SEARCH PROSPECTUS:
Dean of Graduate and Professional Studies

McDANIEL COLLEGE
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McDaniel College is a diverse student-centered community committed to excellence in the liberal arts, the sciences, and professional studies. With careful mentoring and attention to the individual, McDaniel changes lives and challenges students to develop their unique potentials with reason, imagination, and human concern. Through flexible academic programs, collaborative and experiential learning, and global engagement, McDaniel prepares students for successful lives of leadership, service, and social responsibility. Today McDaniel enrolls just under 3000 undergraduate and graduate students.

McDaniel College was founded in 1867 as the first co-ed college just south of the Mason-Dixon line. Our motto, *E Tenebris in Lucem Voco*, means “I call you out of darkness into light.” In 2002, the College changed its name from Western Maryland College to McDaniel College in honor of alumnus, professor, and trustee William Roberts McDaniel, class of 1880.

McDaniel College accepts the challenge to provide an academic and social environment that promotes liberal learning through a set of *First Principles*:

- We strive to place students at the center of a humane environment so that they may see and work toward their personal goals while respecting others and sharing the responsibility for the common good.
- We provide a foundation of knowledge about the past and present so that students may be informed about the world.
- We provide various approaches to knowledge and personal achievement so that students can think critically about, respond creatively to, and form sensitive, intelligent decisions concerning the world and its future.
- We provide instruction in fundamental skills so that students can express themselves for their own satisfaction and to the larger community.
- We provide solid and respected professional programs for the committed student, and, more important, we provide a liberal arts education as an integral part of professional training so that students will be more flexible, more successful, and happier in the world of work.
The First Principles have long committed the College to the development of liberally educated women and men who think critically, creatively, and humanely. The philosophical outlook of Graduate and Professional Studies is grounded in these principles.

The mission of Graduate and Professional Studies (GPS) is to prepare culturally competent professionals committed to leadership in their field. Students are placed in the center of a community rich in the liberal arts tradition. An emphasis on the foundation of knowledge and critical decision making based on current research, theory and practice are central to the various programs.

To accomplish this mission, the GPS program at the College prepares professionals who:

- are specialists in their field of study and who value the balance and interdependence of current theory, research and practice;
- advocate for and facilitate the personal growth and well-being of a diverse clientele;
- use appropriate technology, assessment and analytical tools to solve problems and make decisions in their field;
- are prepared to interact, communicate and practice in a variety of settings with unique constraints and cultures; and
- are committed to life-long learning and continuing their own personal growth in order to stay current in their profession.

LOCATIONS

Thirty miles northwest of Baltimore’s Inner Harbor and 56 miles north of Washington, D.C., the main campus overlooks historic Westminster, Md., Carroll County’s largest town and county seat. Within walking distance are gift boutiques, book and music stores, art galleries, and restaurants, which line one of America’s longest main streets. Both nearby metropolitan cities offer students opportunities for learning and leisure – art and history museums, internships on Capitol Hill, Baltimore Orioles and Ravens games, and bayside seafood and nightlife. With an excellent school system and a small-town atmosphere, Westminster offers an attractive residential community.
Campus Leadership

President
Dr. Roger N. Casey has served as the ninth President of McDaniel College of Westminster, Maryland, and Budapest, Hungary, since 2010. During his tenure, Dr. Casey has overseen the donor-funded construction of Kenneth R. Gill Stadium and McTeer-Zepp Plaza and supervised major renovations of Gill Physical Education Learning Center, Englar Dining Hall, Hoover Library, WMC Alumni Hall, and five residence halls. Under his leadership, McDaniel received the largest scholarship bequest in the College’s history (~$6M), which funds the Dorsey Scholars. He currently leads a $50M fundraising effort in celebration of the College’s 150th anniversary.

Dr. Casey’s initiatives include creating the Center for Experience and Opportunity, a single office comprehensively supporting experiential learning; Global Fellows, a program allowing students to internationalize any major; The Encompass Distinction, an entrepreneurship curriculum; and the Legacy Scholarship program for children of K-12 school employees, veterans, or alumni.

Dr. Casey teaches cultural studies, drama, and leadership, has spoken around the globe, and authored TextualVehicles: The Automobile in American Literature. His cultural analysis has appeared in The New York Times, Forbes, The Chronicle of Philanthropy, USA Today, and on CNN, ABC, and CBS. His current scholarship addresses generational issues in organizations.

Dr. Casey chairs the Centennial Athletic Conference, is on the NCAA Division III Chancellors/Presidents Advisory Group, and will become the next chair of the National Association of Independent Colleges and Universities (NAICU).
Board of Directors. He is also serving a three-year term on the Board of Directors of the American Council on Education (ACE), the major coordinating body for the nation’s colleges and universities. As one of the longest-serving independent college presidents in the State of Maryland, he is also the former chair of the Maryland Independent College and University Association (MICUA), the voice of independent higher education in Maryland. In 2019, he was named an Influential Marylander by The Daily Record for his contribution to higher education and leadership in Maryland.

A Phi Beta Kappan and first-generation college graduate, President Casey holds an M.A. and Ph.D. in English from Florida State University and a B.A. from Furman University in his native South Carolina.

Executive Vice President and Provost
Dr. Julia Jasken joined the faculty of the college in 2003 as a professor in the English department and has long been a proponent of campus-community partnerships, particularly related to community engagement efforts. She has specialized in new media pedagogy and has taught a variety of professional writing courses. Her “Writing for Non-Profit Organizations” course has paired McDaniel students with nonprofit organizations, helping them research and write grants, develop brochures, plan special events, update web content and develop social media strategies. In 2012, her work earned her the Maryland-D.C. Campus Compact Statewide Faculty Award for Outstanding Service-Learning.

As Executive Vice President and Provost, Dr. Jasken oversees the newly integrated divisions of Academic and Campus Life. In this role, she has spearheaded several significant cost-containment and reinvestment efforts and led the visioning and development of the College’s signature McDaniel Commitment, an institutional guarantee that all students will receive meaningful and sustained mentorship and career development across their four years, with a special emphasis on experiential learning and alumni connections. She previously served as the College’s associate provost where she collaboratively built the College’s first cross-divisional entrepreneurship program. In 2013, she oversaw the development of, and served as the first Director of, the College’s first comprehensive experiential learning center, the Center for Experience and Opportunity, McDaniel’s one-stop shop for experiential education and career development. She believes that “every student should have a significant out-of-class learning opportunity as part of their McDaniel experience — it’s a game-changer, what really brings the liberal arts to life for our students.” Dr. Jasken has expertise in academic and campus life restructuring, student success initiatives, union negotiations and building/supporting a culture of safety compliance. She is also a member of the HERS board of directors.

A native of Moorhead, Minnesota, Dr. Jasken earned a bachelor’s degree from the College of Saint Benedict in St. Joseph, Minnesota, and a master’s degree from Northern Illinois University. She received her Ph.D. from Michigan Technological University.
GPS offers a Master of Liberal Arts degree, 17 Master of Science degrees, and 10 certificates or other professional study programs (see box). Approximately 140 course sections are offered each semester (70 in the summer), with 25 percent offered online. Strong training in online pedagogy results in consistently high quality of online and on-campus courses. McDaniel prizes close faculty-student relationships and an intimate learning experience whether in-person or online; each online course is capped at 20 students.

While some programs are well enrolled, especially both new and long-standing educational programs, others call for reassessment and revision, a task begun by the Graduate Program Evaluation Committee and to be continued and led by the new Dean. Private-public partnerships provide cohorts (usually from a school system) of students for 30 percent of the classes. GPS’s new partnership with an external firm will add substantial enrollment in the Data Analytics program beginning fall 2020.

McDaniel graduates are educating students and leading schools and school systems throughout the region, enhancing the College’s reputation for excellence. With the recent expansion of programs in Kinesiology, Gerontology, Human Services Management, and Public Administration and Policy the College has been quick to respond to both the needs of the region and student interest. For example, McDaniel created the Equity and Excellence in Education certificate to address the area’s growing diversity. The program currently enrolls 143 students.

In fall 2019 over 1200 students enrolled in GPS, most part-time and about 80 percent women. Approximately 60 percent self-identify as Caucasian, 9 percent African American, 5 percent Latinx, 1 percent Asian. Most GPS students are from Maryland (88 percent). The international student body currently comes from 11 countries and is expected to grow due to focused recruitment of international students for our Data Analytics program. During the last year, 194 students earned post-baccalaureate certificates and 249 earned master’s degrees.

GPS is staffed by the Dean, an Associate Dean, seven full-time Program Coordinators, eleven
part-time Program Coordinators, and twelve administrative staff. Enrollment and marketing for the division has been newly centralized under the direction of the Vice President for Enrollment Management. The Admissions office, along with Communication and Marketing, now provides resources and support for major aspects of the recruitment and enrollment process that were previously the sole responsibility of GPS. Advantages of this new collaboration include early outreach to undergraduates to suggest McDaniel graduate programs, support for planning open houses, systematic communication, and streamlined prospect tracking.

The graduate faculty consists of a core of 13 full-time faculty members with the majority of courses staffed by career practitioners employed in the professions their students will enter upon graduation. The College’s proximity to the major metropolitan areas of Baltimore and Washington D.C. brings the ability to hire experts from these areas to supplement the experienced talent available in Carroll County.

The most popular programs as of fall 2019 are post-baccalaureate certificates in Educational Administration and Equity and Excellence, and master’s degrees in Curriculum and Instruction, Counselor Education, and School Librarianship.

GPS has a long, storied history in educating educators. Some graduates of note from our legacy master’s education programs:

**Rhonda Holmes-Blankenship M.S. ‘05** received her master’s degree in Curriculum and Instruction from McDaniel. She was named the 2012-13 Maryland Teacher of the Year and was one of four finalists for the 2013 National Teacher of the Year.

**Lisa Spera M.S. ‘08** graduate of the master’s degree program in Counseling at McDaniel was named the 2015 Maryland School Counselor of the Year, was one of three finalists for the national School Counselor of the Year, and was recognized in January 2016 at a ceremony at the White House.

Known as a national leader in school librarianship, **Matthew Winner M.S. ’09, School Librarianship,** was honored as a White House Champion of Change and among the Library Journal’s “Movers and Shakers: People Shaping the Future of Libraries” in 2013.

**David Martin M.S. ’97** became the second graduate of the Education of the Deaf program – the first was National Teacher of the Year Michelle Shearer – to be named Teacher of the Year by the American Sign Language Teacher’s Association (ASLTA).
Newer GPS programs expand GPS’s reach beyond education:

**The MS in Data Analytics** enrolls professionals across a range of industries. The coursework provides them with advanced skills in data analysis to support the work of collecting, analyzing, applying, and presenting data to drive decision-making. McDaniel is in collaboration with a P3 partner to refine the curriculum to meet industry needs, market the program, and recruit students.

**MS in Human Services Management — Target Partnership.** McDaniel’s Human Services Management graduate program includes a one-of-a-kind partnership with Target Community & Educational Services, Inc. (Target), a non-profit agency based in Westminster that serves over 300 children and adults with developmental disabilities in Maryland. The 22 graduate students receive a 75 percent scholarship, a generous stipend, and room and board. They live in one of Target’s homes during their two-year academic program to manage the home and all the care for three clients with disabilities who live in each Target home.

**5-year program development.** McDaniel offers 5-year programs combining the Elementary or Secondary Education BA degrees with the MS in Special Education. Similar 5-year pathways are under development, including programs leading to the MS in Education of the Deaf.

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**SAMPLING OF RECENT RECOGNITIONS FOR MCDANIEL AS ONE OF THE NATION’S TOP COLLEGES**

- Ranked as the #1 “Best Value” regional university in the north in U.S. News & World Report’s “2020 Best Colleges” rankings
- Included among the top 10 master’s universities and the #3 private institution in the nation by Washington Monthly, as well as ranked at the top of the “Best Bang for the Buck” list for the seventh consecutive year. McDaniel was the top-ranked master’s university in the State of Maryland
- Ranked among the best undergraduate elementary education programs in the nation by the National Council on Teacher Quality in 2013, 2014, and 2016
- Recognized as one of the nation’s 50 “Best Small Colleges” for quality and affordability and ranked among the “Best Colleges for Your Money” by Money magazine
- Named one of “America’s Top Colleges” and among “America’s Best Value Colleges” by Forbes 2019
- Named among “The Best 385 Colleges” by The Princeton Review 2020 annual college guide
- Named to the Military Friendly Schools® list for the 10th consecutive year
- Member of the non-profit “Colleges That Change Lives”
- Ranked among the “50 Best Disability Friendly Colleges and Universities” by College Choice in 2016
- Recognized among the 50 Most “Historically Notable Colleges” in America by Best College Reviews in 2016
- Listed among “The Smartest Colleges in America” by Business Insider in 2013, 2014 and 2015
- Named to the President’s Higher Education Community Service Honor Roll in 2013, 2014, and 2016
- Honored by University Business magazine in 2017 as a “Model of Excellence” for Teachers for Tomorrow (T4T)

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**GPS PROGRAMS’ RECENT RECOGNITIONS**

- Ranked among the 2019 “Best Online Programs” by U.S. News & World Report for the college’s Curriculum & Instruction, Teachers of English to Speakers of Other Languages (TESOL), and School Librarianship master’s degree programs
- Recognized among the top master’s degree programs in the nation by Intelligent.com for Human Resources Development and Teachers of English to Speakers of Other Languages (TESOL)
- Ranked the #5 “Best Online Master’s in Gerontology” program for 2020 by College Rank

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**GRADUATE AND PROFESSIONAL STUDIES (cont.)**
OPPORTUNITIES FOR THE DEAN

Reporting to the Executive Vice President/Provost and sitting on College councils including Academic and Campus Life Deans, Vice Presidents and Deans, and Department Chairs, the Dean will provide leadership for faculty and staff and foster an excellent student experience in all graduate programs. S/he will be responsible for developing, in collaboration with the College’s senior leadership and faculty, a visionary plan for the future of the division and its increasingly important centrality to the mission of the larger College.

The Dean’s responsibilities will include ensuring excellence in academic programming and student outcomes; assessment of learning; oversight of accreditation and certification; faculty and staff recruitment, development, and review; fund-raising and other resource development; alumni and community outreach; collaborative strategic planning; budget and personnel management; and promoting collaboration within and beyond the College.

Specific opportunities and challenges include:

• The new Dean has an opportunity to partner with a fast-paced administration, dedicated to the growth of Graduate and Professional Studies and aware of its importance to the mission and financial health of McDaniel College. The Dean will find strong support for renewal and growth of GPS programs from the President and Provost, as well as the Board of Trustees. Evidence of this commitment is work currently underway. The College has identified new resources to invest in program development/renewal; established a new incentive compensation structure for program coordinators; reorganized administrative responsibilities to support enrollment and marketing of GPS programs; and streamlined processes for enrolling, registering, and tracking students. These critical steps emphasize both the centrality of GPS and the College’s commitment to support the students, faculty, and staff of this vital program.

• The new Dean will be responsible for assessing current programs and developing and implementing an exciting, executable vision for GPS’s future offerings of degrees, certificates, and other professional educational opportunities. To this end, the Dean will be expected both to develop synergistic external partnerships and to look for opportunities within the undergraduate curriculum to further students’ education and successful career entry. The new Dean will find willing partners among the Provost, Dean of Faculty, and Vice President for Enrollment in this planning, in addition to the dedicated GPS faculty who look forward to working collaboratively with the new Dean.

• Significant turnover in the deanship in recent years calls for a strong, visible, community-minded leader who can inspire faculty, staff, and students and build relationships across the campus to continue the process of fully integrating the GPS program with the larger college community.
Advanced degree and significant experience in higher education or similar setting

Familiarity with online as well as on-campus and off-campus face-to-face delivery of instruction

Demonstrated success in leading and implementing complex change on campus, especially in program development; improving enrollment; and enhancing student outcomes, including retention and career advancement

Strategic thinker, inspirational and energetic manager, and effective communicator, who values transparency, accessibility, collaboration, goal-setting, and accountability

Evident strength in building partnerships with community organizations, school systems, and/or businesses throughout the region

Business acumen; an entrepreneurial, “can-do” spirit

Familiarity with accreditation systems and the regulatory environment common to graduate and professional study

Leadership skills and other personal qualities to foster collaborative relationships and alignment between GPS and the College, to promote a sense of common purpose

Experience in fund-raising and other resource development

Understanding of the values inherent in a liberal arts education and ability to apply these tenets to graduate and professional programming
Nominations, applications, and inquiries may be sent in complete confidence. Full consideration will be given to all applications received by **January 31, 2020**. Application materials (to include a letter of interest, curriculum vitae, and the names, addresses, telephone numbers, and email addresses of five references – who will not be contacted without permission) must be electronically submitted to: [McDanielGPS@academicsearch.org](mailto:McDanielGPS@academicsearch.org). Assisting McDaniel College in this search are Ms. Kate Nolde ([kate.nolde@academicsearch.org](mailto:kate.nolde@academicsearch.org)) and Dr. Sharon Herzberger ([sharon.herzberger@academicsearch.org](mailto:sharon.herzberger@academicsearch.org)), Senior Consultants with Academic Search, Inc., Washington, D.C. Further information about McDaniel College is available at [https://www.mcdaniel.edu](https://www.mcdaniel.edu).

McDaniel College, in compliance with Federal and State laws and regulations governing affirmative action and non-discrimination does not discriminate in the recruitment, admission, and employment of students, faculty, and staff in the operation of any of its education programs and activities as defined by law. Accordingly, nothing in this publication should be viewed as directly or indirectly expressing any limitation, specification or discrimination as to age, color, creed, disability, ethnicity, gender, marital status, national origin, pregnancy, race, religion, sexual orientation or veteran status. While persons identifying as transgender and transsexual are not covered by the Anti-Discrimination Act by Maryland Code 54, McDaniel College supports all 49B diversity in all aspects.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting McDaniel College in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.

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