Chief Academic Officer & VP Global Academic Learning Enterprise

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Type: Full-Time
Salary: $325,000 - $345,000 per year
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Category: Academic Vice Presidents and Provosts
Military



University of Maryland Global Campus (UMGC) seeks an innovative, results-oriented servant leader as Chief Academic Officer and Vice President of Global Academic Learning Enterprise. Our Global Academic Learning Enterprise (GALE) includes many of the functions that traditional models refer to as Academic Affairs. UMGC is intentionally building an academic enterprise defined by impact rather than tradition. The Chief Academic Officer (CAO) will play a defining role in shaping the next generation of online and global public higher education.

Reporting to the Chief Learner Experience & Success Officer (CLESO), the CAO will lead UMGC's academic enterprise as a globally scaled, learner-centric, data-driven, skills-based, and AI-powered organization. The CAO is responsible for ensuring academic quality and public trust while deliberately moving the institution beyond legacy academic structures, titles, and workflows that no longer serve modern learners ensuring that UMGC's degrees, credentials, and learning pathways are coherent, credible, relevant, and outcomes-driven across a global, adult-serving learner population. The CAO is responsible for academic product strategy, portfolio stewardship, faculty excellence, and academic legitimacy. This leader will collaborate with others to reimagine academic models adapting to the continuously changing landscape in post-secondary education with the ability to see experiences through the eyes of the learner.

UMGC operates through a purpose-built, matrixed operating model that aligns academic authority, learner experience strategy and learning product execution around a shared commitment to student success. In this model, the CAO provides leadership for the

academic compass - articulating what learning must mean, what outcomes credentials represent, and what standards define quality - while Learning Product Development translates that intent into cohesive, learner-centered experiences and scalable learning products. The CAO must exhibit a commitment to academic rigor and learner success. This model allows UMGC to pair the credibility of a mature academic institution with the agility, speed, and continuous improvement of a modern, student-centered, product-led organization. The CAO will be a collaborative, high-EQ leader who is comfortable leading through complexity and change with a bias toward execution and measurable impact.

This leader will view academic work through a "Jobs-to-Be-Done" lens-organizing roles, responsibilities, and workflows around what must be accomplished to enable learner success, rather than around traditional academic or faculty titles. The CAO will work collaboratively and as an equal partner with other student-facing leaders across the university, sharing accountability for learner access, engagement, persistence, completion, and post-completion success.

The CAO leads the three Schools (Cybersecurity & Information Technology; Business; and Integrative & Professional Studies) and academic leadership not as independent academic silos, but as distinct academic product portfolios aligned to UMGC's learner segments, workforce needs, and strategic priorities. Each School, led by a Portfolio Vice President/Dean is accountable for the academic health, relevance, and performance of its portfolio. The CAO will govern enterprise academic performance indicators used consistently across portfolios to inform investment, evolution, and sunsetting decisions considering the product holistically using clear indicators of quality, outcomes, relevance, sustainability, and learner value.

Faculty excellence is central to this role. The CAO will serve as the University's chief steward of faculty quality, engagement, and academic leadership embracing changes to serve learners best and thus will lead the evolution of faculty roles, workload models, and expectations to align with centrally designed, technology-enabled learning systems while preserving academic judgment, rigor, and disciplinary integrity. Faculty are positioned as essential academic partners bringing disciplinary expertise, teaching excellence, and academic judgment within an operating model that shares matrixed accountability for the learning experience, leveraging the expertise of closer partners to improve learner outcomes.

The CAO will lead an academic organization that sees itself as the next generation of online and global education serving learners through various modalities to meet the individual needs of a diverse student population-one that continuously adapts to learner needs, workforce demands, technological change, and societal expectations. The CAO will ensure academic rigor and integrity remain non-negotiable, and lead academics as an integrated, outcomes-driven system operating in true partnership with other learner-facing functions.

The CAO is a bold, visionary, and humble leader who believes deeply in UMGC's mission to transform lives through access to high-quality education. This leader brings the courage to challenge legacy models, the discipline to anchor decisions in evidence and outcomes, and the humility to lead through partnership in a highly matrixed environment. The CAO plays a critical role in advancing UMGC's Innovation Forward agenda and Strategic Plan, ensuring academic strategy evolves in step with institutional priorities, emerging technologies, and the changing needs of adult learners and employers.

Through this role, the CAO ensures UMGC's academic enterprise remains trusted, differentiated, and future-ready, combining rigor with relevance, scale with quality, and innovation with integrity. The successful candidate will bring an incessant passion and experience in challenging the status quo, leading change in education, and embracing new technologies in order to improve learner experiences.

Relocation to the Maryland / DC /Northern Virginia metro area is required. Upon relocation, this position operates in a hybrid model with three (3) days per week on-site.

Essential Duties & Responsibilities

Academic Product Strategy, Portfolio Stewardship and Enterprise Transformation

- Own and execute UMGC's academic product strategy and portfolio, including undergraduate, graduate, credential, and non-degree offerings that prioritize learner outcomes, skills attainment and workforce relevance in alignment with UMGC's strategic plan and Innovation Forward goals
- Lead the Schools as academic product portfolios, ensuring each portfolio has clear academic intent, outcomes, differentiation, and sustainability
- Partner with other senior level colleagues to drive key institutional metrics including student success, satisfaction, persistence, retention and graduation
- Lead the evolution toward coherent, stackable learning pathways that support lifelong learning
- Align academic offerings with labor-market data, employer needs, and industry-validated skills
- Establish decision frameworks for program approval, evolution, prioritization, investment, and sunsetting, grounded in academic quality, learner outcomes, workforce relevance, and mission alignment

- Hold accountability for academic product health at the portfolio level, partnering with the Center Institutional Effectiveness, Marketing, Learner Lifecycle Success, Global Military Operations, Global Workforce Partnerships, Experience Strategy & Design, Product Management, and Analytics teams to monitor quality, outcomes, relevance, and long-term viability
- Establish a curriculum performance framework using analytics and assessment to drive improvement Leadership of Schools
- Lead and develop Portfolio VPs/Deans as academic portfolio leaders, accountable for the performance, relevance, and integrity of their respective product portfolios
- Ensure clarity of roles, decision rights, and accountability across the academic organization within a matrixed operating model
- Enable cross-portfolio alignment while preserving appropriate disciplinary depth, innovation, and differentiation
- Foster a culture of evidence-based decision-making, continuous improvement, and shared ownership of learner outcomes

Academic Quality, Integrity & Accreditation

- Serve as UMGC's chief steward of academic quality, rigor, and integrity across all learning models and modalities
- Define and govern the University's academic quality framework, including learning outcomes, assessment expectations, curricular standards, and academic policies
- Serve as executive lead for institutional and specialized accreditation, compliance, academic reporting, and regulatory alignment with regional, professional, and governmental bodies
- Maintain rigorous compliance with accreditation standards and regulatory requirements, upholding transparency, integrity, and public trust while also appropriately continuing to advocate in the best interest of our learners
- Provide executive oversight to ensure positioning of the Registrar as a strategic enabler of learner mobility and progression, ensuring that academic policies, credit practices, and supporting systems minimize friction and accelerate learner advancement
- Leads registrar operations that effectively support transfer pathways, prior learning assessments (PLA), stackable credentials, and lifelong learning, while aligning with modern academic models

Faculty Excellence & Academic Leadership

- Establish the vision, expectations, and governance structures that support faculty excellence in a centrally designed, technology-enabled academic environment
- Advance faculty development, evaluation, and engagement models aligned to evidence-based teaching, learner success, and modern instructional practices embracing the role of human-centered AI
- Champion faculty as essential academic partners responsible for teaching quality, disciplinary expertise, assessment integrity, and learner engagement
- Lead a team of subject matter experts including portfolio VPs, portfolio directors and collegiate faculty in defining, teaching and evaluating the knowledge, skills, abilities, and dispositions needed to transform learners' lives

Workforce Alignment & Academic Outcomes

- Interpret workforce trends, employer expectations, and labor market insights to inform academic priorities, learning outcomes, and credential intent, in partnership with the CLESO and Global Workforce Solutions
- Define skills, competencies, and credentials to ensure UMGC offerings remain relevant, credible, and valuable in evolving labor markets
- Hold accountability for ensuring UMGC credentials represent clear academic and professional value without prescribing learning experience design or delivery mechanisms
- Ensure workforce relevance in partnership with the Global Workforce Solutions team and by engaging employers through advisory boards

Learning Innovation - Academic Direction & Authorization

- Champion responsible integration of AI across curriculum, instruction, assessment, and support.
- Establish academic guardrails, success criteria, and evaluation standards for new learning models, assessment approaches, and the responsible use of emerging technologies, including AI
- Evaluate and authorize academic innovations for scale based on evidence, outcomes, and academic integrity

- Partner with Marketing and Learning Product Development leaders to ensure academic intent is translated into execution through defined governance, handoffs, and accountability structures

Enterprise Leadership & Collaboration

- Serve as a senior member of the executive leadership team, contributing to institutional strategy, transformation, and long-term sustainability
- Collaborate as an equal partner with student-facing leaders to co-own learner success outcomes.
- Collaborate closely with Marketing, Experience Strategy, Learning Product Development, Learner Enrollment, Learner Lifecycle Success, Global Workforce Solutions, Institutional Effectiveness, and Technology leaders to support the full learner lifecycle
- Represent UMGC as a national leader in next-generation public higher education, contributing to policy, accreditation evolution, and sector-wide innovation

Required education & experience: A demonstrated track record of achieving results and getting things done; an earned terminal degree (Ph.D., Ed.D., or equivalent) from a regionally accredited institution of higher learning; at least 10 years of senior academic leadership experience; success with national, nontraditional, adult-serving, innovation-oriented organizations delivering through online and hybrid models; demonstrated success in stewarding academic quality, accreditation, faculty leadership, and portfolio-level academic decision-making; data-informed leader comfortable using performance, outcomes, and product management to guide academic strategy; as well as evidence of challenging status quo and expanding beyond typical practices in previous roles.

Preferred experience: Demonstrated success leading large-scale academic transformation; operating within product-oriented or skills-based and outcomes-driven academic learning models; leadership in AI-enabled learning or academic operations; operating effectively in matrixed organizations with shared accountability; oversight of accreditation, curriculum governance, and registrar functions; and strong fluency in learning outcomes assessment, academic governance, and compliance in online or hybrid environments.

All submissions should include a cover letter and resume.

The University of Maryland Global Campus (UMGC) is an equal opportunity employer and complies with all applicable federal and state laws regarding nondiscrimination. UMGC is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex,

sexual orientation, gender identity, gender expression, disability, religion, ancestry, political affiliation or veteran status in employment, educational programs and activities, and admissions.

Workplace Accommodations:

The University of Maryland Global Campus Global Campus (UMGC) is committed to creating and maintaining a welcoming and inclusive working environment for people of all abilities. UMGC is dedicated to the principle that no qualified individual with a disability shall, based on disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of the University, or be subjected to discrimination. For information about UMGC's Reasonable Workplace Accommodation Policy or to request an accommodation, applicants/candidates can contact Employee Accommodations via email at employee-accommodations@umgc.edu.

Benefits Package Highlights:

- **Generous Time Off:** Enjoy 22 days of paid vacation, 15 days of sick leave, 3 personal days, and 15 paid holidays (16 during general election years). **For part-time employees, time off rates will be prorated based on the number of hours worked.**
- **Comprehensive Health Coverage:** Access to health care, medical with vision, dental, and prescription plans for both individuals and families, effective from the 1st of the month following your hire date.
- **Insurance Options:** Term Life Insurance, Accidental Death and Dismemberment Insurance, and Long-Term Disability (LTD) Insurance. **Part-time employees working less than 0.5 FTE are not eligible for LTD.**
- **Flexible Spending Accounts:** Available for medical and dependent care expenses.
- **Retirement Plans:** Choose between the Optional Retirement Program (ORP) or the Maryland State Retirement and Pension System (MSRPS).
- **Supplemental Retirement Plans:** include 401(k), 403(b), 457(b), and various Roth options. The university does not provide matching funds.
- **Tuition Remission:** Immediate availability for Regular Exempt Staff. Spouses and dependent children are eligible for undergraduate tuition remission after two years of service. **NOTE: For part-time employees (at least 50 percent of the time), tuition remission benefits are prorated.**

Hiring Range:

$325,000.00 - $345,000.00
University of Maryland University College actively subscribes to a policy of equal employment opportunity, and will not discriminate against any employee or applicant because of race, religion, color, creed, gender, marital status, age, national origin, political affiliation, mental or physical disability, veterans status or sexual orientation.