SEARCH PROSPECTUS:
THE INAUGURAL WILLIAM SEALE
PROFESSOR OF BUSINESS

St Mary's College of Maryland
The National Public Honors College
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St. Mary’s College of Maryland invites nominations and applications for the Inaugural William Seale Professor of Business. The successful candidate will bring an innovative and strategic mindset to build and grow a business program, have a commitment to effective evidence-based teaching, be able to work collegially with faculty colleagues across disciplines, and develop and maintain relationships with enterprises in the College’s region.
ABOUT ST. MARY’S COLLEGE OF MARYLAND

Non-sectarian since its founding in 1840, St. Mary’s College of Maryland offers an undergraduate liberal arts education and small-college experience like those found at exceptional private colleges. St. Mary’s College shares the hallmarks of private institutions: an outstanding faculty, talented students, high academic standards, a challenging curriculum, small classes, a sense of community, and a spirit of intellectual inquiry. In 1992, the Maryland state General Assembly designated the school Maryland’s public honors college; the state also granted the College an institutional status designed to assure stable public funding. As such, St. Mary’s College is also committed to the ideals of affordability, accessibility, and diversity. By combining these virtues of public and private education, St. Mary’s College provides a unique alternative for students and their families. In the past decade, the College has received national acclaim for the quality of its programs, the excellence of its faculty and students, and the magnificence of its waterfront campus.

St. Mary’s College enrolls 1,551 students (fall 2021), with 28 percent of full-time students identifying as BIPOC. The vast majority of students (78 percent) live on campus, creating a residential culture. The majority of students are Maryland residents, although students from 26 states and 8 nations are represented. The student-to-faculty ratio is 9:1, one of the lowest in the nation. Ninety-eight percent of faculty hold the highest attainable degrees in their respective fields of study and 14 current faculty are Fulbright Awardees.

St. Mary’s College has been engaged in efforts the last several years to ensure its viability and relevancy as the premier public liberal arts honors college, and with this, the College has completed several initiatives, including changes in its academic programs, of which the College currently offers 60 (24 majors, 29 minors). Among these initiatives, the College has:

- Developed and launched the unique LEAD initiative, which stands for Learning Through Experiential and Applied Discovery. It is a blend of inquiry-based discovery and professional career development skills that every graduate will have.
- Rebranded under The National Public Honors College because St. Mary’s College holds a unique place in America among public liberal arts honors colleges.
- Created The Honors College Promise as part of the LEAD initiative, guaranteeing each student the chance to pursue an internship, undergraduate research experience or international study opportunity.
- Frozen tuition, fees, and room and board for this academic year.
ABOUT ST. MARY’S COLLEGE OF MARYLAND (CONT.)

- Established a new unit on Inclusive Diversity, Equity, Access and Accountability, which aims to ensure the College is welcoming, transformative and empowering for all.
- Created a task force with trustees, faculty and staff that resulted in the development of four new, market-tested degree programs: Neuroscience, Marine Science, Applied Data Science, and Business Administration*, as well as the creation of a Track & Field program and a Pep Band.

- Conducted an intensive review, with faculty input, of all existing academic programs.

*As a part of the anticipated creation of a Business Administration degree program for fall 2022, the College has established this Inaugural William Seale Professor of Business to lead the program.

The College also offers a plethora of student activities, including more than 70 student clubs and organizations, 21 varsity athletic teams, and 25 study abroad programs.

MISSION
St. Mary’s College of Maryland is Maryland’s honors college, a selective, public liberal arts college—a vibrant community of scholars and learners. We foster a rigorous and innovative curriculum; experiential learning; scholarship and creativity; close mentoring relationships; and a community dedicated to honesty, civility, and integrity. We are committed to diversity, access, and affordability. Our students, faculty and staff serve local, national, and global communities and cultivate and promote social responsibility.

VISION
St. Mary’s College of Maryland will increasingly serve as the liberal arts college of choice for intellectually ambitious students, faculty, and staff from diverse backgrounds, attracted by a rigorous, innovative, and distinctive curriculum that integrates theory and practice; a talented, professionally engaged, and student-centered faculty and staff; and a strong infrastructure. Students will be part of a collaborative learning community that embraces intellectual curiosity and innovation, the power of diversity, and the College’s unique environment. Our graduates will thrive as responsible and thoughtful global citizens and leaders.

CORE VALUES
- Advancement of the College mission and vision
- Intellectual, creative, and scholarly exploration
- Innovation in academic and administrative enterprises
- Clear and effective communication
- Integration of theory and practice
- The power of a diverse community
- Local, national, and global engagement
- Access and affordability
- Environmental stewardship
- Student-centered ethos
- Social responsibility and civic mindedness
- Civility and respect for self, others, and the environment

GOALS
1. Attract intellectually ambitious students who thrive in and respect a diverse, collaborative learning community.
2. Engage students in a rigorous, experiential, flexible, innovative academic environment that capitalizes on our unique geographical location.
3. Attract and retain a diverse staff and faculty who achieve excellence across the liberal arts in the teaching, scholarship, creative works, and practice of their disciplines.
4. Graduate prepared, responsible, and thoughtful global citizens and leaders.
5. Create and maintain state of the art, modern facilities, systems, and infrastructure.
THE CAMPUS AND COMMUNITY

St. Mary’s College of Maryland is named for the place it marks: the 17th-century capital of Maryland, St. Mary’s City, founded in 1634. St. Mary’s College of Maryland and Historic St. Mary’s City (HSMC) share physical spaces at the historic triangle of land on the south side of Route 5, with a permanent inclination to share land and to steward programs. The spectacular 361-acre waterfront setting is in the heart of the Chesapeake Bay region. The campus is 75 miles southeast of Washington, D.C. and 97 miles south of Baltimore.

To watch a campus tour, please click here.

POSITION DESCRIPTION

The Inaugural William Seale Professor of Business has an exciting opportunity to develop the business program from the ground up and in doing so create a dynamic curriculum, consistent with the high quality of instruction and teaching currently offered at St. Mary’s College, that will attract business-oriented students who will flourish in SMCM’s intellectually challenging collaborative learning community. It is important for the successful candidate to support the College’s academic mission and to actively engage in expanding and strengthening community and industry partnerships as St. Mary’s College of Maryland works to enhance the visibility of its programs and student opportunities for internships and post-graduate careers, as well as increase funding prospects. The Inaugural William Seale Professor of Business must champion a liberal arts education and bring innovative vision and strategy to promote academic excellence. The successful candidate will also demonstrate collaborative leadership and the capacity to work closely across departments with faculty colleagues and staff in the design of interdisciplinary opportunities. As St. Mary’s College’s culture places significant importance on education as a transformative experience for learners and instructors, responsibilities of the position will include teaching each semester as well as engaging in service activities that serve the broader institution. In light of the administrative requirements associated with launching a new program, the Inaugural William Seale Professor of Business will receive a reduced teaching load for two years, as well as supplemental research funds for two years.
POSITION DESCRIPTION (CONT.)

MINIMUM QUALIFICATIONS
The successful candidate will hold a Doctorate in Business Administration or a business field (e.g., Marketing, Management, or Business Economics). A strong record of teaching and administrative experience in undergraduate business studies and of scholarship that merits appointment at associate or full professor are required.

DESIRED ATTRIBUTES
- Experience at a College of similar size and scope and demonstrated commitment to a liberal arts education
- Demonstrated teaching effectiveness
- A student-centered leader with a proven ability to recruit and retain a diverse student body, and a track record of connecting, engaging, and communicating with students and alumni
- Ability to recruit and retain a diverse faculty and a demonstrated commitment to faculty development in teaching
- Ability to develop, articulate, and implement a vision
- Successful experience in strategic planning, enrollment management, program development, and accreditation, including knowledge of outcomes assessment
- Ability to build bridges and interact successfully with diverse constituent groups, including fostering collaborative, inclusive relationships across the campus and in the community
- Evidence of a respectful, consultative, and accessible leadership style with strong communications skills
- A skilled, strategic manager of budgetary resources, including experience with grants
- Experience and mindfulness of diversity and bringing that into the curriculum
- Experience effectively connecting with the surrounding community and leveraging opportunities of the region, including building relationships with local businesses
- Business experience outside of academia
- Ability and willingness to be an enthusiastic campus presence
- A high degree of comfort in a small, rural community
PROCEDURE FOR NOMINATIONS AND APPLICATIONS

St. Mary’s College of Maryland is being assisted by Academic Search. Prospective candidates may arrange a confidential discussion by contacting Dr. Shirley Robinson Pippins at Shirley.Pippins@academicsearch.org or Andrea Cowsert at Andrea.Cowsert@academicsearch.org. Applications and nominations should be submitted electronically to SMCMProfessor@academicsearch.org. Applications must include a cover letter that addresses the responsibilities and requirements described in this position prospectus; a curriculum vitae; a statement describing the candidate’s teaching philosophy that speaks to the candidate’s demonstrated commitment to diversity, equity, and inclusion; and a list of at least five professional references with contact information, including telephone and email, and a note indicating the candidate’s working relationship with each. References will not be contacted without the explicit permission of the candidate. This position is open until filled, but only applications received by February 21, 2022, can be assured full consideration. To learn more about St. Mary’s College of Maryland, please visit www.smcm.edu.

Employment will be contingent upon successful completion of a criminal background check and proof of COVID-19 vaccination; medical and religious exemptions may be considered.

St. Mary’s College of Maryland is an affirmative action/equal opportunity employer.
ABOUT ACADEMIC SEARCH

Academic Search is assisting St. Mary’s College of Maryland 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. For more information, visit www.academicsearch.org.

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