



**University of Massachusetts Lowell**  
**Dean, Francis College of Engineering**  
**Lowell, MA**

The University of Massachusetts Lowell (“UMass Lowell”) seeks a visionary, collaborative, and inspirational leader for the position of Dean of the Francis College of Engineering (“FCOE” or “the College”). As one of the top 100 public universities in the country with deep and mutually reinforcing ties to the technological and cultural nexus of Greater Boston, UMass Lowell has enjoyed dramatic growth in student applications, research funding, and private giving over the past eight years.

Located just 30 miles north of Boston, UMass Lowell has a proud history of providing education in a variety of fields to qualified first-generation college students and working closely with industry to contribute to the economic health of the region. UMass Lowell has seen advancements in nearly every institutional metric in recent years, including a 20 percent increase in its six-year graduation rate and over a ten percent increase in enrollment of both undergraduate and graduate students of color.

It is a propitious time to join the UMass Lowell community. For nearly two decades, the University has steadily increased its research collaborations with industry, government agencies, and non-profit organizations. With a research enterprise now approaching \$120 million annually, the University is poised to achieve Research 1 (R1) status by the Carnegie Classification of Institutions of Higher Education, further cementing UMass Lowell’s reputation as one of the nation’s top research universities. Additionally, the University is working with the City of Lowell to dramatically scale up its base of corporate partnerships. The Lowell Innovation Network Corridor (LINC) is at the heart of an economic transformation underway in Lowell and will support the needs of companies seeking to relocate to the city to work alongside university faculty, researchers, and students. The project is already supported by companies in robotics, engineering, biotech, technology, and cybersecurity.

The incoming Dean of FCOE is well-positioned to continue to build on the University’s successes. In an effort to increase FCOE’s reach and impact, this individual will work to increase student enrollment, further develop its research reputation, and strengthen the school’s financial position through fundraising and diversifying revenue streams.

The Dean will be a collaborative leader with experience working in complex, multidisciplinary environments. They will be a visionary, institutional thinker who understands the importance of delivering a high-quality engineering education to the students UMass Lowell serves. They will use their professional

and administrative expertise to identify and pursue innovations in teaching, research, and application, and ensure that FCOE's priorities align with the goals of the broader campus. To be successful, the Dean will address the following opportunities and challenges, outlined in greater detail on page six of this document:

- *Design and advance a bold vision and strategic plan to further the Francis College of Engineering's local and regional reach and impact.*
- *Develop a robust resource infrastructure that will allow the College to achieve its ambitious objectives.*
- *Further the integration between the College and the broader UMass Lowell community to enhance its visibility and collaborative research and teaching efforts.*
- *Grow and strengthen the FCOE community.*
- *Recruit, retain, unify, and inspire a talented and committed faculty and staff.*
- *Serve as a visible leader and passionate advocate for the Francis College of Engineering across campus and externally to industry partners and other key stakeholders.*

Isaacson, Miller, a national executive search firm, has been retained to assist the search committee and university in this recruitment. Confidential applications, inquiries, and nominations should be directed to the search firm as indicated at the end of this document.

## UNIVERSITY OF MASSACHUSETTS LOWELL

Clustered along the Merrimack River in the heart of Lowell, the birthplace of the American Industrial Revolution, UMass Lowell anchors a remarkably diverse city. The Lowell Campus, which in 2020 celebrated the 125<sup>th</sup> anniversary of the founding of its predecessor institutions, Lowell State College (1894) and Lowell Technological Institute (1895), continues to receive new honors and accolades.

Ranked No. 84 among national public universities by *US News & World Report*, UMass Lowell has nearly 18,000 students and over 600 full-time faculty in five colleges that offer 127 undergraduate, 47 master's, 30 doctoral degree programs, and numerous certificates in business, education, engineering, fine arts, health, humanities, sciences, and social sciences. Programs are accredited at the highest levels and incorporate vigorous hands-on learning and personalized attention. UMass Lowell is a leader in experiential learning, offering opportunities for students to work closely with businesses through various co-op programs involving more than 200 employers and industry partners, in addition to service learning and research. The University's growing popularity and distinctive focus on learning through experience continue to make it a university on the rise.

The University also offers highly successful, nationally recognized online education programs. *US News* ranked UMass Lowell's online graduate programs among the best in the nation in criminal justice (No. 2), education (No. 10), and business (No. 31), and among the most affordable. UMass Lowell's online bachelor's degrees were also highly rated in New England and ranked 30<sup>th</sup> nationally among the 200-plus public and private programs ranked. As total enrollment has increased—16 percent in the past decade—so have the academic qualifications of UMass Lowell students, with a combined SAT of 1236 and a 3.66 average GPA for incoming freshmen and more than 2,000 students in the Honors College.

UMass Lowell has built a reputation for offering affordable, experience-based undergraduate and graduate academic programs to a highly diverse student population. The University is recognized as a Minority-Serving Institution by the U.S. Department of Education, with approximately 44 percent of undergraduates and 30 percent of graduate students identifying as racially and ethnically diverse. 45 percent of UMass Lowell students are the first in their families to attend college. The University's commitment to financial aid and accessibility has increased over time, as has its student support systems and programs, such as the [River Hawk Scholars Academy](#) (RHSA), which promotes academic success and fosters active campus engagement for UMass Lowell students who identify as first-generation college students. Independent sources such as Georgetown University's College Scorecard and Payscale.com have recognized UMass Lowell for providing among the best returns on investment in New England.

### ***University Leadership***

#### *Julie Chen, Chancellor*

Chancellor Chen assumed her role on July 1, 2022, after having served for 13 years as the university's head of research and later economic development and a total of 25 years as a UML faculty member and university leader.

Chancellor Chen has organized and significantly grown UMass Lowell's research enterprise, leading its transition to an emerging Research 1 university. Through close ties with business and community partners, she has helped create opportunities for paid co-ops and internships, expanded [core research facilities](#), and collaborated on projects like the [Raytheon-UMass Lowell Research Institute](#) with Raytheon Technologies and [HEROES at UMass Lowell](#) with the US Army. Central to Chancellor Chen's vision for the university's future is propelling UMass Lowell's growing national reputation as an inclusive, vibrant, public, top-tier research university in a [Gateway City](#).

Chen received her Ph.D., Master of Science, and Bachelor of Science degrees from the Massachusetts Institute of Technology in mechanical engineering. Chen joined the UMass Lowell faculty in 1997 after six years as an assistant professor at Boston University. She spent 2002-2004 in Washington, DC, as director for the Materials Processing and Manufacturing as well as the Nanomanufacturing programs at the National Science Foundation. Chancellor Chen is a recipient of the U.S. Army Public Service Commendation Medal – the Army's fourth-highest civilian honor – in recognition of her leadership in developing the innovation ecosystem.

#### *Joseph Hartman, Provost & Vice Chancellor for Academic & Student Affairs*

Joseph C. Hartman was appointed Provost and Vice Chancellor for Academic Affairs in June 2019. Prior to that time, he served as Dean of the Francis College of Engineering, where he oversaw growth in hiring full-time faculty, increased research expenditures, and new degree programs. Provost Hartman has led the institution through a successful reaccreditation process and is currently overseeing the implementation of the institution's strategic plan.

An industrial and systems engineer by training, Hartman's research in applied operations research and engineering economics has been funded by agencies such as the National Science Foundation, including the CAREER Award, and the Office of Naval Research, along with numerous companies. He is a fellow of the Institute of Industrial and Systems Engineers, for which he also served as President from 2016-19.

Hartman previously served as professor and chair of Industrial and Systems Engineering at the University of Florida from 2007 through 2013. He served in a similar capacity at Lehigh University in Bethlehem, Pennsylvania, where he also held the George N. Kledaras '87 Endowed Chair. Hartman received his BS in General Engineering from the University of Illinois at Urbana-Champaign and his MS and PhD in Industrial and Systems Engineering from the Georgia Institute of Technology.

### ***Faculty and Research***

UMass Lowell's 600 full-time faculty teach in five colleges and schools that offer 127 undergraduate, 47 master's, and 30 doctoral degree programs. UMass Lowell faculty members are internationally respected researchers and scholars. They address challenges ranging from the need for clean and sustainable energy to developing the next generation of medical technologies. They investigate a wide range of topics, from diversity in the workplace to the environmental implications of the increase in childhood asthma. UMass Lowell researchers collaborate between departments and schools and enjoy a history of substantive partnerships with corporations and research institutes. They have projects funded by the National Science Foundation, the National Institute of Occupational Safety and Health, the Department of Defense, the Department of Education, and many other granting agencies. UMass Lowell is one of only 25 universities in the country with a nuclear reactor on its campus (1-Mega-Watt), affording faculty the rare opportunity to investigate advanced reactor technologies and materials that will make nuclear energy cleaner and safer. The University is making strides to become a thought leader across and between disciplines and is focused on building Centers of Excellence at the confluence of multiple fields of study in engineering, science, health professions, and business. UMass Lowell has total annual research expenditures exceeding \$111 million.

### ***Location and Campus***

Lowell is a 40-minute commuter rail ride from Boston. As the birthplace of Jack Kerouac and the American Industrial Revolution, Lowell's history is evident in the city. Former mill buildings and cobblestone streets add charm to a bustling downtown that is steps away from the UMass Lowell campus and boasts a thriving arts scene, a population rich in cultural diversity, and a flair for festivals. The Merrimack River winds through the city center, and more than 1,000 acres of nearby state forests offer opportunities for hiking, biking, and cross-country skiing. UMass Lowell enjoys a close and mutually supportive relationship with the city and is the second-largest employer in the area.

The University has benefited from hundreds of millions of dollars of investments in facilities during the last decade. The physical campus has developed extensively as the University has transitioned to a vibrant traditional residential campus. Since 2009, 19 buildings have been constructed, acquired, redeveloped, or fully renovated. The [UMass Lowell Innovation Hub](#), located in Lowell's Canal District, focuses on linking start-up innovators and entrepreneurs with the research development, business mentoring, and financial resources needed to develop a new venture in the greater Merrimack Valley. UMass Lowell is the top-rated campus in Massachusetts for sustainability, according to the Association for the Advancement of Sustainability in Higher Education.

### ***Lowell Innovation Network Corridor (LINC)***

The [Lowell Innovation Network Corridor](#) (LINC) is a public-private venture that plans to add over 1 million square feet of new lab and office space, hundreds of units of housing, new retail and entertainment

venues and thousands of jobs to the Lowell community. The ambitious plan promises to propel downtown Lowell into a bustling center of cutting-edge businesses and updated amenities for an expanded workforce. The \$800 million-plus project is being spearheaded by UMass Lowell, the UMass Building Authority, and the city of Lowell, with significant support from Governor Maura Healey's administration and the federal delegation. Private developers, GMH Communities and Wexford, are partnering with the University on the development and have committed to investing approximately \$600 million.

The LINC project is expected to generate over \$3.7 billion in economic activity and create 2,000 permanent jobs over the next decade. It will also create 1,300 construction jobs and result in nearly 500 units of new rental housing in Lowell and a new student residence hall. It will also create several million dollars in new annual property tax revenues for the city. A cornerstone of the LINC development will be two new commercial buildings on UMass Lowell's East Campus, one of which will be the future home of Draper Laboratory's microelectronics division (700 employees).

### ***Francis College of Engineering***

The Francis College of Engineering is named after James B. Francis, a hydraulic engineer who began his career in Lowell during the Industrial Revolution. The College is home to nearly 120 full-time faculty members and 20 research centers and labs and is fully accredited by the Accreditation Board for Engineering and Technology (ABET). The College is ranked No. 102 by *U.S. News & World Report*.

The FCOE has a particularly strong reputation regionally, and proudly continues its century-long tradition of providing students with a hands-on education through its close ties to industry. The College currently enrolls about 3,200 undergraduate, graduate, and doctoral students in six academic departments. Industry partnerships are maintained through interdisciplinary research centers, an industrial advisory board, and growing co-op internship programs.

## **ROLE OF THE DEAN**

Reporting to the Provost, the Dean is the principal academic and administrative officer for FCOE and is responsible for the quality of academic programs, both graduate and undergraduate, and for managing the fiscal resources, human resources, and the physical facilities of the College. Externally, the Dean is expected to build partnerships with alumni and the community across the Merrimack Valley region and seek supplemental support for both new and existing programs and professional development. In addition to leading 120 full-time faculty members, the Dean has a number of direct reports, including the College's six department chairs, two associate deans, and senior administrative staff.

## **KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN**

The Francis College of Engineering seeks an individual capable of meeting a pivotal moment at UMass Lowell through innovative, visionary, and collaborative leadership. The next Dean will address several opportunities and challenges, including:

***Design and advance a bold vision and strategic plan to further the Francis College of Engineering's local and regional reach and impact***

The incoming Dean will be charged with developing a compelling vision and strategy for the College that aligns with the University's [2028 Strategic Plan](#). Working closely with faculty, administration, staff, students, and other key stakeholders, the Dean will develop a list of strategic priorities in service to the students UMass Lowell serves, the Lowell community, the greater Boston area, and beyond. The vision will celebrate the accomplishments of the past and inspire the future.

The College has a solid foundation and a strong and committed team at the administrative, faculty, and staff levels. Still, ample opportunity remains for the Dean to engage the College in its efforts toward enrollment growth, student success, and the professional development of faculty and staff. The Dean will be instrumental in advancing existing initiatives while collaborating with college-wide stakeholders to identify clear and attainable priorities for its future.

***Develop a robust resource infrastructure that will allow the College to achieve its ambitious objectives***

As UMass Lowell reaches new heights through increased partnership opportunities, and by achieving Research 1 status in the future, FCOE must continue on its own positive trajectory under the leadership of an ambitious new dean. The Dean will need to address FCOE's strategic investments while diligently managing complex financial realities. It will be the responsibility of the incoming Dean to use their financial acumen to manage and grow resources to ensure FCOE has a healthy and promising future. As the external face of the College, the incoming Dean will work to develop and enhance relationships with external stakeholders, philanthropic sources, government officials, industry partners, and others who can help serve the needs of the College's community.

***Further integrate the College with the broader UMass Lowell community to enhance its visibility through collaborative research and teaching efforts***

The Francis College of Engineering strives for the highest standards of academic and educational rigor. To support interdisciplinary and collaborative research across campus, the Dean will strengthen the integration between FCOE and the broader UMass Lowell community to build courses, encourage scholarship, and deepen collaborations between the College and the other academic units on campus. By sponsoring innovation labs, fellowships, public presentations, course material, and convenings, the Dean will strengthen and promote connection among scholars in areas such as the arts, humanities, artificial intelligence, sciences, and business, while producing and sharing important discoveries with the greater UMass Lowell community.

***Grow and strengthen the FCOE community***

The Dean plays a key role in promoting the College's commitment to equity for all members of the FCOE community and in its engagement with external constituents. The Dean will allocate resources, support initiatives, and further programs that create opportunities for growth and success for people of all social

and economic backgrounds, and nurture the unique contributions from across the FCOE community. In addition to working toward the College's stated goal of increasing enrollment, the Dean will also promote FCOE's ongoing efforts to recruit and retain talented faculty and staff who bring different experiences, backgrounds, and perspectives and can teach and support our global student population. It will be an ongoing process to proactively promote a positive and healthy climate within FCOE, and the Dean will encourage active dialogue and engagement around ways the College can further become a welcoming and inclusive community for all.

***Recruit, retain, unify, and inspire a talented and committed faculty and staff***

The Francis College of Engineering's committed faculty and staff are indispensable to its mission. As the University further develops its reputation nationally, the incoming Dean of FCOE will oversee the recruitment and retention of talent committed to propelling FCOE into its own bright future.

The incoming Dean must display exceptional interpersonal and management skills and will be an accessible and visible leader. They will inspire loyalty and dedication to FCOE, boosting morale and community engagement for faculty and staff at all levels. This individual will be committed to ensuring a healthy workplace environment and will have experience mentoring, managing conflict, and recognizing and rewarding employees for outstanding performance. This individual will also need to be prepared to lead in a unionized environment. The Dean will seek to create more transparency and equity within FCOE, examining what drives faculty and staff satisfaction, including but not limited to compensation; increasing efficiencies while limiting burnout; investing in professional development opportunities, advancing diversity, equity, and inclusion efforts; and other key policies and procedures.

***Serve as a visible leader and passionate advocate for FCOE across campus and externally to industry partners and other key stakeholders***

The Dean is the face of the Francis College of Engineering and carries its message. They will be a vocal defender of the power of higher education broadly while also serving as the lead ambassador and champion for FCOE to current and potential students, their families, the Lowell and Greater Boston area communities, alumni, and other key stakeholders. To succeed in this work, this individual must be a visible presence to faculty, staff, and students across the UMass Lowell campus. Externally, the next Dean will build coalitions and ally with key industry stakeholders in STEM, particularly those currently and prospectively involved with the LINC project, to encourage collaborations that will lead to internships, co-ops, research, and philanthropic success. A strong foundation is already in place to ensure the incoming Dean's success, and it will be their responsibility to harness Lowell's talent-rich environment to lead the College into an exciting and prosperous future.

## **QUALIFICATIONS AND EXPERIENCE**

The Dean will exemplify the qualities and characteristics expected of a highly visible leader and respected educator. The ideal candidate should have a record that includes experience in senior administrative roles. The candidate will ideally have familiarity working with accrediting bodies, including ABET. The candidate



must have experience managing complex operations, teams, and budgets. In addition, the incoming Dean will also display the following qualities and characteristics:

**Strong listening and communication skills:** The candidate must demonstrate an ability to understand and engage various stakeholders, including faculty, staff, students, prospective students, alumni, and upper administration.

**Ability to work well with others:** The candidate should be highly collaborative and should excel at engaging in teamwork, working with diverse groups, and fostering a sense of community. This includes nurturing faculty, staff, and student relationships to create cohesive, effective groups. The candidate should be empathetic, personable, and affable.

**Leadership:** The candidate must have the ability to exercise strong leadership and data-informed decisions in different situations. The candidate must be able to articulate and work toward a strategic vision on behalf of FCOE.

**Honesty and integrity:** The candidate must have an honest character, which is vital for establishing trust and transparency and fostering a positive working and learning environment.

**Adaptability and flexibility:** The candidate must demonstrate an ability to adjust to changing circumstances and new ideas in both engineering and higher education more broadly. They will be excited to navigate and capitalize on the transition to a Research 1 institution.

An earned doctorate or equivalent terminal degree and a record of scholarship, research, and teaching suitable for appointment as a full professor is strongly preferred.

## COMPENSATION

A competitive compensation package and suite of benefits will be offered to the selected candidate.

## TO APPLY

Confidential inquiries, nominations, referrals, and applications with CVs and cover letters are being accepted for the position and should be sent electronically in confidence to:

Pam Pezzoli, Partner

Micah Pierce, Partner

Rafa Escobedo, Senior Associate

Melissa Barravecchio, Senior Search Coordinator

Isaacson, Miller

<https://www.imsearch.com/open-searches/university-massachusetts-lowell-francis-college-engineering/dean>

*The University of Massachusetts Lowell is an Affirmative Action/Equal Opportunity employer.*

*Women and members of minority groups are encouraged to apply.*