THE OPPORTUNITY

Towson University is pleased to accept applications for the exciting inaugural position of Executive Director of the newly established Dr. Nancy Grasmick Leadership Institute (NGLI) and Professor of Practice. The Institute, made possible by a generous donation from Dr. Grasmick, will prepare leaders of the future and build on TU’s ongoing commitment to community and business engagement. Reporting to the Vice President of the Division Strategic Partnerships and Applied Research, the Executive Director will have responsibility to create and establish a leadership institute, providing strategic vision and leadership to position the Institute as a national model for excellence in leadership development. The Executive Director will work with business and civic leaders, donors, faculty and scholars, and TU administrative leaders to establish the Institute as a leading resource for leadership development that transforms and supports individuals and organizations across the state and region. The Executive Director will also be a Professor of Practice (non-tenure track). As Professor of Practice, this distinguished practitioner will share their knowledge and experience in the leadership field while representing the institute and university locally and nationally—working to accelerate the practice and capacity for leadership in greater Baltimore and beyond.

TU is Maryland’s university of opportunities and known as a leader in academic excellence, research and discovery. With more than 150 years of experience pushing possibilities, Towson University was ranked by U.S. News & World Report in the top 100 for public national universities. Located on a 330-acre campus in Towson, Maryland, just 10 miles from Baltimore’s Inner Harbor and a short drive or train ride to Washington, D.C., Philadelphia or New York City, TU offers unmatched opportunities to engage with the state and federal government, elected officials, worldwide embassies, think tanks, the national media and other influencers of public policy in addition to endless cultural, recreational and entertainment attractions.

NGLI SIGNATURE PROGRAMS

We develop successful leaders who stand apart from others to meet the needs of business and community.
PRINCIPAL DUTIES & RESPONSIBILITIES

Strategic and Visionary Leadership

- Support, execute and modify the proposed vision/road map for the Institute
- Establish and maintain a dynamic and engaged Board of Advisers that can provide guidance, direction and support to advance the visibility and mission of the Institute
- Develop strategies with key stakeholders to ensure appropriate financial resources and support
- Hire and lead a dedicated and diverse team of professional staff members

Relationship Development

- Lead discussions stakeholders to identify and assess leadership challenges and opportunities
- Cultivate relationships with business and civic leaders to identify opportunities for leadership research and programming.
- Advocate on the state and regional levels for resources and support of leadership programs.
- Create a culture of collaboration on leadership focused programs across the university

Fiscal Responsibility

- Create, implement and manage the annual operational and capital budgets for the Institute

NGLI LEADERSHIP MASTERY

We provide thought leadership and mastery to the field of leadership development and host mastery workshops, speakers and events for individuals and organizations to engage and move the region forward.
PROFESSIONAL QUALIFICATIONS

The ideal candidate will be someone who knows how to build and create an organization that can affect change. Someone with practical and demonstrated experience with taking a vision and developing a practical and successful implementation plan will be especially qualified.

Other qualifications include:
• Ten (10) or more years of senior level leadership experience in a for-profit/not-for-profit organization.
• Experience working with (or in) higher education is a plus.
• Advanced degree required. Graduate degree in relevant disciplines (such as an MBA) is strongly preferred.
• Background in fundraising and developing sustainable donors.
• Demonstrated experience and success with:
  • Developing and implementing strategic plans to align tactical work efforts with strategic vision.
  • Project management skills (developing, implementing and cost control).
  • Developing and managing budgets with diverse revenue streams.
  • Developing and facilitating relationships with stakeholders from various backgrounds including business, government and academic institutions.
• Understanding leadership development and pedagogy and providing practice-oriented instruction in leadership programs.
• Business development and strategic relationship development.
• Selecting and developing a competent and diverse staff.

NGLI COACHING COLLECTIVE

Having a mentor or coach can mean many things, depending on life stages and individual leadership journeys. We provide coaching at all levels of a participant’s leadership journey.
PROFESSIONAL COMPETENCIES

Strategic and Visionary Leadership
The ideal candidate will hold a clear vision of the Institute that is shared by the board, staff and key stakeholders. As a forward thinker, the Executive Director will clearly articulate the connection between personal and organizational vision. They will have a keen awareness of the Institute as a whole as well as the complexity of its parts.

Program Strategy and Alignment
The Executive Director will design a programmatic strategy to achieve the goals of the Institute, recognizing the connection between fundraising strategy and program goals. They will craft meaningful messages for a variety of audiences and strategically collaborate with partners and other organizations.

Entrepreneurial Mindset
The Executive Director must have the ability to create internal and external partnerships. As a calculated risk taker, they must be innovative and an effective networker within the greater Baltimore community.

Fundraising and Financial Acuity
The ideal candidate must develop and implement fundraising systems and strategies that enable the Institute to carry out its programs with success.

Values and Cultivates an Environment of Diversity and Inclusion
The Executive Director must understand, appreciate and leverage differences to create value and synergy. With a capacity to engage effectively across cultural differences, they will successfully lead a team of diverse individuals.

Multi-Genre Communication Skills
As a persuasive verbal and visual storyteller, the Executive Director must communicate clearly and powerfully in writing, speaking live and on screen, conversations and phone calls and emerging media.

Technological Acumen
The Executive Director must be comfortable, skillful and sophisticated in using emerging technologies for instruction, communication, events and business operations.

Empathy and Respect
The ideal candidate must show respect for others, demonstrating authentic support for those around them.

Agility
The Executive Director must be flexible in the face of change, with an ability to learn quickly and independently while moving their team forward.
TOWSON, MARYLAND

Towson University’s campus is within walking distance of the town of Towson, a college town with tree-lined residential streets, restaurants, bookstores, a branch of the county library, movies and more.

Within a half-mile radius of campus, there is more than $1.7 billion of development underway, including a number of public–private partnerships in uptown Towson that are being built in proximity to TU.

The university is also conveniently located near the cultural, recreational and entertainment attractions of Baltimore and Washington, D.C. Downtown Baltimore, affectionately known as Charm City, is 10 miles south of campus and home of the National Aquarium, Orioles baseball, Ravens football, Fort McHenry and Fells Point. You’ll also find waterfront restaurants and shopping, clubs and nightlife, art galleries, professional theater and tourist attractions.

Down the road in Washington, D.C., you can visit the Smithsonian museums and other area attractions, including the National Mall, the Washington Monument and the Capitol, all an easy train ride or short drive away. TU is conveniently located near a variety of transportation options, including the Baltimore–Washington International Airport (BWI) and Baltimore’s Union Station rail station for Amtrak and MARC trains.

TU is located in proximity to many very strong public, private and parochial P–12 schools in the state.

PROCEDURE FOR CANDIDACY

Candidates should apply directly through the NGLI Executive Director job posting. Applications received by June 15 will receive fullest consideration. Candidates should provide a cover letter and resume. Candidates will be informed before references are contacted.

Towson University is an Equal Opportunity/Affirmative Action Employer and has a strong institutional commitment to diversity. Women, minorities, persons with disabilities and veterans are encouraged to apply. Towson University’s policies, programs, and activities comply with federal and state laws and University System of Maryland regulations prohibiting discrimination on the basis of race, color, religion, age, national origin, gender, sex, gender identity and/or expression or sexual orientation.

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 Towson University 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.
APPENDIX I

DR. NANCY GRASMICK
PRESIDENTIAL SCHOLAR

Dr. Grasmick’s pioneering leadership story began when she suffered temporary deafness as a teenager. Inspired by Helen Keller, she devoted her life to education. After graduating from Baltimore’s Western High School, she earned degrees from Towson University, Gallaudet University and Johns Hopkins University.

Early in her career, Dr. Grasmick taught deaf children, and her leadership journey continued as a classroom and resource teacher, principal, supervisor, assistant superintendent and associate superintendent in Baltimore County Public Schools. She later became the state’s first female superintendent of the Maryland Department of Education, a position she held for 20 years until her retirement. Under Dr. Grasmick’s leadership, Maryland’s schools were propelled to No. 1 in the nation.

Dr. Grasmick has received numerous awards for her visionary leadership, at the local and national levels. In 2011, she was inducted into The Daily Record’s “Circle of Influence,” recognizing her as a “Most Influential Marylander.” In 2012, she became TU’s first Presidential Scholar and, in 2016, she was inducted as an honoree into the Baltimore Sun’s Business and Civic Leader Hall of Fame.