



Provost
Leadership Profile



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This Leadership Profile is intended to provide information about UMW and the position of Provost. It is designed to assist qualified individuals in assessing their interest.

THE OPPORTUNITY

The University of Mary Washington (UMW) invites nominations and applications for the position of Provost.

UMW is a selective, coeducational, public university with a student population of just over 5,000. The university is nationally recognized for its outstanding undergraduate liberal arts and sciences programs and recently has achieved rapid growth in its graduate and professional programs. It is a member of the Council of Public Liberal Arts Colleges (COPLAC). The primary campus is located in historic Fredericksburg, VA, midway between Washington, D.C., and Richmond, Virginia. UMW is in one of the fastest-growing areas in the United States, with a regional population of more than 300,000. UMW is comprised of three campuses: the traditional, mostly undergraduate campus in Fredericksburg; the Stafford Campus, which hosts primarily graduate and professional programs; and the Dahlgren Campus Center for Education and Research, which provides programs to serve the Dahlgren Naval facility and its environs. There are 244 full-time faculty, of whom 79% are tenured or tenure-track. The University has an annual budget of \$103 million and total assets in the UMW Foundation of \$178 million. More information about UMW may be found at www.umw.edu.

The Provost is a key member of the President's leadership cabinet and is the chief academic officer reporting directly to the President. As chief academic officer, the Provost is responsible for shaping the academic vision of the university and for developing strategies to accomplish that vision. The Deans of the College of Arts & Science, the College of Business and the College of Education report to the Provost, as well as the Associate Provost for Academic Affairs, the Associate Provost for Enrollment Management and Student Services, the Associate Provost for Admissions and Financial Aid, the Assistant Provost for Institutional Effectiveness and Assessment, and the University Librarian.

UNIVERSITY OF MARY WASHINGTON: HISTORY & OVERVIEW

The University of Mary Washington is one of Virginia's most distinguished public universities. Founded in 1908 as a state teachers' college, Mary Washington evolved into a primarily liberal arts and sciences college for women. Between 1944 and 1972, it was the women's undergraduate liberal arts and sciences college of the University of Virginia. With the advent of coeducation throughout the university, Mary Washington College became independent from UVA in 1972 with its own governing board, the Board of Visitors.

The institution has remained committed to a core focus on high-quality undergraduate liberal arts and sciences education; however, due to the rapid growth in the region's population and corresponding need for graduate and professional programs, the scope of offerings has broadened. In 1999, Mary Washington opened a second campus in nearby Stafford, Virginia to serve regional educational and workforce development needs. In 2004, reflecting the expanded mission of the institution, the name was changed to the University of Mary Washington.

More recently, the University's academic structure has been reorganized into a three-college model. The undergraduate College of Arts and Sciences remains central to the mission of the

institution. It contains the large majority of enrollment and faculty positions, and its programs are delivered on the traditional Fredericksburg campus. The College of Business and the College of Education serve both undergraduate and master's-level graduate students and deliver instruction on both the Fredericksburg and Stafford campuses.

The University of Mary Washington also has a commitment to serving the economic development needs of the region. The UMW Center for Economic Development facilitates business development activities and serves as a driving force in fostering regional business growth. The Center is located adjacent to the Fredericksburg campus, in the Eagle Village mixed-use development. Eagle Village is a student residential, office, and retail complex owned and developed by the UMW Foundation. Another facet of the University's regional engagement focus is the recently completed Dahlgren Campus Center for Education and Research. This, the third UMW campus, is located thirty-five miles to the east of Fredericksburg in close proximity to the Dahlgren Naval facility, a major research and development center. Working with an array of educational partners, UMW provides space for advanced science and engineering programs and other activities to support the Navy commands and related defense contractors.



The University is guided by its 2009-2014 Strategic Plan: <http://president.umw.edu/wp-content/blogs.dir/181/files/2011/09/UMW-Strategic-Plan-2009-2014.pdf>. This plan sets forth eight major goal areas and includes a wide variety of objectives and tactics to achieve them. Development of a new strategic plan will begin in the near future.

The University has received many accolades for its high-quality academics and exceptional value. It is regularly ranked among the top master's-level institutions in the South region by *U.S. News & World Report*. UMW is profiled in the Fiske Guide to Colleges, where it consistently rates as a "best buy" institution. It has also been recognized by the *Princeton Review*, *Kiplinger's Magazine*, and *Forbes.com*.

INSTITUTIONAL LEADERSHIP

Richard V. Hurley has served as the ninth president of the University of Mary Washington since July 2010. Prior to being named president, he served Mary Washington for a decade in various positions, including executive vice president and chief financial officer. In addition, he twice served as acting president.

Mary Washington enjoyed an extended period of stable leadership during the twenty-three year tenure of its sixth president, who retired in 2006. Thereafter, the institution experienced two short-term presidencies, resulting in some leadership instability. Since taking office in 2010,

President Hurley has reestablished great stability at the University and his energetic leadership has earned much praise from faculty, staff, students, and alumni, as well as regional and statewide political and business leaders.

President Hurley is leading the University of Mary Washington toward its vision of being the “best public liberal arts and sciences university” in the nation. The President and his leadership team have established performance benchmarks and dashboard indicators to mark progress toward this vision, through comparisons to other institutions among the Council of Public Liberal Arts Colleges (COPLAC) and an identified group of aspirational peers.

Mr. Hurley is highly engaged with students on campus. He regularly attends many university events, including sports contests, plays, concerts, lectures, and student programs. As a highly visible leader, he enjoys interacting informally with UMW students, assisting with their service projects, and participating in bingo nights and other activities. President Hurley also is recognized as an active community leader within the Fredericksburg area and is strongly committed to regional engagement and economic development.

The President’s Cabinet consists of the following positions:

- Chief of Staff
- Special Assistant to the President for Diversity and Inclusion
- Provost
- Vice President for Student Affairs
- Vice President for Administration and Finance
- Vice President for Advancement and University Relations
- Vice President for Economic Development and Regional Engagement
- Chief Executive Officer, UMW Foundation

The President reports directly to the Board of Visitors, a twelve-member board appointed by the Governor of Virginia. Board members each serve four-year terms and are limited by statute to no more than two consecutive terms. At least one-half of the Board members must be alumni of the institution. Currently, seven Board positions are filled by alumni. The Board of Visitors is chaired by the Rector, who serves a two-year term and is elected by the Board.

Additional information about the President and the Board of Visitors may be found at the following: <http://president.umw.edu/> and <http://www.umw.edu/bov/>.

OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

The new Provost of the University of Mary Washington will fill a key leadership role on campus, engaging faculty, students, staff, and campus leaders in forging a new academic path for one of the country's strongest public liberal arts institutions. The fact that the University of Mary Washington has made considerable progress implementing its current strategic plan during a period of leadership transition demonstrates the commitment and dedication of UMW's people to success. They seek a new provost who can bring vision, focus, and commensurate dedication to the following key opportunities:

FOCUS AND DISTINCTION

The University of Mary Washington has many assets that have placed the institution among the top public liberal arts universities in the US, including outstanding faculty and staff, a history of academic excellence, and a talented student body. Over the past five years, the national economic and demographic environment upon which universities like UMW relied has been disrupted, presenting both challenges and opportunities for academic leadership. The institution now seeks a strong provost to help the institution identify how it can continue to distinguish itself in this new reality. The provost will be expected to continue and enhance efforts already underway to "create and promote a unique, substantive UMW experience" with an academic vision and plan that supports what it means to be an outstanding public liberal arts university in the 21st century.



RESOURCE MANAGEMENT AND ALLOCATION

While there continues to be national and statewide economic instability, the governor and legislature of the Commonwealth of Virginia have consistently voted to invest in public higher education. The University is in the quiet phase of a capital campaign that will identify and secure more private and public funds to build the University endowment and support the growth and development of programs and strategic plan priorities. In the meantime, it will behoove university leadership to evaluate infrastructure needs, including IT and facilities, and focus resources and investments strategically to enhance the student experience and model best management practices. Like all public institutions today, UMW must find ways to attract and retain an excellent, increasingly diverse, committed faculty and staff within a resource constrained environment. Among many variables for the institution to examine are faculty compensation, balance between tenured and adjunct faculty, course load, class size, program mix, and demand. The provost will be expected work collaboratively with faculty, campus leadership and deans to define the roles, future development, and integration of the University's various campuses, its historic properties and other cultural resources, and its expanding physical presence in ways that ensure and maintain a cohesive programmatic and institutional identity.

RECRUITMENT AND RETENTION OF OUTSTANDING STUDENTS

UMW has historically been able to attract, retain, and graduate students at some of the highest rates in the nation. The University is able to set its own tuition; a five percent increase was recently approved. However, the University must continue to balance tuition increases with its obligation to remain accessible and affordable to all students, particularly those with high need. UMW has been investing in more effective, data based decision making models that will help the enrollment management team address issues of accessibility, affordability, and selectivity to achieve academic excellence while anticipating and adapting to both significant demographic and economic changes in the Commonwealth and the nation. The enrollment management division reports to the provost and will need creative, thoughtful leadership to navigate the course ahead.

UNIVERSITY STATUS

The University has made much progress in transitioning to a SACS masters level III University. The upcoming SACS reaccreditation visit in 2013 has been a timely opportunity for the university to align planning with regional and state expectations. The business school is in the early stages of AACSB accreditation, and the university is examining how to enhance and increase the role of graduate programs and on-line offerings, particularly given the University's national leadership in digital initiatives. Its multi-campus structure offers opportunities to provide flexible, timely programs to meet local and regional demand. The University also seeks to expand engagement in the community and region, and to identify and fully meet regional responsibilities including workforce needs, economic development, and environmental stewardship.



The transition to a university model of governance and leadership is still underway. The faculty governance system, with a University Faculty Council in addition to governance bodies in each college, was conceived to balance college autonomy with a desire to establish university-wide goals and standards, but still needs refinement. Additionally, the Provost position itself is only a few years old and many members of the Provost's Academic Council are relatively new in their roles and to the institution. The Provost will have the opportunity to

build a sense of team, set expectations for leadership that reflect a modern public university model, and facilitate movement toward an effective governance model that reflects both the university's values and its aspiration to be the "best public liberal arts and sciences university" in the nation.

INSTITUTIONAL IDENTITY AND BRANDING CAMPAIGN

Responding to a strategic goal to enhance the University's visibility in the region and nation, a process was undertaken to refresh and renew the institution's identity and to develop a branding campaign. A collaborative process gathered input from almost 3,000 members of the UMW community including faculty, staff, students, parents, and alumni; as well as focus group

sessions with the senior leadership of the University, its boards, prospective students, and major donors. This work resulted in a brand statement that positions the University as a premier, selective, public liberal arts and sciences university providing an intensely personal and participatory educational experience. The key elements of the Mary Washington “brand” are small, challenging, highly interactive classes; innovative and accessible teachers; a rich array of out-of-classroom opportunities; and a civically, socially, and intellectually engaged community. The brand was launched in October 2011 along with the tagline: “Where Great Minds Get to Work”. While this effort is well underway, the new provost will play a critical role in supporting and continuing this campaign by continually engaging faculty, staff and leadership in fulfilling its promise.

PROFESSIONAL COMPETENCIES AND PERSONAL CHARACTERISTICS

The University of Mary Washington seeks candidates who have exceptional leadership capabilities, proven ability to develop and implement an academic vision, and an accomplished administrative and scholarly background. The new Provost will hold a terminal degree, preferably in a discipline offered by the University, and demonstrate a record of academic accomplishment and scholarship that merits appointment as a tenured full professor.

Additional requirements include:

- a strong commitment to public liberal education, as well as support for graduate and professional education
- an understanding of, and experience in, institutional planning, management, accreditation, and program development
- an appreciation of the importance of diversity of faculty and students in higher education
- a deep-seated interest in and ability to engage faculty and share actively in their intellectual lives
- the ability to connect with and advocate for students, and to support the university's longstanding commitment to the honor code
- a broad understanding of the higher education landscape
- strong financial and analytical skills, and the ability to maximize a budget's strategic contribution to the university's goals
- an informed understanding, if not experience with, best practices in contemporary enrollment management practices
- the ability to mentor and support leaders among faculty and staff
- a collaborative approach to decision making, coupled with the determination and courage to help people make hard choices
- a commitment to shared governance
- strategic planning ability
- an orientation toward active, visible leadership through effective relationships
- the administrative and leadership experience to enable a strong partnership with the President and his senior management team in guiding the institution forward



THE DIVISION OF ACADEMIC AFFAIRS

The Division of Academic Affairs leadership team, its academic structures and programs are described in detail on the Provost's webpages to be found at <http://provost.umw.edu>

The Provost oversees a full-time faculty of 244, with a total of 294 FTE faculty positions. In addition, there are 155 administrative, classified, and wage positions within the Provost's area. The Provost is responsible for annual budgets totaling \$41 million.

PROVOST SENIOR STAFF

The following positions report directly to the Provost and form the Academic Leadership Council:

- Associate Provost for Academic Affairs
- Associate Provost for Enrollment Management and Student Services
- Associate Provost for Admissions and Financial Aid
- Assistant Provost for Institutional Effectiveness and Assessment
- Dean, College of Arts and Sciences
- Dean, College of Business
- Dean, College of Education
- University Librarian

ACADEMIC ORGANIZATION

Listed below are several offices, units, and areas that report to the Office of the Provost.

Colleges

- College of Arts and Sciences <http://cas.umw.edu/>
- College of Business <http://business.umw.edu/>
- College of Education <http://education.umw.edu/>

University Libraries <http://libraries.umw.edu/>

Division of Teaching and Learning Technologies <http://academics.umw.edu/dtlt/>

Speaking Center <http://academics.umw.edu/speaking/speaking-center/>

Writing Centers—Fredericksburg Campus and Stafford Campus
<http://academics.umw.edu/writing-fredericksburg/>
<http://academics.umw.edu/writing-stafford/>

Center for Teaching Excellence and Innovation
(new site under construction, old site at: <http://teachumw.org/>)

Associate Provost for Enrollment and Student Services

- Academic Services <http://academics.umw.edu/academicsservices/>
- Career Services <http://academics.umw.edu/careerservices/>
- Center for International Education <http://international.umw.edu/>
- Disability Resources <http://academics.umw.edu/disability/>
- Registrar <http://academics.umw.edu/registrar/>

Associate Provost for Admissions and Financial Aid

- Admissions <http://admissions.umw.edu/>
- Financial Aid <http://adminfinance.umw.edu/financialaid/>

Assistant Provost for Institutional Analysis and Effectiveness <http://academics.umw.edu/iae/>

ACADEMIC PROGRAMS

The University of Mary Washington offers a wide variety of undergraduate programs in Arts and Sciences, Business, and Education. In addition, the University offers master's degree programs in the areas of education and business administration.

In its undergraduate programs, UMW offers more than thirty academic majors, as well as twenty minor programs. Students may also pursue interdisciplinary special majors. Distinctive strengths of the Mary Washington undergraduate experience include an experiential learning requirement which students may fulfill through undergraduate research, service learning, study abroad programs, and/or career internships. UMW is noted for its encouragement and support for student research, including generous financial grants for undergraduate research projects.



In addition, the University has highly-developed writing intensive and speaking intensive programs, which require all undergraduate students to engage in substantive writing and speaking experiences across the curriculum.

The College of Education offers five-year programs leading to both the completion of a bachelor's degree within four years and the Master of Science degree in the fifth year. A professional Master of Education degree is offered, along with a variety of professional enhancement opportunities for practicing educators. The College of Business offers the MBA and the MSMIS, along with a dual degree program combining both areas. The University's first master's degree program in Arts and Sciences is under development, in the area of Geospatial Information Systems (GIS).

These programs are detailed in the undergraduate and graduate academic catalogs. The latest Catalogs are to be found at:

<http://publications.umw.edu/undergradcatalog/>
<http://publications.umw.edu/gradcatalog/>

FACULTY GOVERNANCE

The University of Mary Washington faculty governance system is made up of a University Faculty Council, College of Arts and Sciences Faculty Senate and the General Faculty of both the College of Business and the College of Education. Numerous university faculty committees report to the University Faculty Council.

The following link provides easy navigation to the Council, the senate, general faculty and various committees, as well as the Faculty Handbook:

<http://provost.umw.edu/faculty-governance/>

SACS REAFFIRMATION

The University is in the final stages of preparation for reaffirmation of accreditation with the Southern Association of Colleges and Schools. The special website for the process can be seen at <http://sacs.umw.edu>, which also includes the previous SACS Report. The University submitted the Compliance Certification Report in September 2012, and is preparing the Quality enhancement Plan for submission on January 31, 2013. The QEP can be read at <http://qepteam.umwblogs.org/files/2012/10/QEP-Draft-10-19-12.pdf>

ADMISSIONS AND STUDENT ENROLLMENT

The University received 4,847 freshman applications for the fall of 2012. The committee offered admission to 3,724 candidates; 978 students enrolled as first-time freshmen for the 2012 fall semester. Additional detail regarding the entering class may be accessed on the undergraduate admissions site at:

<http://admissions.umw.edu/undergraduate/especially-for-freshmen/entering-class-profile/>

In 2011-2012, the University enrolled a total of 5,170 students (4,464 undergraduates and 706 graduate students).



The University of Mary Washington has retention and graduation rates that rank near the top in its institutional category. The freshman-to-sophomore retention rate is currently 83%. The most recent four-year graduation rate is 68%, while the six-year graduation rate is 75%.

Detailed enrollment, retention, and graduation data are available in the Common Data Set, which can be accessed at:

<http://academics.umw.edu/iae/institutional-research-2/common-data-sets-ms-excel-files/>

STUDENT AFFAIRS & CAMPUS LIFE

The University of Mary Washington offers students a lively and engaging campus experience. The large majority of UMW students are full-time undergraduates from the traditional college-aged population. Approximately eighty percent are Virginia residents; however, the institution enrolls students from many other states and several other countries. Most out-of-state students come from the Middle Atlantic and Northeast regions of the U.S.

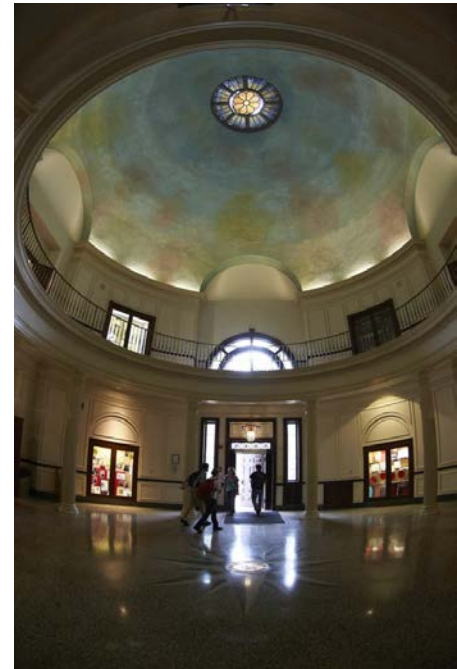
Information about the Division of Student Affairs is available at: <http://students.umw.edu/>

RESIDENCE LIFE AND HOUSING

Approximately two-thirds of the full-time students reside in university housing. Sixteen residence halls and two apartment complexes offer students a wide variety of housing choices. First-year students may choose to participate in living/learning communities, the First-Year Experience leadership program, and substance-free rooms/suites. Upper-class students have options to create their own communities through the "Theme Housing" program. In 2010, the UMW Foundation completed a new 600-bed "Eagle Landing" apartment complex for UMW students, adjacent to the Fredericksburg campus. In 2012, the University completed the renovation and expansion of the Randolph-Mason residential complex on campus, which houses 380 students.

THE HONOR SYSTEM

UMW's Honor System is the mature and deeply cherished moral code of personal integrity under which students have lived since 1944 when Mary Washington became the women's division of the University of Virginia. It constitutes one of the distinctive features of student life at the institution. This system, based upon the integrity of each student, provides that a student shall act honorably in all facets of campus life. All students are required to abide by the Honor Code. An elected, all-student Honor Council controls all operational aspects of the system with procedural oversight by the vice president for student affairs and is responsible for upholding and applying the Honor Code, for adjudicating infringements of lying, cheating and stealing, and for determining sanctions.



THE CENTER FOR HONOR, LEADERSHIP, AND SERVICE

Honor, leadership and service are at the core of UMW's ethos and the Center was created with the goal of placing these three virtues at the heart of the Mary Washington experience. The Center aims to enhance and deepen student learning through best practices, educational competency and skill sets for leadership and service grounded in the core value of honor. The Center engages students through leadership training and development, an annual leadership conference, honor training, service learning opportunities and immersion experiences, as well as special programs and events throughout the year.

ATHLETICS

The University has 23 men's and women's NCAA Division III teams for intercollegiate competition. UMW competes in the Capital Athletic Conference. The University has had great success in its athletic programs, capturing many conference championships, producing multiple All-Americans and Academic All-Americans, and competing regularly in NCAA postseason tournaments. In 2011, UMW dedicated the new William M. Anderson Center, a new 2,200-seat performance gymnasium that also seats 2,700 for concerts and other events. Facilities also include Goolrick Hall, which houses a basketball gymnasium, dance studios, intercollegiate swimming pool, and other facilities, and the Recreation and Fitness Center.



Additional resources include a six-court indoor University Tennis Center, as well as first-rate outdoor facilities for baseball, soccer, lacrosse, softball, field hockey, track, cross country, tennis, rugby, and intramural and club sports.

STUDENT LIFE FACILITIES

Woodard Campus Center is currently the focus of daily student life at the university and provides recreational, dining, and other services. The primary dining hall facility is Seacobeck Hall. Beginning in the spring of 2013, UMW will embark on the construction of a new Campus Center and Dining Hall to take on the functions currently housed in these two structures. Once the new facility is completed in 2015, the University will embark on construction projects to convert Woodard and Seacobeck for uses to support the academic mission of the institution



ADDITIONAL INFORMATION

THE UNIVERSITY OF MARY WASHINGTON FOUNDATION

Established in 1975, the University of Mary Washington Foundation is a non-stock, nonprofit corporation chartered by the Commonwealth of Virginia. Its purpose is to accept, manage, and administer private resources supporting the mission and priorities of the university, and to provide opportunities for students and a margin of institutional excellence unavailable with state funds. The University's Office of Advancement is responsible for soliciting private gifts that have supported scholarships, academic programs, student activities, campus buildings, campus enhancements, and special events for Mary Washington alumni.

The University of Mary Washington Foundation serves as the private asset manager for the University, stewarding a \$38 million endowment, approximately \$2.6 million in other restricted funds and over \$150 million in real estate investments. The Foundation, through seven separate limited liability corporations, owns and manages nearly 800,000 square feet of commercial, retail, restaurant, office, residential, and multi-family holdings, as well as 450 acres of undeveloped land in the Fredericksburg region. Most notable among the Foundation's property holdings is Eagle Village, a 23-acre mixed-use development adjacent to the UMW campus offering retail shops and restaurants, class "A" office space, structured parking, and premium student housing for over 600 residents.

FUND RAISING AND CAPITAL CAMPAIGN

The University's Office of Advancement works closely with each of the university's major divisions in the articulation of need and to work with donors and donor prospects. In this regard a close working relationship between academic affairs and advancement is critical to overall success. UMW completed its most successful annual fundraising effort this past fiscal year with over \$9.4 million in gifts and commitments. The Mary Washington First campaign, a five year \$50 million comprehensive campaign now just over a year into its non-public phase, has attracted close to \$16 million of support through September 30, 2012. The campaign's overarching priority is to increase the size of the endowment in areas that align with the University's strategic plan.

UNIVERSITY BUDGET

The University of Mary Washington's operating budget for the 2012-2013 academic year totals \$103 million.

Sources of revenue include State funds (\$24.2 million/23.5%), Tuition and Fees (\$52 million/50%), Room and Board (\$18.3 million/17.8%) and miscellaneous revenues from Auxiliary Operations (\$8.5 million/6.7%).

Categories of expenditures follow the NACUBO classification system: Instruction (\$29 million/28.2%); Research and Public Service (\$1.3 million/1.2%); Academic Support (\$9.6 million/9.3%); Student Services (\$5.4 million/5.2%); Institutional Support (\$4.2 million/4.1%); Operations & Maintenance (\$6.2 million/6.2%); Housing and Dining Services (\$11.5

million/11.2%); Scholarships (\$6.2 million/6.2%); Other Auxiliary Expenditures (\$29.6 million/28.4%).

CAMPUSES AND FACILITIES

The spacious Fredericksburg campus is located in an established residential neighborhood and has been recognized as one of the most beautiful college campuses in the nation. Both academic and residential buildings, consistent in their neoclassical, Jeffersonian style of architecture, are interspersed along wide brick walks in a pedestrian friendly atmosphere. The Stafford campus, located seven miles north of Fredericksburg campus, is situated on a 48-acre site in the heart of one of the region's rapidly developing business, technology, and residential corridors. The Stafford campus contains two buildings, which are very modern in design. The Dahlgren campus is located approximately thirty-five miles east of Fredericksburg, in King George County. It features a unique and modern building design, which opened in January 2012 and incorporates the latest in green technology and sustainable building design features.

Several facilities projects have been recently completed or are in process. These include the following:

- Lee Hall—renovation and expansion to create “one-stop” Student Services Center
- Monroe Hall—renovation of the institution’s historic original academic building
- William M. Anderson Center—new athletics and convocation center
- Eagle Village—UMW Foundation mixed-use complex for student housing, retail, office space. (Hyatt Place Hotel currently under construction.)
- Randolph-Mason Residential Complex—renovation and expansion of residence halls, addition of “link” unit to house seminar rooms and gathering spaces
- Dahlgren Campus Center for Education and Research—third UMW campus, serves Dahlgren Navy base and regional defense contractors
- Information Technology Convergence Center—academic building currently under construction
- Student Center and Dining Facility—construction to begin in spring 2013
- Woodard and Mercer Halls—in planning phase of renovation projects to serve academic needs



DIVERSITY AND INCLUSION

The University of Mary Washington currently provides an open and welcoming academic atmosphere to all students, faculty and staff. The institution’s diverse student population has

grown significantly in the past 5 years, from 7% to over 15%. The number of diverse faculty continues to increase under the University's active plan for increasing diverse hires. University programming has worked to integrate all populations into the student body, faculty, and staff and to assist all in embracing the importance of diversity in reaching the institution's goal of true inclusion.

The Office of Diversity and Inclusion, which is headed by the Special Assistant to the President, provides support to various programs that assist the University in moving toward its vision of a multiracial, multicultural, and inclusive community.

MISSION STATEMENT

The University of Mary Washington is one of Virginia's outstanding public liberal arts universities, providing a superior education that inspires and enables our students to make positive changes in the world.

The University is a place where faculty, students, and staff share in the creation and exploration of knowledge through freedom of inquiry, personal responsibility, and service. UMW regards the provision of high-quality instruction as its most important function. The University offers a wide range of undergraduate and graduate programs focusing on both disciplinary and interdisciplinary studies. These academic programs afford students opportunities to integrate and apply their knowledge within broad educational experiences, to develop their professional interests, and to practice the habits of mind necessary for life-long learning. Through a professionally engaged faculty, the University supports ongoing research appropriate to the development of student abilities and faculty interests. It especially encourages the participation of undergraduates in research.

UMW's size, dedicated faculty, and historical commitment to fine teaching create an institutional culture where both undergraduate and graduate students benefit from strong connections with their faculty and multiple opportunities for active learning.

Located in Fredericksburg, between our nation's capital and the capital of the Commonwealth of Virginia, the University of Mary Washington is a nexus for engagement among diverse communities and is dedicated to supporting professional advancement and economic development and to improving the regional quality of life.

We fulfill our mission by fostering students' intellectual and creative independence, facilitating their immersion in local, regional, national, and international communities, and by inculcating the values of honor and integrity. UMW graduates are models of adaptive learning, personal achievement, responsible leadership, service to others, and engaged citizenship in a global and diverse society.

[Adopted on November 20, 2010 by the Rector and Visitors of the University of Mary Washington.]

More information on the University may be found at its web-site: www.umw.edu.

PROCEDURE FOR CANDIDACY

Recruitment is underway. To ensure consideration, nominations and applications (resume and cover letter) should be sent by January 10, 2013 to UMWProvost@wittkieffer.com. Employment offers are contingent upon the successful completion of criminal background checks. For questions and confidential inquiries please call Alice R. Miller at 678-302-1565 or Lucy Leske at 630-575-6122.

Materials that must be mailed may be sent to:

University of Mary Washington Provost
c/o Witt/Kieffer
Lucy Leske or Alice Miller
2015 Spring Road, Suite 510
Oak Brook, IL 60523

The University of is an Equal Opportunity/Affirmative Action employer dedicated to excellence through diversity and does not discriminate on the basis of age, race, color, religion, national origin, sex, sexual orientation, handicap/disability, veteran status, or any other non-job related criteria. Women, minorities, persons with disabilities, and veterans are encouraged to apply.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from University of Mary Washington documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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