

# ST MARY'S

COLLEGE of MARYLAND

## PRESIDENTIAL SEARCH

### *Leadership Profile*

OCTOBER 2024



*The*  
**NATIONAL  
PUBLIC  
HONORS**  
*College*



*Small class sizes and a commitment to teaching allow for close student-faculty interaction.*



## EXECUTIVE SUMMARY

St. Mary's College of Maryland, the National Public Honors College, seeks a visionary, collaborative, and student-centered leader to serve as its eighth president.

St. Mary's College of Maryland (SMCM) offers an undergraduate public liberal arts education and small-college experience like those found at the country's exceptional residential liberal arts colleges and shares many of 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.

As a state-supported institution of higher education, SMCM is also committed to the ideals of affordability, accessibility and diversity. By combining these virtues of public and private education, SMCM provides a unique alternative for students and their families. The Honors College Promise guarantees every student the opportunity to participate in research, internship, or international experiences. The College is the nation's first public honors college and ranks in the top five public liberal arts colleges in the country. SMCM students have among the highest four-year graduation rates and lowest average debt among graduates of Maryland public four-year institutions.

SMCM was founded in 1840 as a living monument to the place it marks: the 17th-century capital of Maryland. The spectacular waterfront campus is in the heart of the Chesapeake Bay region, 75 miles southeast of Washington, D.C., and 97 miles south of Baltimore. The College is accredited by the Middle States Association of Colleges and Schools and is a member of the Council of Public Liberal Arts Colleges (COPLAC), offering the Bachelor of Arts, Bachelor of Science and Master of Arts in Teaching degrees in 65 academic programs. Its 120 full-time faculty members and 264 staff serve approximately 1,600 students.

SMCM's next president will build upon the achievements of Dr. Tuajuanda C. Jordan's decade of leadership, which has brought the College growth in enrollment, curricular offerings and local partnerships. The next president will work with the board, faculty, staff and the community to address the College's top priorities. The president will be a fierce advocate for a public liberal arts education, with exceptional communication skills that will engage a broad range of audiences in solidifying the importance of a liberal arts education in the 21st century. The new president will also play a significant role in ensuring that the College's resources are advancing its strategic priorities, while establishing a strong financial position for the future. As the College's chief fundraiser, the president will deepen relationships with alumni, friends, the local community and philanthropies, inspiring these key constituents to invest in SMCM's future. Further, the new president will be a compelling advocate who works to enhance the College's

visibility and recognition regionally, nationally and beyond. The next president will be committed to expanding the College's presence and engagement as an important partner in the economic and cultural vitality of the county and State.

The next president will also be a champion for and bring a deep understanding and commitment to the mission and vision of SMCM that exemplifies [the St. Mary's Way](#). The College seeks a president with vision, intellectual stature, a collaborative leadership style, exceptional communication skills and the energy and passion needed to lead this distinctive institution into its very promising future.

To submit a nomination or express personal interest in this position, please see **Procedure for Candidacy** at the end of this document.



*The St. Mary's River adjacent to campus provides endless academic, athletic and recreational opportunities – life is better by the river.*

# Opportunities and Expectations for Leadership

Reporting to the Board of Trustees, the president is the chief executive and administrative officer of SMCM. The president works in close collaboration and partnership with the Board of Trustees and internal and external constituencies to provide overall leadership and direction for the College and advance its role as the National Public Honors College.

Below are several areas where the new president can contribute immediately to the College's success:

## **Develop an inspiring vision for the future of St. Mary's College of Maryland.**

Building upon the successes from the current [The Rising Tide](#) strategic plan, which aims to establish and solidify SMCM's position as the National Public Honors College and the college of choice for students, faculty, staff and the community, the next president will engage College constituents to define the College's future. The College is ready to welcome a new leader who will work in a collaborative way to develop its future as a leader in public liberal arts education and who exemplifies [the St. Mary's Way](#). The next president will

engage and empower students, faculty and staff at SMCM in creating and acting on a shared, aspirational vision that blends a relevant, challenging and innovative curriculum with the College's values and traditions. The College requires a president with the vision, insight and creativity to inspire SMCM to continue to fulfill its mission, as well as the management acumen to position the College for sustainability and resiliency.

Further, the next president will continue the pursuit of academic excellence by empowering the academic leadership, faculty and staff to sustain their existing strengths and cultivate innovation across the College's academic programs, ensuring that they continue to foster a market-relevant, rigorous and innovative curriculum,



experiential learning opportunities and scholarship and creativity. Further, the next president will consider expanding the College's role as an important partner with the regional and statewide two-year colleges to enhance access to its unique educational experience and offerings.

The president will continue the College's unique mission as the National Public Honors College to put every student at SMCM in charge of their own education by enhancing the Learning through Experiential and Applied Discovery ([LEAD](#)) initiative and identifying other distinctive opportunities to define a SMCM education that inspires students to make SMCM their college of choice. They will continue to fulfill

and strengthen the Honors College Promise, which guarantees every student the opportunity to participate in research, internship, or international experiences.

### **Assess and evaluate institutional resources, planning for a strong future.**

As a public liberal arts college, SMCM recognizes its fiduciary responsibility to maintain the College's fiscal integrity and reputation and manage its resources strategically and creatively as costs escalate and competition for talented students, faculty and staff increases. The incoming president will play a significant role in ensuring the College's resources are advancing its strategic priorities while establishing a

strong financial position for the future. The president should consider how a range of revenue sources (state funding, philanthropy, grants, tuition revenue, etc.) impact the College's mission, and they will bring a collaborative and transparent approach to utilizing and allocating those resources to increase organizational flexibility, resiliency and sustainability. A key focus will be alignment and support for the essential roles, contributions and aspirations of the College's constituents – senior administrators, faculty, staff, student body, alumni, parents and the broader St. Mary's County community. The president must also identify ways to expand the College's resource base to attract and retain a broad range of students and families while continuing to invest in the campus's infrastructure.

**Partner with the campus community to define and realize strong shared governance.**

The new president will address important priorities facing the College, providing strategic, inclusive and transparent leadership through that process. The president will work with a dedicated board, faculty, senior administrators, staff, students, alumni and local community members who are deeply committed to SMCM and ready to work through the College's collaborative governance structures to inform and advance these priorities in a timely manner. The new president will work with the College to define what shared governance means for SMCM, including fortifying existing structures to form a successful partnership and

inspiring a process of information sharing and analysis, cooperative decision making and execution that helps all the governance bodies work together effectively to realize the College's full potential.

**Fiercely advocate for a public liberal arts education.**

With liberal arts education under scrutiny nationally, SMCM is well-suited to champion public liberal arts education. The new president will be in an excellent position to refine and promote the College's messages and brand in the context of the changing world and to articulate why liberally educated leaders are needed now more than ever. The public honors education offered at SMCM has the potential to engage a broad range of audiences, from the campus community to alumni and friends, Historic St. Mary's City, the Patuxent River Naval Air Station, other regional partners, Maryland's elected officials and more in demonstrating why SMCM and its educational experience matters locally, regionally and nationally. As a member of COPLAC, the president will have a national peer group with whom to engage in this advocacy work.

*below: The Dodge Performing Arts Center provides a state-of-the-art venue.*

## **Enhance St. Mary's College of Maryland's visibility and recognition regionally, nationally and beyond.**

SMCM's new president will strengthen the College's position as a thought leader and a place that prepares its graduates to [LEAD](#). The president will have the opportunity to increase the College's stature and visibility in meaningful and substantive ways beyond its strong reputation as the National Public Honors College. The new president will pursue strategic opportunities to publicly represent the College – regionally, nationally and beyond – and passionately communicate the vital role SMCM and liberal arts colleges more broadly play in American higher education.

## **Inspire alumni, friends, the community, the Maryland legislature and philanthropies to support and invest in the College's future.**

The College's ambitious [Taking the Lead](#) campaign surpassed its \$20 million goal a year ahead of schedule. This timing allows the next president to steward the campaign's donors, and to deepen and broaden donor relationships, working over time to develop the vision for a future campaign. With broad giving across donor constituencies, the president will enjoy a strong base of support upon arrival, enabling them to plan a philanthropic strategy for future success. As SMCM's chief fundraiser, the president will be a compelling advocate, sharing the unique



educational experience the College provides its students.

SMCM cultivates and values strong connections with local community members, who feel invested in the success of the students and are eager to partner with the College to advance its mission. Through creative partnerships, the College will bring its unique assets and service to foster an even closer connection between SMCM and its surrounding community, serving as a cultural hub and regional center.

In the context of changing attitudes toward liberal arts education, the demographic shift and other factors, the president will work to continue the successes the College has experienced by advocating in Annapolis – the state capital. SMCM plays a unique role in higher education in the state of Maryland, serving as the state's honors college; thus the new president will re-enforce the value and importance of the institution with public officials and the legislature as they advocate for state support.

# Professional Qualifications and Personal Characteristics

The ideal candidate will demonstrate many of the following characteristics:

**Commitment to vision, mission, and values:** Deep understanding of and commitment to the mission and vision of SMCM, exemplifying [the St. Mary's Way](#) and supporting and modeling the College's values of social interest, compassion, justice, respect for the individual, diversity, intellectual rigor, optimism, collaboration and community. A genuine interest in and desire to be around faculty, staff and students.

**Leadership and strategic vision:** A leadership approach that is dynamic, innovative and adept; a strong, visible and engaged presence, with the ability to bring a community together around a shared long-term and strategic vision for SMCM as the College further distinguishes itself across the landscape of higher education.

**Communication:** An excellent, transparent communicator who can engage effectively with all College constituencies; capacity to articulate the College's mission and key strategies in a way that inspires and galvanizes others; ability to earn and build trust and manage diverse perspectives; highly developed listening skills and a strong penchant for seeking input and inclusive decision making.

**Champion of the liberal arts:** A deep understanding of and commitment to the liberal arts and the residential liberal arts college experience, especially at a public institution; ability to articulate the role of the liberal arts and address the challenges facing a liberal arts education in an evolving and dynamic national context.

**Financial and operational acumen:** Outstanding fiscal acumen and a record of successful engagement with the business and financial operations of an organization comparable in size to

SMCM; a record of sound budgetary stewardship and resourcefulness in developing ways to generate revenue through new avenues; the ability to assess current resource allocation practices, identify and optimize operations to ensure efficiencies and coordinated infrastructure and align resources with institutional priorities.

**Commitment to diversity, equity, inclusion and belonging:**

Demonstrated impact in fostering an inclusive, equitable and diverse community; experience creating a workplace where diversity and individual uniqueness are valued, celebrated and leveraged to achieve organizational goals; experience increasing diversity, inclusion and a sense of belonging among students, faculty and staff and supporting recruitment and retention initiatives of diverse students, faculty and staff across the inclusion spectrum.

**Collaborative and consultative leadership:**

The ability to serve as a strong, fair, transparent and decisive leader; a record of administrative leadership experience in higher education that includes transparency in decision making, respect for the opinions and voices of others, mentorship of others, successful work within a shared governance environment and the exercise of creativity and vision in developing and achieving goals. The president should be comfortable working with employee representatives for the collective bargaining organizations representing employees on campus.

**Relationship-building and fundraising skills:**

A strong aptitude, demonstrated success and enthusiasm for fundraising; exceptional communication and interpersonal skills; the ability to genuinely express enthusiasm in telling the stories of the College and its students, faculty and staff to engage both internal and external audiences and make a compelling case for impactful, lasting philanthropic support.

**Academic credentials:** It is strongly preferred that the next president hold an earned doctorate or terminal degree. Candidates without such credentials may be considered if through previous experience and leadership in transformational undertakings and commitment to excellence they would garner the respect of the campus and broader communities.





# About St. Mary's College of Maryland

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.

SMCM, branded as the National Public Honors College, is the first of only three such institutions in the nation. It is consistently ranked as one of the best public liberal arts colleges in the nation (U.S. News & World Report, Princeton Review, Fiske Guide to Colleges, Barron's) because it offers a high-quality education at an affordable price. Kiplinger's Personal Finance and the Fiske Guide to Colleges credit SMCM as one of the top best-value colleges with one of the highest graduation rates in the nation. Among other accolades, the College in 2024 was named #4 in the nation by The Princeton Review for Best Schools for Making an Impact (Public Schools).

The College enjoys a strong record with an 82% retention rate of students from the first to the second year, 68% six-year graduation rate and 61% of students continuing on to graduate and professional programs within five years of graduation. Increasing retention and persistence while also closing equity gaps is a priority of the College. The College continues to offer a preeminent public liberal arts education at a tuition

far lower than that of its private peers, which is a testament to the relevance of the College's mission.

## Founding and History

SMCM is a liberal arts institution with a long history and unique character. It sits on land that comprised the first capital of the state of Maryland and developed a land acknowledgement and pledge in 2021. The fourth oldest permanent English colony in North America and the only 17th-century settlement site remaining largely undisturbed by subsequent development, much of St. Mary's City is now designated a national landmark.

SMCM traces its origins to 1840, when the State of Maryland authorized the creation of a "female seminary" (girls' boarding school) at a time when few states took an interest in the education of women. In 1927, SMCM became Maryland's first junior college, and a 1964 name change to St. Mary's College of Maryland was followed by the school's evolution into a four-year coeducational baccalaureate college.

In 1992, the state General Assembly designated SMCM as Maryland's public honors college and granted it an institutional status designed to enhance its autonomy and ensure stable public funding. In 1997, the Maryland State legislature approved an affiliation between the College and Historic St. Mary's City, which allowed for increased administrative efficiencies through the integration of various support services.

## Inclusive Diversity, Equity, Access and Accountability (IDEAA)

[The Division of Inclusive Diversity, Equity, Access and Accountability \(IDEAA\)](#) reflects the College's commitment to providing an inclusively diverse campus community where students, staff and faculty can thrive. IDEAA's path forward is defined through a vision and mission:

**Vision:** Through innovative programming and the coordination of initiatives and resources, IDEAA will transform St. Mary's College of Maryland into a nationally recognized institution known for implementing inclusive and equitable practices to achieve academic and/or professional success for all campus community members.

**Mission:** To lead campus-wide efforts to create and sustain policies, initiatives and resources to ensure that St. Mary's College of Maryland is a welcoming, transformative and empowering institution where all students, faculty and staff can thrive.

## *The St. Mary's Way*

The St. Mary's Way, developed collaboratively by various College constituencies in the late 1990s, conveys how the College puts into practice the values of its mission statement:

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St. Mary's College of Maryland lies in a setting of natural beauty and historic meaning which enhances our ability to reflect on our lives in an increasingly complex, technological and interdependent world. As a member of SMCM, I accept the St. Mary's Way and agree to join in working with others to develop this College as a community:

- where people respect the natural environment and the tradition of tolerance which is the heritage of this place;
- where people cultivate a life-long quest for disciplined learning and creativity;
- where people take individual responsibility for their work and actions;
- where people foster relationships based upon mutual respect, honesty, integrity and trust;
- where people are engaged in an ongoing dialogue that values differences and the unique contributions of others' talents, backgrounds, customs and world views;
- where people are committed to examining and shaping the functional, ethical values of our changing world;
- where people contribute to a spirit of caring and an ethic of service.

By choosing to join this community, I accept the responsibility of helping to build on its past heritage of living its ideals and contributing to its future.

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## The Campus

SMCM's waterfront campus is situated in one of the most beautiful settings in the United States. It is the first college in Maryland to be certified by Audubon International's Cooperative Sanctuary Program. The College's 56 buildings are designed in the Tidewater architectural style, which complements its natural surroundings. The campus is tied together by a main path that winds through the center of the campus and helps create a sense of continuity and community.

The last 15 years have been dedicated to an impressive building boom with the College — through state funding supplemented by fundraising — dramatically improving and adding spaces dedicated to teaching, research and creative endeavors; facilities for athletics and recreation; and spaces for student services including residence halls. In developing the campus, the College has displayed a commitment to environmental sensitivity as well as to maintaining the historic feel of the campus.

In 2008, the College completed a premier waterfront facility, the James P. Muldoon River Center. It is the center for recreational water sports, sailing and crew and also houses an estuarine research lab, offices for staff and faculty, storage space and boat repair facilities.

In 2016, SMCM dedicated Anne Arundel Hall. Construction of the \$34 million project began in July 2014, and Anne Arundel Hall opened for classes on August 29, 2016. Anne Arundel Hall

includes modern archaeological curation facilities for Historic St. Mary's City (HSMC), study and academic spaces for the College's programs in anthropology, museum studies and languages and cultures. Construction of a new interpretive center for HSMC adjacent to Anne Arundel Hall is well underway.

In 2019, the College completed a new lighted stadium complex with a state-of-the-art turf field, new grass field and training facility, the Jamie L. Roberts Stadium. Because of the College's location, each construction project includes archeological site work. In the summer of 2016, remains of slave quarters were discovered during archaeological site work for the complex. In 2020, the College dedicated the Commemorative to the Enslaved Peoples of Southern Maryland on the site. The award-winning Commemorative is an immersive art experience that confronts slavery from the perspective of the enslaved.

The Nancy R. & Norton T. Dodge Performing Arts Center and Dallas P. Dean Learning Commons were dedicated in the fall of 2022. This new, \$80 million two-building complex features space for performing arts/music and the educational studies program, a 700-seat auditorium and student-learning commons. Together, the two new facilities were named "Maryland Public Buildings of the Year" for 2023 by AIA Maryland. New laboratory and classroom spaces will be created in the previous locations of these programs, alleviating space demands from growth in the STEM disciplines.



## Faculty and Staff

SMCM attracts and retains exceptional, hard-working faculty who are committed to teaching, scholarship and service to community. They collaborate with students in all three of these domains, and close relationships between faculty and students often extend long past graduation. Several faculty liaisons serve on committees with Trustees to provide input on the student experience and campus environment. The faculty consists of 128 full-time faculty. Ninety-three percent of the regular full-time faculty members hold a doctorate or other terminal degree in their field. The low student-to-faculty ratio of 10:1 encourages close working relationships between students and faculty members. In fact, the College's faculty members regularly collaborate with students on research projects that yield conference

and scholarly publications, as well as sponsor student-designed St. Mary's Project capstone projects.

The 264 dedicated staff work in a variety of academic and non-academic positions across campus to fulfill the College's mission. Their contributions are vital to preserving an environment that supports teaching, encourages learning and brings a sense of belonging to their colleagues and students alike.

## Student Life

Undergraduate and residential in nature, SMCM has a diverse student body of more than 1,600, emphasizes excellence in teaching and averages an impressive student to teacher ratio of 10:1.

### **The Office of Residence Life**

operates a residence life and housing program for approximately 82% of the College's students. Traditional residence hall style housing is available for first-year students with apartment, suite and townhouse style housing available for upper-class students. Some specialty housing is available for students of particular interest groups and Open Housing is available for students who are gender non-conforming and otherwise qualify for Open Housing. For more information: <https://www.smcm.edu/residencelife>

### **The Office of Student Activities**

supports student government and other forms of organized student leadership by a variety of mechanisms including the use of Campus Labs' Engage, a comprehensive engagement and student organization management system. The team oversees the activities of over 70 student-managed clubs and provide programming for large-scale campus programs. For more information: <https://www.smcm.edu/studentactivities/>

### **The Department of Public Safety**

maintains a safe environment on the campus and assists community members with their public safety needs. The department provides 24/7 coverage for the campus. <https://www.smcm.edu/publicsafety/>

### **The Office of Student Conduct,**

under the leadership of the Office of the Dean of Students, is responsible for the consistent and timely adjudication of instances of violations of campus

policies, including those related to academic dishonesty. The College's student handbook "[To the Point](#)" includes information on the student conduct process and other information on policies and procedures.

**The Wellness Center**, including health services, counseling and psychological services and wellness programs, is well utilized by the student body, with a steady demand for the services provided. <https://www.smcm.edu/wellness/>

### **Counseling & Psychological**

**Services (CAPS)** offers confidential, free individual and group counseling sessions, while the health center provides ambulatory care to the student population.

### **The Office of Information**

**Technology (OIT)** at SMCM supports the College's teaching, research, service and administration through technology. OIT provides services such as phone, email, network access, Wi-Fi, classroom technology and support for administrative computing systems. OIT also offers tech support, resources for acquiring computers and software and consulting services. The ultimate goal of OIT is to assist the college community in achieving their goals. OIT takes pride in contributing to the College's daily activities and plays a crucial role in helping the community succeed. <https://www.smcm.edu/it/>

## Academic Program

Academically, SMCM is organized into 25 academic departments and cross-disciplinary program offerings in 24 majors and 29 minors. Recently, the College added four new academic programs. The College also offers a Master of Arts in teaching, its only graduate program. More information on the majors and minors can be found at <https://www.smcm.edu/academics/majors-minors-concentrations/>.

SMCM introduced an honors college curriculum in 1992 and adopted an updated version of it in 2008. In fall 2020, the College implemented a new initiative, Learning through Experiential and Applied Discovery (LEAD), that addresses the needs of the 21st century by integrating practical learning experiences into the traditional liberal arts foundation. Each student must complete the requirements of LEAD as well as the requirements of a major. A defining aspect of the curriculum is the Honors College Promise, which guarantees the opportunity to participate in an internship, an undergraduate research experience or an international experience for every student who satisfies the integrated requirements.

## Athletics

SMCM launched a track and field program at its new stadium complex in 2021- 2022, bringing the number of varsity sports sponsored by the College to 23 (NCAA Division III, United East Conference; Mid-Atlantic Rowing Conference; Intercollegiate Sailing).

The College has one of the premier sailing programs in the country. SMCM's sailors have won 15 national intercollegiate sailing titles against top competitors and have earned an international reputation. They compete in the Intercollegiate Sailing Association: <https://collegesailing.org/>.

## Governance

SMCM has been an independent state-supported entity since its founding in 1840, with an independent board reporting directly to the governor. The College is governed by a 26-member Board of Trustees. Upon recommendation of the board, the governor appoints 23 members with the Senate's advice and consent. Three serve ex officio. Members serve six-year terms with a two-term limit; the only exception is the student representative, who serves a one-year term.

Additional information about the Board of Trustees and governance can be found at <https://www.smcm.edu/board/>.

## College Budget

The College has a total operating budget of \$89 million, of which the state of Maryland provides approximately \$36.5 million as a “block grant.” Renegotiated and updated in 2017, SMCM has operated under a block grant since the adoption of the honors college legislation in 1992. The College also receives separate state support for capital projects — \$2.35 million for FY25. The special arrangement with the state enables the College to have autonomy in issues of procurement, tuition setting and personnel.

In 2013, the Maryland legislature provided the College with new funding beyond its block grant to freeze tuition for two years and to fund the DeSousa-Brent Scholars Program. In 2014, the state appropriated funds that enabled the College to lower its tuition by 8.6% (\$1,050) for Maryland families. These actions halted the growing disparity in tuition pricing between the College and the balance of Maryland’s higher education institutions, which had received tuition relief funding for the last six years. More recently, the College’s Board of Trustees has frozen tuition for the past five.

## Development and Endowment

St. Mary’s College of Maryland Foundation, Inc. is a private, non-profit organization dedicated to supporting the College through fundraising and sound fiscal management of a growing endowment portfolio that currently

stands at \$40 million. Established in 1972, the Foundation works closely with the president, the Office of Institutional Advancement and the faculty and staff to support critical College needs. The Taking the LEAD campaign, a \$20 million, 5-year drive to support the College’s strategic initiatives, met its goal a year early and is now in its final How High Can We Fly? phase through June 2025.

## A Commitment to Sustainability

In recognition of SMCM’s commitment to green building initiatives and environmental leadership, since 2009 the U.S. Environmental Protection Agency (EPA) and the U.S. Green Building Council (USGBC) have cited the College for innovative, sustainable environmental practices and leadership in building design. SMCM is the only college in Maryland to receive the EPA Green Power Leadership Club award and was the first four-year residential college in the state to be Leadership in Energy and Environmental Design (LEED) certified. The College has made a commitment that all new buildings will follow Green Building LEED guidelines.



# St. Mary's County, Maryland

Many have described St. Mary's County as "the best of both worlds." The area directly surrounding the College's waterfront campus maintains a charming rural character, while the nearby Patuxent River Naval Air Station has transformed southern St. Mary's County into a high-tech community focused on aerospace research and development. Annapolis, Baltimore and Washington, DC are less than two hours from campus. SMCM students enjoy extensive opportunities within this naturally beautiful, historic, cultural and rapidly growing region.



*Photo courtesy HSMC*

SMCM's location fosters a strong sense of community on campus and in the region, ties that are enhanced by student and faculty involvement in research, civic service and volunteerism. Community volunteerism is a part of life for a very large number of students who give generously of their time to public service in hospitals, schools, homeless shelters and after-school activities. Students also volunteer at events that are well-attended by the residents of St. Mary's County, including Oyster Festival, River Fest, Spirits of Point Lookout and Christmas in April.

In addition, SMCM provides extensive educational and cultural offerings for the neighboring community. Throughout the year, lectures feature nationally known speakers while academic colloquia provide opportunities for in-depth discussions. Theater performances and literary events showcase a wide variety of authors and student works. Concerts are offered year round. In the summer, the Mulberry Music Festival and the River Concert Series, winner of the Maryland Tourism Impact Award, provide free weekly performances for the community.



*The local community has embraced the summer River Concert Series.*

# Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the responsibilities and requirements described in this profile.

For fullest consideration, candidate materials should be received by **December 9, 2024**.

Applications, nominations and inquiries can be directed to the WittKieffer consultants supporting this search: Robin Mamlet, Lauren Bruce-Stets and Randi Miller at [SMCMPresident@wittkieffer.com](mailto:SMCMPresident@wittkieffer.com).

The anticipated salary range for this position is \$400,000 to \$650,000 depending on qualifications and experience. SMCM offers a generous State of Maryland benefits package.

Details can be found at: <https://www.smcm.edu/hr/benefits-leave/>.

## LAND ACKNOWLEDGEMENT AND PLEDGE

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*We acknowledge that the land on which we are learning, working and gathering today is the ancestral home of the Yacocomico and Piscataway Peoples. We also acknowledge that St. Mary's City was partly built and sustained by enslaved people of African descent. Through this acknowledgment, we recognize these communities and all those who have been displaced and enslaved through colonization. For the full land acknowledgement and pledge, see [here](#).*

ST. MARY'S COLLEGE OF MARYLAND IS  
AN AFFIRMATIVE ACTION/EQUAL  
OPPORTUNITY EMPLOYER.



*The award-winning Commemorative to Enslaved Peoples of Southern Maryland sheds light on our shared history.*

ST MARY'S  
COLLEGE *of* MARYLAND

[www.smcm.edu](http://www.smcm.edu)