



University of Massachusetts Lowell
Dean, Fine Arts, Humanities, and Social Sciences
Lowell, MA

The University of Massachusetts Lowell (UMass Lowell) seeks a visionary, creative, and inspirational leader for the position of Dean of the College of Fine Arts, Humanities, and Social Sciences. As one of the top 100 public universities in the country and the No. 1 ranked public university in Massachusetts (WSJ) 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 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. Recent years have seen advancements in nearly every institutional metric, with notable examples including a 20 percent increase in six-year graduation rate, a 56 percent increase in research and development expenditures, and over a ten percent increase in enrollment of both undergraduate and graduate students of color. The 2028 Strategic Plan has even higher aspirations.

The College of Fine Arts, Humanities, and Social Sciences (FAHSS) is the largest college on campus and has been a key driver of UMass Lowell's mission of access and excellence. The next dean will inherit and have the opportunity to propel forward a college poised for continued strong growth in the numbers and quality of its undergraduate, master's, and doctoral programs. Reporting to the provost, the dean is the principal academic and administrative officer for the College, including its two schools and ten departments. The dean will lead with a deep appreciation for UMass Lowell, its history, its strengths, and

its unique opportunities. Guided by an unyielding focus on student transformation, a lived commitment to the power of diversity and belonging for all, and the confidence derived from the institution's ability to chart goals and exceed them, as demonstrated by the 2010 strategic plan's success, the Dean will provide leadership for college-wide efforts in contributing to the advancement of UMass Lowell as a university that operates at the highest levels of research, teaching and scholarship. The Dean will be responsible for creating a comprehensive and distinguishing identity for the college; promoting and celebrating the vitality of the liberal arts in the delivery of a well-rounded education; fostering the continued excellence and innovation in teaching, research, creative scholarship, and career-connected opportunities; investing in measures to ensure the success and advancement of a diverse slate of students, faculty, and staff; furthering community collaboration; forging external partnerships while growing resources and advancing fundraising efforts for the College; and advancing the goals of the UMass Lowell strategic plan: enrollment growth and student success; cultivation of a diverse, welcoming, and inclusive campus; research excellence, and continued community partnership for the mutual benefit of both university and city.

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. 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 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 were also 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 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. 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, 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 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 Ph.D., 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 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 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 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 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. 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.

COLLEGE OF FINE ARTS, HUMANITIES AND SOCIAL SCIENCES

FAHSS offers a full suite of programs across two schools and ten departments: The School of Criminology and Justice Studies, the School of Education, and the departments of Art and Design, Economics, English, History, Music, Philosophy, Political Science, Psychology, Sociology and World Languages and Cultures. The college offers **undergraduate degrees** in art, graphic design, criminal justice and criminology, economics, quantitative economics, education, English, history, music, music studies, sound recording technology, music in performance, music in composition for new media, philosophy, political science, psychology, sociology, French, Italian, Spanish, American studies, digital media, liberal arts, and peace and conflict studies; **master's degrees** in criminal justice and criminology, security studies, curriculum and instruction, reading and language, education administration, music education, applied behavior analysis and autism studies, peace and conflict studies, and public administration; **doctoral degrees** in criminology and criminal justice, leadership in education, leadership in schooling, research and evaluation in education, applied psychology and prevention science, and global studies; and **graduate certificates** in domestic violence prevention, forensic criminology, leadership and policy development, security studies, victim studies, evaluation and assessment, urban education, applied behavior analysis, domestic violence prevention, and peace and conflict studies. The college also offers a number of interdisciplinary minors, including architectural studies, STEM teaching, disability studies, legal studies, and race and ethnic studies, among others. Faculty within FAHSS include best-selling authors, award-winning poets, artists and musicians, and have been nationally recognized for their community engagement.

The college provides a number of exciting opportunities for students to enhance their educational experience. The Model UN and Mock Trial teams successfully compete nationally and internationally. Students can choose from dozens of faculty-led international experiences, including Italy, Spain, Portugal, Ireland, Thailand, the Czech Republic, France, England and Japan. Furthermore, relationships with the Washington Center, local private and non-profits, government agencies, media companies, and the Lowell

Public Schools provide valuable internship opportunities for our students. The [Honors College](#) and the [Emerging Scholars Program](#) offer students opportunities for deep and meaningful research and community engagement under faculty mentorship. Finally, a number of university centers are affiliated with the college, including the following: [Asian American Studies](#), [Autism Research and Education](#), [Community Research and Engagement](#), [Irish Partnership](#), [Program Evaluation](#), [Public Opinion](#), [Terrorism and Security Studies](#), [Women and Work](#), the [Tsongas Industrial History Center](#), the [Kerouac Center for Public Humanities](#), and the [Saab Center for Portuguese Studies](#), all providing myriad opportunities for research and interactions between students and faculty.

THE ROLE OF THE DEAN

Reporting to the provost, the dean is the principal academic and administrative officer for FAHSS, whose culture is flourishing with the growth of enrollment and the addition of new faculty hires. The dean will capitalize on this momentum by developing a vision and a focused strategy that will build upon the recently completed 2028 strategic plan and the University's commitment to academic and teaching excellence through scholarly work and cutting-edge pedagogical innovation; career-connected experiences for all students; artistic exhibitions and performances; growth in research; and the expansion of ties and outreach to the community.

As chief academic and administrative officer of the college, the dean 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 school. 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 200 full-time faculty members, the dean has a number of direct reports, including the college's 12 school/department heads, three associate deans, an assistant dean, and senior administrative staff.

EXPECTED RESPONSIBILITIES

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 FAHSS from its regional and national peers and formulate a strategy to achieve that vision.

The dean will join the college at a time of great opportunity. The greater Boston and New England region's educational hub puts FAHSS in competition with many other liberal arts and sciences schools and colleges with various specializations. The dean will capitalize on the college's current momentum and develop both a vision and a focused strategy that will emphasize scholarship, research, and experiential learning, and expand the school's ties to the community through educational and cultural outreach.

Encourage the mentorship and development of junior faculty.

The university's inclusive and supportive culture continues to attract promising new talent, and recent leadership of FAHSS has prioritized and seen great success in the recruitment, retention, and promotion of a diverse faculty. As their careers develop and the college continues to grow its scholarly profile, the dean's role of mentoring faculty and encouraging other faculty to play an active mentoring role will be central to the college'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 expectations, and scholarly ambitions. Building upon the strong foundation laid by the previous administration, the dean will develop trust and credibility with the faculty and encourage support and collaboration.

Advocate for the college and articulate its importance to partners.

The dean will be the external face of the College of Fine Arts, Humanities, and Social Sciences, working to expand the reach and reputation of the school. The university has enjoyed a long history of collaboration with community partners in the region through education and research, as well as cultural outreach. The dean will work with community leaders to strengthen these relationships and continuously search for new and innovative ways to expand opportunities for educational, scholarly, and performance outlets for the college'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 scholarships, research and performances, and the infrastructure to enable the college to achieve its high aspirations. The dean will articulate a clear vision to the public, highlighting the school's important role in the community, 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 advance and fund the goals of FAHSS.

Ensure that FAHSS is a leader in impactful initiatives around diversity, equity, inclusion, and belonging.

The UMass Lowell community is committed to diversity, equity, and 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 and which are studied and taught in many of the FAHSS disciplines. 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 is inclusive and reflective of the needs of UMass

Lowell's diverse community, the regional community, and beyond. The dean will promote ongoing efforts to recruit, retain, and promote talented and diverse faculty and staff to live out the university's commitment to reflect the landscape of diversity within the Commonwealth of Massachusetts and across the country, making UMass Lowell a place where all students, staff, and faculty see their identities reflected. 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 South and North campuses to build new and innovative educational and scholarly capacities for the college and for the university.

FAHSS is located on UMass Lowell's South Campus, adjacent to the Zuckerberg College of Health Sciences and just five minutes from North Campus, home to the Francis College of Engineering, Kennedy College of Sciences, and Manning School of Business. A key driver to the university's and college's future growth will be at the intersection of science, technology, and the liberal arts. The dean will lead campus dialogue regarding the necessity, not just the benefit, of the arts, humanities, and social sciences in the successful delivery of a comprehensive education that prepares all UMass Lowell students for an evolving job market and society.

Build the internal capacities of FAHSS 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 college, sustain its collegial environment of 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 nurture and strengthen the compact between the college and its dedicated students, many of whom are employed part- or full-time and rely upon faculty advisors and mentors to guide them toward success. Working through a unionized and proud culture of collaborative shared governance, the dean will gain faculty with the key processes and relationships among faculty and staff to effect positive, sustainable growth and continued dedication to the college's mission of service, access, and innovation.

QUALIFICATIONS AND EXPERIENCE

The successful candidate will bring many, if not all, of the following professional qualifications and personal attributes:

- An earned doctorate or equivalent terminal degree and a record of scholarship, research, and teaching suitable for appointment as a tenured full professor;
- Stature: an exceptional record of achievement in scholarly and/or creative endeavors;

- Presence and prescience: the proven ability to envision, identify, and drive new growth opportunities and capitalize on their successes;
- A collaborative and decisive leader: a record of proactively connecting with a diverse group of 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; ability to empower and delegate;
- Deep commitment to experiential and interdisciplinary work; the wide-ranging intellectual interests to understand, appreciate, and encourage the varied work within the college and across the university;
- Experienced leader in dealing with complex entities, including both graduate and undergraduate programs and budget and budget management;
- Outstanding administrative, financial, and management skills with experience managing an academic budget and proven ability to establish budgetary priorities in line with the university's vision and strategic plan;
- Skill in relationship-building: the ability to connect with other deans and other members and constituency groups of the UMass Lowell community and to work effectively across the campus and with external groups;
- A skilled listener and communicator who will improve ties with the community, alumni, 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 alumni, obtain commitments to support the school, and convey the necessity, not just benefit, of a strong education in the Arts, Humanities and Social Sciences;
- An appetite for, and success with, fundraising;
- The vision and acumen to communicate the educational value of the university for an increasing cohort of high-quality students who regard UMass Lowell as the school of choice through the Honors College, study abroad programs, River Hawk Scholars Academy, and other such initiatives that help retain this cohort;
- An appreciation for and a demonstrated dedication to educational access and the important role universities play in providing opportunity to all members of society;
- A personal and professional commitment to advancing diversity, equity, and inclusion by creating a welcoming environment for students, faculty, staff, alums, and visitors with a demonstrated record of achievement;
- High energy and creativity, and a commitment to demonstrating support for the work of the college by promoting scholarly and cultural events;
- Integrity and the highest standards of ethical behavior.

Minimum Qualifications (Required)

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 FAHSS community. Experience should also include leading undergraduate and graduate programs as well as experience and knowledge in large grant administration.

EDUCATION

The successful candidate should have an earned doctorate or equivalent terminal degree and a record of scholarship, research, and teaching suitable for appointment as a tenured full professor.

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
Ellen Egitton, Associate
Melissa Barravecchio, Search Coordinator
Isaacson, Miller

<https://www.imsearch.com/open-searches/university-massachusetts-lowell/dean-college-fine-arts-humanities-and-social-sciences>

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