

Provost and Vice President for Academic Affairs

Leadership Profile

MARYLAND
INSTITUTE
COLLEGE
OF ART

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The Opportunity

Maryland Institute College of Art (MICA) invites nominations and applications for the position of Provost and Vice President for Academic Affairs. This is a compelling opportunity for a strong, visionary, and experienced academic leader to guide the nation's oldest continuously degree-granting college of art into the future of art and design education as the college approaches its bicentennial year in 2026.

Reporting directly to the president, the provost will join MICA at a time of transformation to define the vision of 21st century arts and design education that embraces a model of integrative and transdisciplinary education. The next provost will have the opportunity to develop a strategic plan to meet evolving needs. MICA's provost position will reward a forward-thinking leader who envisions a contemporary art and design education enlivened by civic, entrepreneurial, social, cultural, technological, and cross-sector literacies and practices. The recent history of MICA has been marked by its dynamic and ongoing shift from a largely residential college to a more agile site of curricular and pedagogical innovation at a pivotal moment in higher arts education specifically and higher education generally. MICA's institutional change recognizes the importance of demonstrating educational return on investment and is responsive to the 21st Century challenges and opportunities nationally and internationally.

The provost will work with faculty, staff, and the administration to reinvigorate MICA's curriculum and, through exemplary work, help shepherd in a new educational era for the field. The provost's work will provide students the opportunity to explore what it means to be global citizens who do, create, make, and challenge problems to find solutions.

As leader of the faculty, MICA's provost will be a mission-driven and collaborative team builder with a proven track record of working effectively with faculty across the disciplinary and interdisciplinary spectrum of art and design education. The role calls for a candidate with evidence of activating the professional development of a diverse faculty in ways that impact

and improve the quality of student education and their post-graduate outcomes. Through expertise in and respect for shared governance, the provost will help ensure a meaningful partnership between the administration and faculty.

For more than 198 years, MICA has served some of the most talented students and faculty across the nation and around the world in a creative, energized, and intellectually stimulating learning environment. With nearly 2,000 students enrolled in undergraduate and graduate programs, MICA's beautiful urban campus features over 30 buildings made up of studio, classroom, exhibition, performance, and residential spaces that showcase Baltimore's long and rich history. MICA offers 19 distinct studio majors and concentrations, 3 liberal arts majors, and 20 graduate degree and post-baccalaureate programs. Students, faculty, staff, and alumni are deeply passionate and intimately invested in the legacy of MICA as a leader in art and design education, cultivating a new generation of creatives.

The successful candidate will be an experienced and action-oriented leader who is invigorated by the opportunity to build, evolve, innovate, and collaborate with the MICA community. With a demonstrated ability to earn and maintain the respect of exceptional faculty and staff, the provost will join academic and administrative colleagues in maintaining the high quality of education for students while reinvigorating the reputation of MICA and moving the institution forward in national and international prominence. The successful candidate will find personal and professional alignment with MICA's Mission, Vision, and Tenets, and be committed to the MICA's values.

Maryland Institute College of Art

Founded in 1826, MICA is at the vanguard of art and design education and among the most highly respected in the world, attracting students from almost all 50 states and over 50 foreign countries.

MICA's mission is to "EMPOWER students to forge creative, purposeful lives and careers in a diverse and changing world. THRIVE with Baltimore. MAKE the world we imagine." MICA's vision is "(a) just, sustainable, and joyful world activated and enriched by artists, designers, and educators who are valued for their leadership and imagination."

As the oldest continuously degree-granting college of art and design in the nation, MICA is committed to expanding the role of creative practitioners in contemporary society, including work in sectors such as public health and medicine, entrepreneurship, science and technology, and social enterprise. MICA is a leader among its peers in creative entrepreneurship education and support.

MICA is deeply connected to Baltimore and the community. It is a leading contributor to the creative economy regionally and a top producer of nationally and internationally recognized professional artists and designers. Recognized as an important cultural and economic resource for the City of Baltimore and the Baltimore/Washington, D.C. region, MICA engages in many public and community programs.

MICA enrolls approximately 1,600 undergraduate and 350 graduate students nationally and internationally. Its annual operating budget is approximately \$90 million. The College's MFA programs are ranked in the top 10 by *U.S. News and World Report*, including

the graduate graphic design program that is ranked #3 and other top 10 ranking individual graduate programs. MICA has been listed by the Chronicle of Higher Education as a leading producer of Fulbright Scholars among specialty schools 7 out of the past 10 years — the most recent in 2024.

MICA is a member of AICAD ("Association of Independent Colleges of Art and Design"), a consortium of 42 leading art schools and programs in the United States and Canada and is accredited by MSCHE ("Middle States Commission on Higher Education"). The last MSCHE accreditation visit took place in 2019, resulting in full reaffirmation of accreditation status with the next visit scheduled for 2027-2028.

Emerging from the pandemic and into the disrupted and shifting landscape of higher education, MICA's new president, Cecilia McCormick, quickly established new operational processes and financial efficiencies that provided a strong foundation for the next phase of her roadmap for the College: transformation and growth. This new chapter at MICA is just beginning and has already seen the establishment of a bold new academic vision supported by new and revamped centers of excellence, as well as new academic programs incorporating innovative scaffolded co-major models. It is within this rich and fertile environment that MICA's new provost will be working and building a MICA for the next century.



Academics

MICA offers bachelor's degree programs in 28 majors and minors, 3 liberal arts majors, and 20 graduate degree and post-baccalaureate programs, including 5 fifth year capstone programs.

MICA also offers advanced Master of Professional Studies (MPS) programs and an MBA/MA program in collaboration with The Johns Hopkins University Carey School of Business. Additionally, MICA offers a full slate of credit and non-credit courses for adults, college-bound students, and children. First-year students gain a common foundation with MICA's innovative First Year Experience. This rigorous, integrated curriculum has been crafted to reflect the diversity of the campus community and learning pathways. Academics are organized into undergraduate majors and minors, graduate programs, and open studies, which includes all non-degree learning opportunities. Over 1,000 courses are offered yearly, providing programmatic depth and career options not found at other colleges and universities. MICA also administers over 20 study abroad programs, offers an additional 100 courses for creative adults through continuing education and professional development, as well youth programs serving over 1000 students each year.

All of MICA's programs are an integration of challenging studio practice, critical thinking, and rigorous liberal arts coursework underpinned 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, creative entrepreneurship, and social impact are embedded in the curriculum and supplemented by the highly successful services of MICA's Career Development Center, the Ratcliffe Center for Creative Entrepreneurship, and the Center for Creative Impact. 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 and multifaceted faculty.

The full and part time faculty is comprised of over 350 professional artists, designers, art historians, poets, writers, researchers, and art educators hailing from the nation's most prestigious colleges and universities. MICA students enjoy intimate class settings with a student-faculty ratio of 8:1. Full and part-time staff are unionized and represented by SEIU Local 500.

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, including Leo Castelli in New York to Galleria Tucci-Russo in Italy. MICA faculty have won every national prize offered to artists, such as Fulbright, Louis Comfort Tiffany, Prix de Rome, Anonymous was a Woman, Creative Capital, Barnett and Annalee Newman, Guggenheim Fellowship, and Joan Mitchell Grant.

Design faculty are professionals with active practices and top-tier industry connections that inform their teaching and open doors for their students; they regularly publish and present their research in such fields as design education, the 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 from the National Art Education Association's Elliot Eisner Lifetime Achievement Award to the National Art Educator Award. Faculty regularly publish in peer reviewed journals and present at regional and national conferences.



Students and Alumni

MICA's community of students represents a broad range of economic and cultural backgrounds.

Intellectual curiosity, creativity, motivation, and self-discipline are among the attributes MICA seeks in prospective students to build a community of learners who are among the best in the country. 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 rival that of top liberal arts colleges, offering rich programming around student success, activities, health and wellness, and residential life. MICA has an 85% retention rate of first-time, full-time first-year students from the Fall of 2021 to the Fall of 2022, which is over 15% higher than the national average as cited by The National Student Clearinghouse average retention rate from 2020.

Perhaps the greatest testament to MICA's strength is its more than 13,000 living alums, whose career paths have led to leadership in the fine arts, design, and design education, commerce, nonprofit organizations, health care, and virtually every other career field. Their careers span cities from New York to New Delhi, Atlanta to Istanbul, Los Angeles to Tokyo, and San Francisco to Berlin. MICA graduates continue to garner national recognition as Academy and Emmy Award winners, Fulbright Scholars, Guggenheim Fellowship recipients, and MacArthur Fellows. They regularly win top honors at both national and international design competitions. Our alumni have shown their work in galleries and exhibitions from the Metropolitan Museum of Art, the National Portrait Gallery, and the Brooklyn Museum of Art to the Venice Biennale. They work in highly coveted design jobs from Pentagram to *The New York Times*.



Leadership

MICA's new president, Cecilia M. McCormick, J.D., was brought onboard as a transformative leader with a charge to ensure that MICA remains one of the premiere art and design institutions in the world and is well equipped to enter its third century as a flourishing and sustainable institution of higher education. President McCormick's tenure has catalyzed advances in enrollment management practices, operational efficiencies, academic program development, and strategic and curricular innovation. She continues to strengthen her executive team in service of these goals and the provost position will serve as a thought partner in this critical work.



Baltimore

Located at the heart of the East Coast Arts 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 in D.C. and beyond.

A college town of 120,000 students and 15 area colleges and 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, active nightlife, 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. "Thrive with Baltimore" is built into the College's mission, and MICA's exemplary urban anchor role is highlighted in this national report: [The Overlooked Anchors: Advancing a New Standard of Practice for Arts and Culture Organizations to Create Equitable Opportunity in America's Cities](#). 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 College awards grants to students

seeking to design and implement projects to improve communities. Academic programs such as the MFA in Community Arts, the MA in Social Design, and the MFA in Curatorial 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 enhanced MICA's academic and student life and triggered the development of the nearby Station North Arts District. MICA also took the lead in co-founding the Baltimore Design 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.



The Role

Reporting directly to the president, the provost will oversee the academic affairs unit of MICA and serve as a pivotal member of the senior leadership team. The provost's team of direct reports includes the associate provost & dean for Undergraduate Studies, the vice provost for Graduate Studies, the associate provost for academic services and assessment, director of the Office of Research, the budget and contract manager, and the executive assistant to the provost. The library, international office, Globe press, and Fabrication studios and centers are all within the purview of the provost scope of responsibility. The provost oversees an annual multi-million-dollar operating budget.

The provost will work closely with the MICA community, Board of Trustees, other vice presidents, and regional, national, and international academic partners. They will maintain key relationships that span from association and accreditation organizations like AICAD and MSCHE, to MICA students, faculty, and staff. The successful candidate will balance transformative capacity with an appreciation and respect for the rich and storied history of MICA. They will be an administratively strong executive leader who values transparent communication and centering equity in practice. The new provost will be committed to building intentional relationships with staff and faculty to cultivate a shared sense of community and ownership for the academic vision they provide.

Leadership Priorities

The new provost will work closely with the president, senior leaders, and faculty leadership to envision and realize the future of academic and artistic excellence at MICA and focus on the following priorities.

Develop and implement the strategic plan in conjunction with the president and senior leadership

As part of its bicentennial celebration in 2026, MICA will be announcing a new strategic planning process. The provost will partner with the president and others on campus in bringing the strategic plan to life, amplifying MICA's identity, and enhancing its core strengths. The provost will be expected to inspire from the inside, engaging with the process of collective decision-making to guide MICA's educational mission into the future. The provost needs to bring a deep appreciation for the work done and yet to be done by faculty, staff, and academic leadership. With strategic focus in mind, the provost will need to capitalize on the range and diversity of fields within MICA and foster a culture that encourages and empowers faculty, staff, and students to explore new ways of thinking and creating.

Implement and support a bold academic vision for the future of art and design Education

MICA has done considerable work developing forward-thinking and innovative curricula and programs, and there is an opportunity to continue the evolution and expansion of the curriculum in response to changing landscapes across art and design education. In concert with the faculty and in close partnerships with academic leadership, the provost will support the examination of curricula and programs across all levels and encourage programs that strengthen connections and collaborations across departments and disciplines and external partnerships. The provost will set clear, transparent strategic goals for academic programs and manage the complex planning process to ensure these endeavors' success. In setting these strategic goals, the provost will prioritize assessment initiatives that provide tangible deliverables to measure successes and adapt strategic goals as needed in response to data.

Model collaborative, communicative, and transparent leadership across MICA

Working jointly with the faculty, staff, and students, the provost will promote a culture of innovation, collaboration, and accountability, including a new model of student academic success which provides opportunities for the provost to collaborate closely with the VP of Student Affairs to create pathways for a more cohesive and productive student experience. The provost will embrace shared governance and demonstrate data-driven, transparent, and inclusive decision-making. In understanding that difficult decisions sometimes need to be made, the provost will navigate the nuances of decisiveness with accountability and clear, proactive communication. A tireless natural communicator and listener, the provost will be skilled at disseminating information across a complex organization, having candid conversations, creating space for open exchange of ideas, and leading the community in engaging one another authentically across issues of both difference and commonality.

Support efforts to recruit and engage a talented and diverse faculty

The full-time and part-time faculty members across MICA's programs are talented academic and artistic leaders in their fields. The provost will work to ensure that the institution continues to attract, hire, and retain faculty of the highest quality that remain deeply engaged in driving the academic program. They will also play a key role in fostering a climate that encourages the engagement of all faculty in shared governance. Full-time faculty have recently unionized, joining part-time faculty represented by SEIU Local 500. The provost will support activities related to the administration of the collective bargaining agreements and negotiations of future collective bargaining agreements on behalf of MICA.

Qualifications

The ideal candidate will have:

- » Academic credentials in art and/or design, including teaching and professional activity, sufficient for a faculty appointment at MICA.
- » Progressively more responsible administrative and leadership experience in a department, school or college of fine arts, or art and design, including some decanal or provostial experience.
- » Experience with strategic planning and implementation.
- » An understanding of and demonstrated commitment to shared governance.
- » A demonstrated commitment to fairness and a history of working with diverse communities.
- » A comprehensive and integrated approach to student academic success and a culture of wellness for faculty, staff, and students.
- » A demonstrated commitment to insightful globalization in an increasingly interconnected world.
- » A history of pedagogical and curricular innovation.
- » A history of successful faculty recruitment.
- » A history of community engagement.
- » High integrity, excellent communication skills, and a sense of humor.

Applications and Nominations

To apply, candidates must send a letter of application in which they address directly the qualifications outlined in this prospectus, a curriculum vitae, and contact information (names, phone numbers, and email addresses) for five references in an MS Word or PDF document to:

[MICA-Provost Application Portal](#)

For fullest consideration, applications should be received by April 7, 2025.

The search is being assisted by AGB Search. Nominations and inquiries should be directed to:

Robert Holyer, Ph.D.
Executive Consultant, AGB Search
robert.holyer@agbsearch.com
804-402-6736 (c)

Candidates are encouraged to contact the consultant before they apply.

For further information about The Maryland Institute College of Art, please visit www.mica.edu

MICA is proud to be an equal opportunity employer. It is the policy of the College to apply recruiting, hiring, promotion, compensation, and professional development and disciplinary practices without regard to race, religion, color, age, gender identity or expression, national origin, citizenship, marital or parental status, sexual orientation, disability, or any other legally protected status. Further, the College provides reasonable accommodation to persons with mental or physical disabilities.



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