




The Firm

Isaacson, Miller is one of the country's premier executive search firms devoted to recruiting exceptional leaders for mission-driven organizations. We have four decades of experience in recruiting senior leaders for the top higher education institutions, preK-12 education and education improvement organizations, healthcare and academic medical centers, conservation and environmental groups, advocacy organizations, arts and culture groups, foundations, human services providers, social justice, and economic and community development groups.



In 2024, **66%** of our placements identified as women or were people of color.

Many of our clients and past candidates become part of an extended network and share our goal of strengthening civic infrastructure. They see their own missions reflected in the work of the firm and choose to assist us generously in our quest for the finest talent in their fields. In 2024, 80% of our searches were for returning clients.

Our Approach

We conduct a simple but disciplined process built around a schedule, with each deliverable and decision point planned with you at the search launch. Our practice consists of three essential steps:

Definition: Listening sessions with leadership, staff, and key decision makers to gather input and gain a shared understanding of the search that we translate into a thorough position profile.

Candidate Discovery: A meticulous networking process to systematically examine all appropriate candidates. We use our proprietary database and extensive outreach to ensure a diverse group of candidates is identified and recruited.

Selection: A clearly facilitated process for evaluating a long list of potential candidates and narrowing the field that includes interviews with IM, interviews with you, and extensive reference checking and due diligence.

Our Commitment to Equity, Diversity + Inclusion

Isaacson, Miller was founded in 1982 with a clear and ambitious mission: to strengthen and diversify leadership in the civic sector. The commitment to equity, diversity, and inclusion was fundamental to the creation of the firm and continues today as the bedrock of our values and culture. We have become well-known for our success in recruiting candidates from traditionally underrepresented backgrounds. We have established an extensive network of contacts who share our commitment to diversity, and we call and build upon this network in every search. In 2024, 66% of our placements identified as women or were people of color. As a firm, we strive internally to be a diverse and welcoming community of colleagues where everyone can learn, thrive, and be empowered to contribute to a vital and powerful civic sector.

Your Isaacson, Miller Search Consultant Team

Dean, College of Natural and Mathematical Sciences
University of Maryland, Baltimore County

Keight Tucker Kennedy | Partner | (she/her)



A member of IM since 2014, Keight brings diverse experience in non-profit and higher education organizations to her practice. Internally, she places a high value on firm citizenship and mentoring others. Keight is a Managing Partner and a member of the firm's Executive Committee.

She has worked on more than a dozen presidential searches, including Hamilton College, Duke University, Union College, University of Maryland, Baltimore County, Hunter College, and Mount Holyoke College. Additionally, she has played a key role in several senior leadership searches at UMBC, Harvard University, Temple, Duke University, American University, Dartmouth, University of Pennsylvania, MIT, and Cornell.

As a search consultant, Keight has worked with minority serving institutions, urban politics, women's colleges, and K-12 education and advocacy organizations. Repeat work with a variety of excellent institutions proves her skill in identifying an organization's core challenges and finding the candidate whose skills can help solve them. Her clients also appreciate her ability to view searches through the lens of strategic change, a skill she learned managing strategy and organization development projects for federal agencies.

Keight is passionate about supporting mission-driven organizations through her work as a search consultant and knows the importance of strong leadership in strengthening civil society. Additionally, Keight is an active member of Alpha Kappa Alpha Sorority, Incorporated which provides opportunities to give back to her community in meaningful ways. Keight also serves on the boards of the Down Syndrome Network of Montgomery County and the National Center for Learning Disabilities. In 2023, she was appointed by Governor Wes Moore to the State of Maryland's Interagency Council for Infants and Toddlers.

Keight holds a BA from Emory University, an MA from Indiana University, and an EdD from the George Washington University.

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Courtney Cabansag | Associate | (she/her)



Courtney Cabansad joined Isaacson, Miller as an Associate in 2022.

The majority of Courtney's executive search portfolio is within Isaacson, Miller's science, technology, and society practice area with a focus in computing and engineering. Her search experience includes placing deans and department chairs in the computing and engineering space as well as executive leadership roles for research institutes at both public and private institutions. Prior to joining the firm, Courtney worked at the University of Maryland in the Department of Computer Science in an academic advising, planning, and success capacity.

Courtney earned her BA in Language, Culture, & Society from the University of California, Santa Barbara and her MS in Higher Education Administration from Syracuse University.

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Alexis Scott | Managing Search Coordinator | (she/her)



Alexis Scott joined Isaacson, Miller in 2021 as a Search Coordinator. She comes to IM with experience in Human Resources, having worked in various capacities with organizations including Duquesne University, Spirit Consulting, and D.C. Central Kitchen. Alexis earned her M.A. in Corporate Communication with a specialization in Management Communication, along with her B.A. in Communication Studies with minors in Psychology and Global Health from Duquesne University. During her time at IM, Alexis' work has primarily involved searches within our Higher Education and Social Justice + Advocacy practice areas.

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Questions To Consider

Thank you for taking the time to meet with us as we work to launch the search for the next Dean of the College of Natural and Mathematical Sciences (CNMS Dean) at the University of Maryland, Baltimore County (UMBC). Through these discussions, we hope to better understand the opportunities and challenges the CNMS Dean will face, as well as the organizational context in which they will operate. In advance of our conversation, please take a moment to consider the following questions:

- What are the core and current strengths of UMBC? What is unique about UMBC compared to peer organizations?
- How will these be expanded upon or deepened if the right CNMS Dean is hired? Are there specific initiatives UMBC should undertake or opportunities it should pursue?
- What qualities and characteristics must the next CNMS Dean possess?
- If a very close friend of yours was interested in this position, what would you tell this person about UMBC and this position? Why would someone want this job? What are the perils and pitfalls as well as the attractions? What should someone be sure to know?
- Where is the future CNMS Dean, and what is that person doing right now? What kinds of settings are most likely to yield promising individuals?

These questions were developed to help us think about how we describe this position to potential candidates and tangibly assess and measure their potential success as Dean of the College of Natural and Mathematical Sciences at UMBC.

We will also ask for your suggestions of people to contact in our outreach to build a pool of candidates for this position. We will draw upon our own networks, but we want to make sure that we tap into yours as well. We welcome suggestions of possible candidates and of thoughtful sources who might lead us to strong candidates.

If you are unable to attend the listening session but would still like to share your perspective, please complete the survey linked here: <https://www.research.net/r/FM6F3MQ>.

Thank you for your participation in this important effort. As a key constituent in this search, your input will be critical to the outcome of the search and the success of the College of Natural and Mathematical Sciences Dean.