inc.
11693 San Vicente Blvd., Suite #104
Los Angeles, California 90049
Office: (800) 396-0595 ext. 5
E-mail: shelli@shellihermansearch.com

For more information about our firm, please visit our website at www.shellihermansearch.com