

A photograph of a modern university building with a prominent glass and orange facade. The building features a tall, narrow glass tower on the left side. The sky is blue with light clouds. The text 'UNIVERSITY OF THE DISTRICT OF COLUMBIA' is written in a large, white, serif font in the upper right corner, with '1851' below it. Below the name is the motto 'ASPIRE. ACCOMPLISH. TAKE ON THE WORLD.' in a smaller, white, sans-serif font.

UNIVERSITY OF THE DISTRICT OF COLUMBIA

1851

ASPIRE. ACCOMPLISH. TAKE ON THE WORLD.

UNIVERSITY PROFILE

The University of the District of Columbia invites applications and nominations for the position of Chief Academic Officer (CAO). The CAO reports directly to the President and is charged with the responsibilities of academic coordination and quality, fostering research and public service, and guiding all aspects of teaching and learning in support of student success. The CAO must establish UDC's academic directions in concert with the university's student-centered focus, one that reaches outside traditional expectations for academic program planning and transformational actions.

The University of the District of Columbia's 167-year history carries a unique profile as an urban and public land-grant institution in the nation's capital. UDC is fully accredited by the Middle States Commission on Higher Education and also is an HBCU. The university meets the changing needs of 4,600 students and the community through 81 undergraduate and graduate academic degree programs in the College of Agriculture, Urban Sustainability and Environmental Sciences, College of Arts and Sciences, School of Business and Public Administration, School of Engineering and Applied Sciences, and in the UDC Community College. The university's David A. Clarke School of Law is the only public American Bar Association-accredited law school in the District of Columbia. The UDC Firebirds are part of the East Coast Conference, Division II.



HISTORY

For more than eight generations, the University of the District of Columbia (UDC) and its predecessor institutions have changed the lives of thousands of students for whom a quality education seemed out of reach. Founded in 1851, the University was originally established as the Normal School for “Colored Girls” by abolitionist and educator Myrtilla Miner, who envisioned a more equitable society and believed that education and learning opportunities, should be available to everyone. Subsequently, other schools emerged as predecessors of UDC to extend quality and affordable education to all residents of the District of Columbia.

Over time, a series of mergers among the District’s teachers and technical colleges gave rise to the city’s first comprehensive university system. In 1976, the District of Columbia Teachers College, Federal City College and Washington Technical Institute combined to form the University of the District Columbia. In 1999, the U.S. Department of Education formally designated UDC among the nation’s Historically Black Colleges and Universities, and the school is recognized as a congressionally mandated urban land-grant institution.

In living up to its mission of continuous enhancement of its academic programs and outreach to District and world citizens, the University established the University of the District of Columbia Community College (UDC-CC) in 2009. In addition to its two-year associate degree programs, UDC-CC offers a variety of practical, non-academic educational programs and training to the residents of the District of Columbia and prepares students for immediate entry into the workforce, for the next level of education, for specialized employment opportunities, and for lifelong learning.

Today, the University is building an advanced public system of higher learning that includes the Community College, and offers 81 undergraduate and graduate academic degree programs through the College of Arts and Sciences, the School of Business and Public Administration (SBPA), the School of Engineering and Applied Sciences (SEAS), the College of Agriculture, Urban Sustainability and Environmental Sciences (CAUSES), and the University of the District of Columbia David A. Clarke School of Law – one of only six accredited HBCU law schools in the nation, which is also regarded as one of the finest public interest law schools in the country. The enrollment at the University is 4,600.

Under the leadership of President Ronald Mason, Jr. and guided by the “Equity Imperative” strategic plan, the University continues to evolve as a national model of urban student success.

GOVERNANCE

The University of the District of Columbia (UDC) is an independent agency of the District of Columbia Government, which provides a significant subsidy for university operations.

The University is governed by a 15-member Board of Trustees. Eleven of the trustees are appointed by the Mayor of the District of Columbia and confirmed by the District Council. Three trustees are elected by UDC alumni, and one trustee is elected by students as the student representative. The Chair of the Board is elected by the trustees in accordance with Board by-laws.

As the University receives a substantial subsidy from the District, the University’s budget is adopted by the Board and submitted to the Mayor and District Council for final approval.



VISION

All students will achieve their highest levels of human potential.

MISSION

Embracing its essence as a public historically black urban-focused landgrant university in the nation's capital, UDC is dedicated to serving the needs of the community of the District of Columbia, and producing lifelong learners who are transformative leaders in the workforce, government, nonprofit sectors and beyond.

MOTTO

**ASPIRE. ACCOMPLISH.
TAKE ON THE WORLD.**

CORE VALUES



STRATEGIC PLANNING - THE EQUITY IMPERATIVE

The Equity Imperative is a streamlined, focused and refined Strategic Plan designed to regenerate the University of the District of Columbia (UDC) as a Public Higher Education Model of Urban Student Success. The strategies it lays out - which were informed by input from town halls held around the city and suggestions gathered internally from students, faculty, staff, and our Board of Trustees - will transform the University into a powerful source of hope, education, creativity, research, and urban resilience as it guides many members of our community toward the middle class. Its tactics are affordable and its mission is essential to the future health and stability of the District in its continuing effort to be the model of a sustainable, resilient, and equitable community.

As the pinnacle of the District of Columbia's public system of education, the University of the District of Columbia (UDC) aligns its educational offerings with District of Columbia economic priorities and creates seamless pathways to prepare students for lifelong learning, whether for immediate entry into the workforce or the next level of higher education.

The strategies recommended in this plan will equip UDC to offer nationally competitive programs that are affordable and accessible to District citizens who are seeking pathways to the middle class, whether in the form of professional certification or academic degrees. The plan will empower the University to be a leader in public higher education, an example of resilience and equity in our nation's capital.

The Equity Imperative includes a detailed financial plan, complete with enrollment, revenue and spending projections. Implementation of this plan will reposition the University to better attract students and develop transformative ethical leaders, thus improving access to economic opportunity for all.



ACCREDITATIONS

The University of the District of Columbia is accredited by the Middle States Association of Colleges and Schools Commission on Higher Education.

In addition, the following University programs are accredited by the noted accrediting bodies:

Architecture (Master's Program):
National Architectural Accrediting Board (NAAB)

Business:
Accreditation Council for Business Schools and Programs (ACBSP)

Chemistry: Committee on Professional Training (CPT),
American Chemical Society (ACS)

Computer Science, Civil Engineering, Electrical Engineering, Mechanical Engineering:
Accrediting Board for Engineering and Technology (ABET)

Education: Council for the Accreditation of Educator Preparation (CAEP, formerly NCATE)

Law: American Bar Association (ABA)

Nursing (RN-BSN): Accreditation Commission for Education in Nursing (ACEN)

Nutrition and Dietetics: Accreditation Council for Education in Nutrition & Dietetics (ACEND)

Social Work:
Council on Social Work Education (CSWE)

Speech-Language Pathology: Council on Academic Accreditation in Audiology & Speech-Language Pathology (CAA) of the American Speech Language Hearing Association (ASHA)



FACULTY AND STAFF

The University of the District of Columbia is supported by a dedicated professional staff and serves the needs of students, businesses, citizens, and other stakeholders of the District region, nation, and world.

There are 1,057 faculty and staff:

- 48 Professors
- 62 Associate Professors
- 76 Assistant Professors
- 20 Instructors
- One Distinguished Professor
- 25 Visiting Faculty,
- 357 Adjunct Professors.

There are 468 other staff members that support the operation of the University.

STUDENTS

4,600 students are enrolled in 81 undergraduate and graduate degree programs. Joining the citywide and regional student presence at UDC are international students from 82 countries. Beyond classroom study, students are engaged in academic honor societies, community service, Greek life, in-ternships, student government association leadership activity, music, and the performing arts.

ALUMNI

The University of the District of Columbia's alumni work and serve at all levels of professional endeavor across the country. The goal of the University's Office of Alumni Affairs and Outreach is to build a new constituency of proactive alumni and "pre-alumni" (current UDC students) as friends, advocates, and contributors to the University of the District of Columbia. To fulfill this objective, the office engages alumni in a wide range of programs that includes reunion activities; social, cultural, and athletic events; and the creation of networking opportunities for students and alumni.

EXPECTATIONS OF THE CHIEF ACADEMIC OFFICER

The CAO is expected to engage strategically with the UDC community and beyond to foster an environment of collaboration and innovation in support of UDC's values of excellence, sustainability, scholarship, and equity. The CAO will lead initiatives to ensure that UDC "...empowers its graduates to be critical and creative thinkers, problem solvers, effective communicators, and service-driven leaders in the workforce and beyond." The ideal applicant will contribute to and advance The Equity Imperative–2022 Strategic Plan, addressing bold and sensitive change while meeting the following expectations on behalf of excellence in education, research, and community service:

- Work closely with the President and university officers to provide internal executive leadership to and support for the faculty and staff in a shared governance environment
- Demonstrate the abilities to understand and evaluate global trends in higher education and guide academic programs and curriculum development to ensure the university remains current and viable in the educational community
- Support programs for student recruitment, enrollment management, retention, and success
- Demonstrate experience in and appreciation for social justice and a diverse, inclusive academic community
- Ensure the primacy of the academic mission in all decision making, including the technological infrastructure, budget, fundraising, and communications
- Assure that university policies and procedures governing academic and student issues enhance the learning environment and reflect current needs and appropriate practices
- Strengthen and expand relationships with area colleges/universities, school districts, government agencies, businesses, and community organizations to promote academic partnerships, scholarships, and resources
- Be an accountable, fair, responsible, and fact-based decision maker
- Demonstrate excellent communication skills, written and spoken, with an open-door and open-minded style

Possess an earned terminal degree (preferred) from an accredited institution of higher education, along with substantial leadership experience.

NOMINATIONS AND APPLICATIONS

UDC offers the next Chief Academic Officer the opportunity to be part of an energetic, distinctive academic community. Applications and nominations for the Chief Academic Officer should be received by September 10, 2018. Responses must include a letter of interest addressing the qualifications described (not more than 3 pages); a current résumé or curriculum vitae; and the names of five professional references with each person's position, office or home address, e-mail address, and telephone numbers. The CAO will assume office by or before December 2018.

The search is being assisted by James McCormick and Janice Fitzgerald, Executive Search Consultants. Contact may be made at jim.mccormick@agbsearch.com, 651-238-5188 or janice.fitzgerald@agbsearch.com, 717-580-0663. Responses should be sent electronically (MS Word or PDF Format) to udccao@agbsearch.com. For more information about the University of the District of Columbia and the CAO search, go to <http://www.udc.edu/cao-search>.

In accordance with the D.C. Human Rights Act of 1977, as amended, D.C. Official Code §§2-1401.01 et seq. (Act), the District of Columbia does not discriminate on the basis of actual or perceived: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, status as a victim of an intrafamily offense, or place of residence or business. Sexual harassment is a form of sex discrimination which is prohibited by the Act. In addition, harassment based on any of the above protected categories is prohibited by the Act. Discrimination in violation of the Act will not be tolerated. Violators will be subject to disciplinary action.