VICE PRESIDENT FOR ACADEMIC AFFAIRS/PROVOST

THE OPPORTUNITY

Maine Maritime Academy seeks an innovative and visionary leader to serve as its next Vice President for Academic Affairs and Provost. Established by the 90th Maine Legislature in 1941, MMA is one of six non-federal, maritime training colleges in the United States. The college ranks among the top 10 in the nation for student return on investment and is a highly rated leader in education for maritime and other marine-related fields. MMA is uniquely positioned to prepare students to enter a wide range of sea- and land-based careers in systems engineering, international logistics, navigation, power engineering, and ocean studies.

Preferred start date is in the Fall Semester 2020, starting no later than January 1, 2021. Review of applications will begin in early June and continue until the position is filled. For best consideration, applications should be completed by June 5, 2020.
ABOUT MAINE MARITIME ACADEMY

Maine Maritime Academy is a co-educational, career-oriented college of engineering, management, science and transportation located in the coastal town of Castine, Maine. It was founded in 1941 as an exclusively regimental program but has significantly diversified over the years and now offers both regimented and non-regimented majors and lifestyles. MMA has 950 undergraduate and graduate students and 300 faculty and staff. It is a highly rated leader in education for maritime and other marine fields, ranking among the top 10 in the nation for student return on investment. For an overview of the college, visit the MMA viewbook.

THE SURROUNDING AREA

The academy’s 35-acre campus overlooks Castine Harbor and Penobscot Bay. The winding road to campus leads to the picturesque town of Castine, which is rich in history, natural beauty, and maritime tradition. The village's main street has a bakery, bank, bookstore, general store, art galleries, and two inns to welcome travelers. The summer season is busy with events, an active waterfront, golf, sailing, kayaking, and other pursuits. The campus is 35 miles from Bangor, Maine's third-largest city, and 40 miles from Acadia National Park.
MISSION

The mission of Maine Maritime Academy is to provide a quality education focused on marine and related programs. The curriculum will empower students to take on leadership roles, encourage rigorous self-discipline, promote curiosity, and provide graduates with the skills, ethics, and knowledge needed to succeed in the global economy.

ACADEMIC PROGRAMS

Bachelor of Science Degree Programs (11 majors; 15 concentrations): International Business and Logistics; Engineering Operations and Technology; Marine Systems Engineering; Marine Transportation; Ocean Studies; Interdisciplinary Studies

Associate of Science Degree Programs: Small Vessel Operations; (Offered jointly with The Landing School of Boatbuilding and Design, Kennebunkport, Maine): Small Craft Design; Small Craft Systems; (Hosted at Industry Collaborator – Bath Iron Works): Ship Design; Ship Production

Dual Major Programs (3 majors that include B.S. degree plus Small Vessel Operations courses to prepare students for the USCG license as mate of vessels up to 200 tons)

Master of Science Degree Programs (Offered via Distance Learning): International Logistics Management; Maritime Management (M.S. degree plus Small Vessel Operations courses to prepare students for the USCG license as mate of vessels up to 200 tons)

HANDS-ON LEARNING

Experiential learning is emphasized in the baccalaureate programs with a “hands-on, minds-on” approach and students benefit from sophisticated laboratories and facilities. The fleet of 60 power, sail and work vessels offer real-world application of the techniques and problem-solving skills learned in the classroom. The institution has strong partnerships with industry and other institutions of higher learning. Students are prepared to enter a wide range of careers ranging from shipping, to government, to engineering and technology, to business, to science and more. While at MMA, students can complete the requirements for four U.S. Coast Guard Licenses and two State of Maine Licenses that qualify them for a variety of sea- and land-based careers. Detailed information about the institution and its academic programs, facilities, and student outcomes can be found online at mainemaritime.edu.

MMA FAST FACTS

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<thead>
<tr>
<th>78</th>
<th>11:1</th>
<th>90%</th>
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<tbody>
<tr>
<td>Full-Time Faculty</td>
<td>Student-to-Faculty Ratio</td>
<td>Employed within 90 days of graduation</td>
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LEADERSHIP OPPORTUNITIES FOR THE NEXT VPAA/PROVOST

The next VPAA at Maine Maritime Academy will have the opportunity to imagine the future of maritime education and to help steer the institution through anticipated academic and industry paradigm shifts as well as changes in societal and cultural norms. The new VPAA will be part of an engaged institutional leadership team that takes a collaborative approach to problem-solving. S/he will work with faculty and the administration to develop and implement the next strategic plan that favorably positions Maine Maritime Academy for the future. That plan will build upon the current "hands-on, minds-on" approach that has served the institution, its students and stakeholders well. Independent rankings showing that MMA students receive among the best return on investment in higher education in the nation. Within the context of the updated strategic plan the VPAA will need to build MMA's resources and develop mechanisms for diversifying the institution's funding base.

MMA has a long-standing history of partnering with the maritime industry to address workforce needs and the new VPAA, in collaboration with the faculty, will be expected to work with industry partners to ensure that MMA continues to meet its goals of providing students with skills that are relevant to the emerging needs of the global maritime industry. These include areas such as automation, artificial intelligence, unmanned shipping, updates in ship safety and security (including cybersecurity), logistics, and environmental and other challenges of the global economy. A new campus annex, located in nearby Bucksport, will add to the possibilities and potential for collaborative efforts in applied research and experiential learning.
VICE PRESIDENT FOR ACADEMIC AFFAIRS/PROVOST

KEY ATTRIBUTES

ESSENTIAL

• Terminal academic degree in a discipline offered by MMA or related area with distinguished record of teaching, scholarship, and service that exhibits academic excellence.

• Strong record of institutional leadership and collaboration with demonstrated skills in fiscal planning, organizational budget management and data-based decision making in a complex organization.

• Established track record as a collaborator in the workplace within academic affairs and across the larger institution, as well as a record demonstrating effectiveness as a strong and motivational leader.

• Significant track record in shared governance with integrity, honesty, and transparency. Experience in a collective bargaining environment.

• Experience in strategic planning and resource allocation.

PREFERRED

• 5+ years of administrative and/or leadership in higher education.

• Collaborative leadership style with the ability to build trust and implement change within an established academic culture through respectfully engaging academic, administrative, student and community leaders to build a shared commitment to the institutional vision.

• Strong problem-solving skills and the ability to effectively communicate how and why decisions are made.

• Demonstrated success in leading a multidisciplinary team.

• Experience establishing and implementing a strategic plan that fosters academic collaboration across diverse disciplines.

• Effective communication style that inspires faculty, staff, and students with a sense of pride and purpose for MMA’s vision and mission.

• An entrepreneurial approach toward innovation that nourishes and grows public-private partnerships.

• An understanding of the nature of research and creative activities in the MMA setting with the capacity to support and nurture applied research and experiential learning.

• Experience with the management and operation of undergraduate and graduate academic programs, including accreditation.

• Ability to function as a spokesperson for MMA and its interests in both internal and external environments.

• Ability to foster and celebrate faculty, staff, and student success.
RESPONSIBILITIES

• Provide intellectual leadership and demonstrate a strong commitment to education by overseeing all academic affairs, including both the undergraduate and graduate (online) programs, research and institutional policies for students and faculty that advance the mission of MMA.

• Support faculty, students, and academic professionals in advancing innovations in teaching and learning by implementing a realistic strategic direction that keeps MMA current and is aligned with institutional priorities.

• Oversight responsibility for recruiting, hiring, retention, promotion and performance of top-quality faculty.

• Manage the academic budgeting process, anticipating costs and prioritizing needs with a view to the continued sustainability of MMA’s fiscal resources.

• Foster a work environment that promotes diversity and civility, rewards excellence, and encourages professional development, service and teamwork across all divisions.

• Ensure systematic review of majors and curriculum to ensure quality and current course content.

• Assess institutional effectiveness, integrating technology throughout the curriculum, and expanding and enhancing graduate programs.

• Provide support and administrative oversight to those faculty securing grants and performing research.

• Build networks that forge and strengthen alliances between MMA and industry and government partners.

• Partner with the vice president for financial and institutional services and the human resources director in negotiating new faculty union contracts.

• Work with senior leadership and faculty to favorably position MMA with respect to emerging maritime disciplines.
THE PROCESS FOR CONSIDERATION

The Search Committee for Vice President for Academic Affairs/Provost will begin reviewing applications in early June and will continue until the position is filled. For best consideration, applicant materials should be received by June 5, 2020.

CANDIDATES SHOULD PROVIDE:

1) a letter of interest stating how the candidate's experiences and qualifications connect with the required/preferred characteristics and priorities expressed in the position profile;
2) a curriculum vitae; and
3) five professional references with e-mails, telephone numbers, and a description of the candidate's professional relationship with each reference listed (references will not be contacted without prior written authorization from the applicant).

Applications and nominations should be sent electronically (PDF or MS Word) to: MaineMaritimeVPAA@agbsearch.com.

THE SEARCH IS BEING ASSISTED BY:

Dr. Nancy M. Targett, Executive Search Consultant: nancy.targett@agbsearch.com, 302-233-5202
Dr. Concetta M. Stewart, Principal, Executive Search Consultant: concetta.stewart@agbsearch.com, 908-341-2178

Maine Maritime Academy is an equal opportunity employer. The Academy complies with federal and/or state law that prohibit unlawful discrimination on the basis of race, color, religion, sex, gender identity and/or expression, sexual orientation, national origin, ethnicity, ancestry, marital status, disability, age, genetic information or veteran status. The Academy provides reasonable accommodation to qualified individuals upon request. Women, minorities, and veterans are strongly encouraged to apply.