



University of Massachusetts Lowell
Rist Family Dean
Robert J. Manning School of Business

Lowell, MA

THE SEARCH

The University of Massachusetts Lowell (UMass Lowell) seeks a visionary, creative, and inspirational leader for the position of Rist Family Dean of the Robert J. Manning School of Business. 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 research funding, private giving, and student applications over the past eight years.

Located just 30 miles north of Boston, UMass Lowell is a Carnegie Classification High Research University and conducts more than \$95 million in sponsored research annually, in large part due to innovative partnerships with industry, including many of the Boston area's most well-known high-technology companies situated in close proximity to the university's campus. UMass Lowell has a proud history of providing education in a variety of fields to qualified first-generation college students throughout Massachusetts and working closely with industry to contribute to the economic health of the region. The Manning School of Business has been a key driver of UMass Lowell's mission of access and excellence since its formation in 1971, and it is poised for continued strong growth in the numbers and quality of its undergraduate, master's, and doctoral programs.

The dean will join the Manning School at a time of great opportunity. Enrollment has grown, and new faculty clusters are injecting energy and innovation into Manning's culture. The dean will capitalize on this momentum by developing a vision and a focused strategy that will emphasize entrepreneurship and innovation, growth in research, and the expansion of ties to industry and the community.

Reporting to the provost, the dean is the principal academic and administrative officer for the Manning School of Business, which has five academic departments: Management; Marketing, Entrepreneurship, and Innovation; Accounting; Operations and Information Systems; and Finance. The dean will provide

leadership for school-wide efforts in contributing to the advancement of UMass Lowell as an excellent teaching and research institution and a national thought leader across its disciplines, supporting the growth of its doctoral program. Building upon the university's considerable strengths in the sciences, engineering, health professions, and the humanities, the dean will work in close collaboration with other schools and colleges on campus to promote interdisciplinary research and programming. The dean will strengthen external relationships with industry and alumni, work internally to create the best environment to recruit and develop faculty, and partner with existing faculty to continue the school's tradition of producing students who are well prepared for rewarding careers.

Isaacson, Miller, the 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 125th 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. 87 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 135 undergraduate, 50 master's, 28 doctoral degree programs, and 31 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 also were highly rated in New England and ranked 30th 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 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. Approximately 40 percent of UMass

Lowell students are first-generation college students, 40 percent of the undergraduate student body identify as racially and ethnically diverse, as do 30 percent of graduate students. The university's commitment to financial aid and accessibility has increased over time. 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

The Manning School of Business Dean will join UMass Lowell at a crucial moment to accelerate the momentum of [Chancellor Julie Chen](#). Chancellor Chen assumed her new 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. 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 has organized and significantly grown UMass Lowell's research enterprise over the years to the point that the institution is now on the brink of becoming a 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 PhD, Master of Science, and Bachelor of Science degrees from the Massachusetts Institute of Technology in mechanical engineering, where she was a student-athlete and Academic All-American in softball and field hockey. In 2019 she was [awarded an honorary degree from Queens University Belfast](#). She is a recipient of the US 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 of 2019. Prior to that time, he served as dean of UMass Lowell's Francis College of Engineering, where he oversaw a college serving nearly 4,000 students with over 115 full-time faculty.

During his tenure as dean, the college hired 54 full-time faculty; nearly tripled research expenditures; launched new degrees in Biomedical, Environmental, Industrial Engineering, and Engineering Management; established extensive experiential learning opportunities including professional co-op and

interdisciplinary senior design; and increased both the size and diversity of both the student body and faculty.

An industrial and systems engineer by training, Hartman's research and teaching interests are in the areas of engineering economic decision analysis and applied optimization. He has published over 100 scholarly papers with his research funded by agencies such as the National Science Foundation, including the CAREER Award, and the Office of Naval Research, along with numerous companies. He has taught courses in engineering economy, quality management, production logistics, and operations research, and is the author of the textbook "Engineering Economy and the Decision-Making Process." 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. He has also held visiting positions at the University of Edinburgh and the University of Dortmund. A native of the Chicago area, 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 of 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 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 \$95 million.

Location and Campus

Lowell is a 40-minute commuter rail ride from Boston. The birthplace of Jack Kerouac and the American Industrial Revolution, Lowell's history is evident in the city. Former mill buildings and cobblestone streets now 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 of Lowell, Massachusetts, 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 from a commuter school to a more traditional residential campus. Since 2009, 19 buildings have been constructed, acquired and redeveloped, or fully renovated, including the 55,000-square-foot Pulichino Tong Business Center, which was built to house the Manning School of Business and opened in 2017. The UMass Lowell Innovation Hubs – located in both Lowell and Haverhill – focus 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.

ROBERT J. MANNING SCHOOL OF BUSINESS

UMass Lowell has a proud history as a source of talent for companies in the region dating back to the founding of Lowell Textile School in 1895. As the industrial and cultural face of the Greater Boston area changed over time, UMass Lowell adapted skillfully and quickly to address the needs of emerging partners at the local, national, and international levels. It continues to build ever-stronger academic and cultural ties with industry and community partners to provide the greatest opportunity for its students, many of whom are first-generation collegegoers, with the drive and motivation to immediately and directly apply their knowledge to the workforce. The Manning School of Business has been a key driver of UMass Lowell's mission of access and excellence since its formation in 1971, building a reputation for providing an outstanding and practical business education to cultivate the leaders of the future. Its mission is to deliver exceptional teaching, learning, and research experiences in its programs that prepare graduates for the competitive global business environment.

Today, the school is well-positioned to serve as a conduit for collaboration at the key intersection of Greater Boston's and Southern New Hampshire's high-technology corridor. Companies such as Kiva Systems (now Amazon Robotics), Boston Dynamics, Millipore, and Raytheon Technologies – all founded along Boston's high-tech corridor – are representative of the rich technology environment surrounding UMass Lowell; many of these industries are represented on the Manning School's External Advisory Board alongside Boston's distinguished finance cluster and vibrant biotech community. The Manning School's innovative and entrepreneurial faculty are developing joint programs and opportunities with these partners to the benefit of the school, its students, and the greater UMass Lowell community.

The Manning School is AACSB accredited and offers a full suite of programs across five departments including Management; Marketing, Entrepreneurship, and Innovation; Accounting; Operations and Information Systems; and Finance. Both day and evening undergraduate students are offered [BSBA](#)

programs with concentrations in accounting, entrepreneurship, finance, international business, management, management information systems, marketing, and supply chain and operations management. Students enrolled in other colleges at UMass Lowell may also earn a Minor in Business Administration. The school offers five master's programs, a PhD with seven areas of concentration, and five graduate certificates. Master's programs include an MBA, MS in Accounting, MS in Business Analytics, MS in Entrepreneurship, and MS in Finance. UMass Lowell has an extensive and robust online learning program, which was launched in the mid-1990s and today offers one of the largest selections of online credit courses and degrees in New England. Many of the Manning School's courses are offered both in online and in-person formats. The Boston Business Journal recently listed the Manning MBA as the fourth largest program of its sort in Massachusetts. The Manning School also collaborates with *Abitus*, an executive education firm based in Tokyo, Japan, to offer online MBA programs in Japan for Japanese students. The school's efforts in innovation and entrepreneurship are complemented by its commitment to hands-on, real-world learning. In 2011, the Manning School launched its Professional Co-Op Program. It integrates three- and six-month job placements into student curricula to prepare them for their careers and develop connections with industry.

Manning School of Business rankings include (*US News & World Report* rankings):

- #14 in Best Online Master's in Business Programs for Veterans (Excluding MBA)
- #21 in Best Online MBA Programs for Veterans
- #19 in Best Online Bachelor's Programs for Veterans
- #31 in Best Online Master's in Business Programs (Excluding MBA)
- #37 in Best Online MBA Programs
- #30 in Best Online Bachelor's Programs

The Manning School of Business is housed within the Pulichino Tong Business Center, a 55,000-square-foot building erected in 2017. The building features ten technology-enhanced classrooms on the first and second floors and faculty offices on the second, third, and fourth floors. Its state-of-the-art Trading Room is outfitted with 15 Bloomberg terminals, allowing students and faculty to monitor and analyze real-time financial market data and place trades on the electronic trading platform. The building earned a Gold LEED Certification (Leadership in Energy and Environmental Design) in 2017 for energy efficiency, water conservation, and use of sustainable materials in construction and design.

THE ROLE OF THE DEAN

The dean of the Manning School of Business reports to the provost and is a member of the university's academic leadership team. As chief academic and executive officer of the school, the dean is responsible for the quality of academic programs and for managing the fiscal resources, human resources, and the physical facilities of the school. Externally, the dean is expected to build partnerships with alumni and the business community across the Merrimack Valley region and seek supplemental support for both new and

existing programs and professional development. Direct reports to the dean include the school's five department heads, the associate dean for graduate studies and strategic initiatives, the associate dean for undergraduate programs, and a senior administrative staff of seven, while leading nearly 80 full-time faculty.

OPPORTUNITIES AND CHALLENGES

Within the broad responsibilities of the dean's role, several specific opportunities and challenges characterize the issues that are expected to significantly determine success in the coming years. These include the following.

Develop and articulate a vision that distinguishes the Manning School from its regional and national peers and formulate a strategy to achieve that vision.

The dean will join the school at a time of great opportunity. Enrollment has grown and new faculty clusters are injecting energy and innovation into Manning's culture. The greater Boston and New England region's educational hub puts the Manning School in competition with many other business-oriented schools and colleges with various specializations. The dean will capitalize on this momentum and develop both a vision and a focused strategy that will emphasize entrepreneurship and innovation, growth in research, and expand the school's ties to industry and the community.

Encourage the mentorship and development of junior faculty.

The Manning School's recent growth in research driven by its collaboration with other academic units on campus and the university's inclusive and supportive culture continues to attract promising new faculty. As their careers develop and the school continues to grow its research profile, the dean's role of mentoring faculty and encouraging other faculty to play an active mentoring role will be central to the school's success. Today's UMass Lowell faculty have different needs and track a different course of development than their predecessors. The new dean will be mindful of the changing context these faculty are working in as it pertains to issues such as professional development, teaching loads, and research ambitions. The dean will develop trust and credibility with the faculty and encourage them to mutually support and collaborate with one another.

Advocate for the Manning School of Business and articulate its importance to industry partners.

The dean will be the external face of the Manning School of Business, working to expand the reach and reputation of the school. The university has enjoyed a long history of collaboration with industry leaders in the region's vibrant constellations of financial services, pharmaceuticals, biotechnology, medical devices, and computing. The dean will work with industry leaders to strengthen these relationships and

continuously search for new and innovative ways to expand opportunities for educational, scholarly, and career-oriented partnerships for Manning's students and faculty.

Engage with alumni and donors and cultivate new advancement opportunities.

In the current climate of public support for higher education, the dean will seek private funds to support student scholarships, faculty research and innovation, and the infrastructure to enable Manning's high aspirations. The dean will articulate a clear vision to the public, highlighting the school's important role in stimulating the economy, its critical partnerships with local, regional, and national businesses, and its central role of access and education for the hardworking community it serves and supports. The dean will work with the central development office, alumni groups, the school's advisory board, and faculty to make the case for how far Manning has come and how much further it can go with generous and strategic financial support.

Ensure that the Manning School is a leader on campus and across the business school landscape for impactful initiatives around diversity, equity, and inclusion.

The UMass Lowell community is one that is committed to diversity, equity, inclusion (DEI), and, as a senior leader on campus, the dean must support and promote the DEI initiatives that are so firmly anchored to the mission of the university. The dean will support and promote a diverse campus environment in which all community members enjoy mutual respect and are actively engaged in the life of the university in meaningful and impactful ways. The dean will promote scholarship, teaching, and learning that are inclusive and reflective of the needs of UMass Lowell's diverse community, the regional business community, and beyond. The dean will promote ongoing efforts to recruit and retain talented and diverse faculty and staff who bring different experiences, backgrounds, and perspectives and continue the university's commitment to access for prospective students from underrepresented backgrounds from within the Commonwealth of Massachusetts and out-of-state. It is critical that the dean cultivate campus partnerships that deepen the involvement of all students through inclusive academic, co-curricular, cultural, and social programming. The dean will provide resources to support and connect this work to the broader context of campus-wide diversity initiatives, in which the dean will take an active, leading role.

Partner across the North and South campuses to build new and innovative educational and scholarly capacities for the school and for the university.

The Manning School is located on UMass Lowell's North Campus, adjacent to the university's colleges of engineering and sciences, as well as the Saab Emerging Technologies and Innovation Center. A key driver of the school's future growth will be deep and innovative partnerships across the sciences and engineering. These programs can take advantage of cutting-edge technologies and capabilities developed in UMass Lowell's labs, computational cores, and – most importantly – its collaborative and collegial culture. The South Campus provides opportunities for innovative partnerships. Manning and the College

of Health Sciences can advance programs aimed squarely at the dynamic healthcare industry of Massachusetts and the intersection between the arts, social sciences and business offer possibilities for growth with the College of Fine Arts, Humanities and Social Sciences. The Manning School stands astride the campus, and the next dean will envision opportunities to take full advantage of the breadth and depth of the school's cross-disciplinary foci to strengthen the university as a whole.

Strengthen research and position the Manning School of Business as a thought leader.

The Manning School is thriving in an entrepreneurial atmosphere that has placed new emphasis on the school's capacity to generate ideas and innovations for real-world application. In addition, UMass Lowell is also becoming the school of choice for many high-achieving students with proven backgrounds and high SAT scores. Manning has built a critical mass of faculty who bring leading-edge scholarship to the school alongside practical and applicable knowledge and experience. The next dean will build upon this foundation, pursuing the strongest new faculty hires and encouraging their scholarly productivity by example and influence while advocating for the resources to support this intellectual growth.

Build the internal capacities of the Manning School of Business to keep pace with its growth with an increased emphasis on providing value through educational quality.

Internally, the dean will continue to build a strong sense of community within the school, develop credibility and trust with the existing faculty and staff, and create new internal partnerships while driving growth in undergraduate and graduate studies. The dean will renew and strengthen the compact between Manning and its dedicated students, many of whom are employed part- or full-time and rely upon faculty advisors and other advising capacities to guide them toward success. Building and sustaining these capacities will be a critical focus for the future of the school. With multiple cluster-hiring initiatives underway, including five new endowed positions to be filled in the school, the dean will interface with key faculty to recruit top scholars and practitioners and will look ahead to more faculty growth. Working through a unionized environment, the dean will gain facility with the key processes and relationships among faculty and staff to effect positive change and renewed dedication to the school's mission of service, access, and innovation.

THE SUCCESSFUL CANDIDATE

UMass Lowell seeks a dean with broad intellectual insights, top-tier scholarly credentials, and strong management and leadership skills. The selected candidate will bring successful experience in a university, industry, or government environment with a distinguished record of leadership and intellectual achievement. The position requires a leader with strategic capacity and an outstanding record in research and education, superior communication skills, and the political skill and entrepreneurial capacity to inspire the Manning School of Business community.

QUALIFICATIONS AND EXPERIENCE

The successful candidate will embody many of the following qualifications and attributes:

- Proven capacity to craft and implement a strategic vision in an academic setting or a similarly complex environment; the entrepreneurial spirit, an eye for innovation, and the strategic mindset to stimulate growth;
- A skilled communicator who will improve ties with industry, alums, and friends; someone who can partner with the chancellor and provost to carry an inspiring message, cultivate key external constituencies, attract partners, raise funds, generate enthusiasm among alums, and obtain commitments to support the school;
- Stature: an exceptional record of achievement in the scholarly world or industry;
- Presence and prescience: the proven ability to envision, identify, and drive new growth opportunities and capitalize on their successes;
- An appreciation for and a dedication to educational access and the important role universities play in providing opportunity to all members of society;
- The vision and acumen to enhance the educational value for an increasing cohort of high-quality students who regard UMass Lowell as the school of choice through the Honors College, study abroad programs, and other such initiatives that help retain this cohort;
- A personal and professional commitment to advancing diversity, equity, and inclusion by creating a welcoming culture for students, faculty, staff, alums, and visitors with a demonstrated record of achievement;
- Deep commitment to experiential and interdisciplinary work; the wide-ranging intellectual interests to understand, appreciate, and encourage the varied work within the school and across the university;
- A collaborative and decisive leader: a record of proactively connecting with faculty or key internal stakeholders, keeping them professionally engaged, and working to develop and nurture their success; the ability to identify, promote, and foster opportunities for collaboration amongst departments or units;
- Skill in relationship-building: the ability to connect with fellow deans and other constituency groups of the UMass Lowell community and to work effectively across the campus and with external groups;
- High energy and creativity;
- Outstanding administrative, financial, and management skills;
- An appetite for, and success with, fundraising;
- Integrity and the highest standards of ethical behavior.

EDUCATION

A doctoral degree or equivalent is required.

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:

Micah Pierce, Partner
Karreem Mebane, Senior Associate
Isaacson, Miller

[UMass Lowell, Robert J. Manning School of Business Dean Search](#)

*The University of Massachusetts Lowell is an Affirmative Action/Equal Opportunity employer.
Women and members of minority groups are encouraged to apply.*