



## Opportunity and Challenge Profile

*Search for the Director, Center for Biotechnology Innovation and Training  
University of Washington Bothell  
Bothell, Washington*

The University of Washington Bothell (UW Bothell) seeks an innovative, collaborative, and visionary leader to serve as the inaugural director of the Center for Biotechnology Innovation and Training (CBIT). CBIT, administered under the School of Science, Technology, Engineering & Mathematics (STEM), will be a new partnership between UW Bothell and local biotech, medical device, and other life science sectors in the region. It will serve to develop a future workforce of UW Bothell graduates with a high level of training specifically tailored to the biotech industry.

The University of Washington (UW) is one of the oldest state-supported higher education institutions on the Pacific coast. In 1990, the Washington State legislature established two new UW regional campuses in the cities of Tacoma and Bothell, south and northeast of Seattle, respectively, to broaden access to higher education for the state's place-bound residents. Located in the heart of the Puget Sound region, the University of Washington Bothell is in the center of the Pacific Northwest's extensive, vibrant, and booming high-technology corridor and economic region. The campus offers more than fifty undergraduate and graduate degrees, with a current enrollment of nearly 6,000 students.

There is a high density of biotechnology firms in the Bothell-Woodinville corridor, and this density is expected to increase. The higher education sector in Washington has yet to be able to keep pace with the growth, leading to a significant shortage of industry-ready employees to support these companies. CBIT will address the biotech industry's needs in biomedical device engineering and manufacturing, medicine, equity in public health, diversity of designers, disease outbreak prevention/preparedness in the post-COVID era, and environmental impacts.

CBIT's inaugural Director will be an indispensable catalyst for developing the Bothell community's workforce. By increasing awareness of biotechnology on campus and collaborating with key stakeholders, this individual will oversee the recruitment of students, including those from underrepresented groups, into curriculum and research training, paid internships, and ultimately career placement. They will be responsible for providing students with cutting-edge and real-world learning experiences through hands-on industry collaborations and professional development. The incoming director will be responsible for

procuring grant funding to support CBIT's critical mission while managing a staff and budget consistent with campus policies and provisions.

A complete list of the desired qualifications and characteristics can be found at the conclusion of this document, which was produced with the support of Isaacson, Miller, a national executive search firm.

### **The Center for Biotechnology Innovation and Training**

With industry and federal support as part of the 2022 omnibus appropriations bill, the University of Washington Bothell has launched its latest initiative: the Center for Biotechnology Innovation and Training (CBIT), housed in the School of STEM. The CBIT serves to increase the number of biotechnology-trained UW Bothell graduates for the growing biotechnology industry in Bothell and the greater Puget Sound region. The new research and education center is poised to:

- Provide a diverse, trained, skilled workforce to support the growing biotechnology industry in Bothell and the greater Puget Sound region;
- Facilitate cutting-edge biotechnology research for faculty and students in collaboration with industry;
- Work with a variety of public and private partners to foster new opportunities in the biotech field nationally.

CBIT will house a university-wide multidisciplinary core of UW Bothell faculty with expertise in multiple areas of biotechnology, including but not limited to chemistry, biology, engineering, physics, computer science, health studies, environmental sciences, business, and policy studies. Affiliate faculty from outside UW Bothell, especially from the local biotech industry, will become an integral part of the teaching and training core. UW Bothell students, including those traditionally underrepresented in STEM, will receive specialized hands-on training in biotechnology skillsets required by regional and national industries for entry-level and advanced jobs.

Further, CBIT will address the needs of the biotech industry in biomedical device engineering and manufacturing, medicine, public health, disease outbreak prevention/preparedness in the post-COVID era, and environmental impacts. Large-scale, long-term funding from the National Science Foundation, National Institutes of Health, and others explicitly support science and technology centers aimed at education and training within the framework of innovative research. With recent Presidential initiatives related to biotechnology and clean energy, and the creation of the NSF's new Technology and Innovation Partnerships Directorate, the CBIT is poised to leverage these opportunities into addressing critical needs in the biotech industry.

### **The University of Washington**

The University of Washington is globally recognized as one of the top ten universities in the world and number two among U.S. public institutions by *U.S. News & World Report*. With operations on three

campuses, the University is a vital economic engine for the state of Washington and a center for research and scholarship across the globe. The University employs more than 4,000 outstanding faculty members, has an endowment of roughly \$3 billion, boasting a diverse range of academic programs, including a robust health sciences and engineering enterprise. In 2016, the University launched a \$5 billion capital campaign, the largest campaign of any public university and one of the most ambitious campaigns globally. Thanks to the generosity of more than half a million donors, the University of Washington recently closed the books on this historic campaign, raising \$6.3 billion to support scholarships, fellowships, and financial aid for students and to advance the institution's public mission. For more information on the University of Washington, visit [www.uw.edu](http://www.uw.edu).

### **The University of Washington Bothell**

Located in the Seattle metropolitan region, UW Bothell is a predominantly undergraduate institution (PUI) focused on building vibrant regional partnerships, creating and disseminating new knowledge, and preparing students for leadership in the state of Washington and beyond. In 2022, 42% of incoming first-year students and 40% of new incoming transfers were first in their immediate families to earn a four-year degree. Additionally, 29% of incoming first-year students and 29% of new incoming transfer students were eligible for federal Pell Grants.

The UW Bothell campus was established in 1990. Since 2007, UW Bothell has grown to become the largest of the state's five new public university campuses. It houses five academic schools (School of Business, School of Educational Studies, School of Interdisciplinary Arts & Sciences, School of Nursing & Health Studies, and the School of STEM) that offer 55 degrees and programs. UW Bothell provides a variety of services to students including an activities and recreation center, a student diversity center, a veterans' resource center, a student success center, new STEM buildings, and a new 1000-bed student residence hall and dining complex. In addition, students continue their learning outside of the classroom through community-engaged learning with more than 400 off-campus partners; internships with companies, organizations, and agencies across the region, country, and world; and through capstone projects, team-building exercises, and undergraduate research. UW Bothell and UW Seattle share essential resources and functions (including academic human resources, sponsored research, IT, marketing, legal counsel, and faculty senate, among others) but otherwise operate autonomously. For more information on UW Bothell, see Appendix I.

### **The School of STEM**

The School of STEM was approved by the University of Washington Board of Regents in 2013 in response to the need for more STEM graduates to meet the demands of industry in Washington state. UW Bothell combines all STEM fields in one academic area, allowing for cross-disciplinary training and collaborative student-faculty research. Students within the School of STEM have a unique opportunity to engage with faculty doing innovative research in a supportive and collaborative academic setting that allows for interdisciplinary job-relevant training and project-based learning. Since its inception, the School of STEM has been thriving. UW Bothell ranks second in the state of Washington with regard to the number of

Bachelor of Science graduates in computer science. The fastest-growing school at UW Bothell, the School of STEM has over 1,300 students enrolled in STEM disciplines, including Biological Sciences, Computing and Software Systems, Engineering & Mathematics, and Physical Sciences. The School of STEM's vision is to be an indispensable partner in the region, leading in accessible, innovative, and effective education and research to create a diverse workforce that engages ethically and inclusively with our world and society. The Schools' mission is to provide equitable access to exceptional programs that integrate teaching and research to prepare students to solve the problems and confront the challenges facing their communities, the region, the nation, and the world. The School of STEM implements this mission through their CORE values:

**Collaboration** across disciplines and among students, faculty, staff, and community and industry partners,  
**Opportunities** for all students to succeed and become effective critical thinkers,  
**Responsibility** in the development of research and teaching that serve our students and society locally and globally and,  
**Engagement** through challenging and active learning experiences, community outreach, and enriching student-faculty interactions.

The School of STEM is led by Dr. Leslie Cornick, who stepped into the Dean role in July 2020. Dean Cornick is a tireless champion for increasing diversity in STEM; throughout her career, she has developed initiatives to support women and underrepresented students in achieving their potential. Since joining the UW Bothell community, Dr. Cornick has been focusing on enhancing the school's engagement to address the larger community's needs and industry demands, while creating opportunities to support student and faculty success. To that end, she has been instrumental in developing and creating the Center for Biotechnology and Innovation Training.

### **Role of the Director of the Center for Biotechnology and Innovation Training**

Reporting to the Dean of the School of STEM, the Director is responsible for overall leadership of the Center. They will work closely with an advisory board consisting of industry and community partners, faculty, and the Dean of the School of STEM to realize CBIT's aspirations of becoming a self-sufficient and world-class center for research and training. The incoming director will be tasked with the following:

- Procure grant funding to support the CBIT mission;
- Establish partnerships with local industry and community organizations;
- Work in consult with the advisory board;
- Manage the CBIT budget, consistent with university and campus policies and the provisions of the Charter;
- Hire and manage technical and administrative staff in CBIT;
- Review the performance of all employees in CBIT consistent with university employment policies;
- Manage CBIT operations consistent with university and campus policies and local, state, and federal regulations,
- Help School of STEM develop new academic programs through CBIT.

## **Key Opportunities and Challenges for the Director**

UW Bothell seeks an individual capable of meeting this extraordinary moment in biotechnology innovation with visionary leadership. The next Director will address several key opportunities and challenges, including:

### ***Develop and execute an inspiring and strategic vision for CBIT in alignment with the goals outlined in the CBIT Charter***

Working closely with faculty, community partners, industry leaders, the Dean of STEM, and other key stakeholders, and in alignment with the CBIT Charter, the Director will advance a strategic vision for the Center focused on teaching, training, and student success. The vision for CBIT has received support from upper administration and government officials – it will be the responsibility of the Director to develop and implement a strategic plan to deliver on CBIT’s promise to increase the number of biotech-trained UW Bothell graduates for an ever-growing local biotech industry through the development of coursework, certification programs, and the facilitation of mentorship, capstones, and other high-impact practices. The Director will be instrumental in establishing CBIT’s reputation as a world-class training center dedicated to developing an outstanding and diverse workforce in biotechnology.

### ***Establish a solid financial foundation for CBIT through both grant writing and donor fundraising to realize CBIT’s ambitious objectives***

CBIT has ambitious goals of advancing cutting-edge biotechnology research for faculty and students in collaboration with industry while also providing training in biotechnology to enhance the workforce in the Bothell community. To achieve these objectives, the incoming Director will have a strong financial acumen and understanding of the complex nuances and differences between obtaining funding through industry and academia. The Director will ensure that CBIT is well poised for financial success and sustainability in the years ahead by securing grants and developing relationships with new and existing donors to support the work of the Center.

### ***Recruit, develop, and inspire a world-class team***

CBIT’s faculty and staff will be indispensable to its mission. The inaugural Director will assemble a talented and dedicated team inclusive of UW faculty with an entrepreneurial and innovative spirit. This individual will support their team as they continue to drive the success and impact of a 21<sup>st</sup>-century, world-class STEM education and training center. The Director will understand what drives faculty and staff satisfaction, including but not limited to compensation, increasing efficiencies while limiting burnout, and advancing diversity, equity, inclusion, community, and belonging efforts. This individual will also encourage professional growth and development opportunities for staff at all levels. In doing so, the Director will be committed to ensuring a healthy workplace environment and will have experience managing conflicts, mentoring, and recognizing and rewarding staff for outstanding performance.

***Develop and maintain partnerships with UW Bothell, industry partners, donors, and other key stakeholders to advance CBIT's reach and impact in the Puget Sound region and beyond***

The CBIT Director will increase general awareness of biotechnology on campus. Moreover, the Director will ensure the engagement of local industry and community partners through collaborative teaching and research. By clearly articulating CBIT's mission, successes, and goals, the Director will be instrumental in expanding the Center's reach and impact as a community leader in biotechnology research and training by serving as the external face of the Center, meeting with local and community leaders, donors, and other key stakeholders, both internally and externally, regularly. This individual will serve as the most visible and vocal advocate for CBIT and will compellingly promote the vital role CBIT plays in the community.

***Foster a culture that promotes and celebrates diversity, equity, and inclusion efforts within CBIT***

An inclusive culture is a core value at UW Bothell. The CBIT Director will oversee the recruitment of students from underrepresented groups into curriculum and research training and ultimately, into directed paid internships and career placement. Efforts will also focus on retention with Office of DEI-informed best practices and strategies formulated in collaboration with industry. A team of diverse faculty from UW Bothell and industry will teach the curriculum and provide training. Funding has been allocated for the Office of Diversity, Equity & Inclusion to support their campus-level programming; CBIT faculty, staff, and students will participate in that programming. By bringing an awareness of and critical consciousness to inequities within higher education, the incoming Director will work to break down barriers to success to foster a diverse and inclusive learning environment where students want to learn, and faculty and staff want to teach and work.

**Qualifications and Characteristics**

This position calls for a leader with strategic vision, an innovative mindset, skills in DEI best practices, and an entrepreneurial spirit. They will have the ability to lead through collaboration. The successful candidate will bring a record of leadership, experience in biotechnology, a proven record of fundraising, and other professional achievements in the STEM disciplines. The Director will possess many of the following qualities and characteristics:

- 5+ years of work experience in the field of biotechnology required; 8+ years preferred;
- Degree requirement: Advanced degree; PhD, MBA, JD, or other appropriate terminal degree preferred;
- A firm understanding of and commitment to the vision and mission of CBIT;
- Demonstrated experience managing teams that include faculty and staff;
- Experience developing partnerships with stakeholders in academia and industry;
- Experience writing and successfully obtaining funding on proposals to research-funding agencies
- Exceptional written and oral communication skills;

- Evidence of a commitment to and aptitude for diversity, equity, and inclusion.

### **Location and Salary**

Bothell, Washington (pop. 46,657) is located just under twenty miles northeast of Seattle, a major coastal seaport and the seat of King County, Washington. It is located five miles from Woodinville wine country, a region with more than 80 award-winning wineries, and six miles from St. Edwards State Park, a 316-acre day-use park with 3,000 feet of freshwater shoreline on Lake Washington. The University is proximal to companies both large and small, including Phillips US, Google, Microsoft, Costco, T-Mobile, REI, and Boeing; Amazon's presence in Bellevue, just twelve miles away from campus, is equivalent to the company's headquarters in VA. To learn more about Bothell, see <http://www.explorebothell.com>.

The salary range for this position is \$16,000 - \$17,000 -per month, commensurate with the successful candidate's experience. UW Bothell values the contribution each team member brings to the organization. Final determination of a successful candidate's starting pay will vary based on a number of factors, including, but not limited to education and experience within the job or the industry. UW Bothell provides a competitive compensation package that recognizes experience, credentials, and education alongside a robust benefits program to meet candidate needs.

As a UW employee, you will enjoy generous benefits and work/life programs. For detailed information on benefits for this position click [here](#).

### **Applications, Inquiries, and Nominations**

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search [using this link](#). Finalist candidates must apply via the University of Washington website. Electronic submission of materials is required.

ISAACSON, MILLER  
[imsearch.com](http://imsearch.com)

Joe Kralick, Rafa Escobedo, and Julia Hochner  
Isaacson, Miller  
1000 Sansome Street, Suite 300  
San Francisco, CA 94111  
Phone: 415.655.4900

### *Equal Employment Opportunity Statement*

The University of Washington is an affirmative action and equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex, sexual orientation, marital status, pregnancy, genetic information, gender identity or expression, age, disability, or protected veteran status.

*Commitment to Diversity*

The University of Washington is committed to building diversity among its faculty, librarian, staff and student communities, and articulates that commitment in the UW Diversity Blueprint (<http://www.washington.edu/diversity/diversity-blueprint/>). Additionally, the University's Faculty Code recognizes faculty efforts in research, teaching, and/or service that address diversity and equal opportunity as important contributions to a faculty member's academic profile and responsibilities.



## Appendix I: About UW Bothell

*“UW Bothell holds the student-faculty relationship to be paramount. We provide access to excellence in higher education through innovative and creative curricula, interdisciplinary teaching and research, and a dynamic community of multicultural learning.”*

*– Mission Statement, University of Washington Bothell*

The University of Washington Bothell’s identity and signature strength as a PUI lies in its cross-disciplinarity, connected learning, and community engagement. These distinctions are at the heart of UW Bothell and represent the “how” and “why” of the strategic priorities. Since its founding, UW Bothell has emphasized research and teaching that cut across disciplinary boundaries to solve complex problems facing society today. Furthermore, it is committed to creating high-impact relationships between students, staff, and faculty that contribute to innovative teaching and impactful scholarship. Finally, community engagement is core to the university as it advances the collaboration and exchange of knowledge and resources between higher education institutions, the communities in which they reside, and the entire world. For more information on this framework, please see:

<https://www.uwb.edu/academic-affairs>.

In 2020, UW Bothell launched a new strategic plan, “Expanding Access, Achieving Excellence.” Reflecting on UW Bothell’s first thirty years of robust growth and dynamic change, this plan looks towards the future with a focus on strengthening diversity and equity, advancing cross-disciplinary teaching and research, and enhancing community and campus engagement. More information on the strategic plan can be found [here](#).

Today, UW Bothell employs 369 faculty; of these faculty, 144 are tenure-track, 67 are teaching-track, and three are artists-in-residence. Faculty members have terminal degrees from eminent universities across the globe, active research agendas within the context of a PUI, and a well-earned reputation for excellence in teaching. In addition to pursuing impactful research, faculty engage students in funded research projects and sponsor undergraduate students for the highly competitive Mary Gates Research Scholarships.

UW Bothell is also home to over 338 dedicated and exceptional staff members serving in managerial, professional, and classified union positions. The campus maintains a working partnership with many educational institutions, including Cascadia College and other community colleges in the North Puget Sound region. It is offering select programs in the city of Bellevue, a hub for high technology growth, and in the city of Everett, a hub for aerospace manufacturing.

UW Bothell enrolls approximately 6,000 students, including 5,471 undergraduate students and 595 graduate students from around the state and the region. Diversity is a core value of UW Bothell, one of the most racially diverse public university campuses in Washington. In 2022, nearly 40% of incoming first year and transfer students would be the first in their families to earn a four-year degree. Of the

matriculating transfer students, approximately 86% are transferring from a Washington state community college. 28% of incoming first-year students and 32% of incoming transfer students are eligible for federal Pell grants, and more than 400 students are eligible for veteran benefits. Dedicated to serving a diverse group of students, UW Bothell is investing time and resources into building a robust sense of community and is proud of its active Student Diversity Center.

Furthermore, the mission of UW Bothell is reflected in various rankings and accolades. UW Bothell ranks number 1 in the nation for public colleges that provide the greatest return on investment (ROI). Furthermore, the wages of UW Bothell alumni with bachelor's degrees are consistently the second highest in the state among all graduates with comparable degrees from public, four-year institutions. Lastly, in 2018-2019, 64% of undergraduate students and 66% of graduate students graduated debt-free.

UW Bothell has now reached a scale that is sustainable yet agile. It has a defined number of schools and a growing identity in the marketplace, but there is an immense opportunity to capitalize upon the emerging maturation of the institution.