



Dean, Zuckerberg College of Health Sciences

The University of Massachusetts (UMASS) Lowell invites applications and nominations for the position of Dean of the Zuckerberg College of Health Sciences (ZCHS). UMass Lowell (UML) seeks an accomplished and collegial transformational leader to serve in this key leadership position to develop and advance a vision of interdisciplinary health education and research and provide support to a talented faculty and staff and a supportive administration. This position represents an opportunity to continue the ZCHS successes with a focus on sustaining and advancing the college's academic excellence, student success, research, and community partnership expansion.

UMASS LOWELL

Located in the heart of Lowell, the birthplace of the American Industrial Revolution, alongside the Merrimack River, UMass Lowell anchors a remarkably diverse city with a thriving economic infrastructure and advancing arts scene. In 2020, the Lowell campus celebrated its 125th anniversary of the founding of its predecessor institutions (1) Lowell State College (1894) and (2) Lowell Technological Institute (1895). Ranked No. 87 among national public universities by U.S. News & World Report, UML 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 certificate programs 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 with personalized attention.

For 2023, *U.S. News* ranked UML's online graduate programs among the best in the nation in criminal justice (No. 2), psychology (No. 13), education (No. 10), and business administration (No. 37), and among the most affordable. UML's online bachelor's degrees also were highly rated among the best in New England and No. 30 nationally among the more than 200 public and private programs ranked.

With deep and mutually reinforcing ties to the health sciences and technological and cultural nexus of Greater Boston, during the last 10 years UML has enjoyed dramatic growth in research funding, generous private donations, and student applications. As total enrollment has increased—16 percent in the past decade and sustained through the global Covid 19 pandemic—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.

Some 40 percent of the undergraduate student body and 30 percent of graduate students identify as racially and ethnically diverse. About 40 percent are the first in their family to attend college. UMass Lowell has total annual research expenditures exceeding \$95 million, in large part due to innovative partnerships with industry and our community partners. The university's growing popularity and its distinctive focus on experiential learning continue to make it a university on the rise.

The university also offers a leading entrepreneurial competition program called DifferenceMaker, is the top-rated campus in Massachusetts for sustainability according to the Association for the Advancement of Sustainability in Higher Education, and is home to the River Hawk Scholars Academy, which promotes academic success and fosters campus engagement for students who identify as 1st generation college students. This transformative program has been recognized as a pillar of excellence at UML. Furthermore, UML is home to more than 250 student organizations and 14 NCAA Division I athletic teams.

UMASS Lowell currently reaps the benefits of hundreds of millions of dollars of investments in facilities and full-time faculty during the last decade. Since 2009, 19 buildings have been constructed, acquired and redeveloped or fully renovated, including the Manning Health and Social Sciences Building (2012), which houses a number of ZCHS departments and a state-of-the-art healthcare simulation center.

At the same time, the university's commitment to financial aid and accessibility has increased. Independent sources such as the U.S. Department of Education's College Scorecard and Payscale.com have recognized UMass Lowell for providing among the best returns on investment in New England.

The university capitalizes on its location — less than 30 miles from downtown Boston — and its surging national reputation by connecting students with paid internships, co-ops, service learning, and other experiential learning opportunities, along with a major emphasis on international experiences.

ABOUT CHANCELLOR JULIE CHEN

The Zuckerberg College of Health Sciences 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.

Chancellor Chen has organized and grown the university's research enterprise to the brink of [R1: Doctoral University](#) status and developed close ties with business and community partners. Through these relationships she has launched opportunities for paid internships, collaborative [advanced equipment usage](#) and co-location collaboration for firms from start-ups to the institution's [Raytheon-UMass Lowell Research Institute](#) and [partnership with the Army](#).

Chancellor Chen's vision for the university's future is propelling UMass Lowell's growing national reputation as an inclusive and vibrant top-tier public research university in a [Gateway City](#). Leading from the ground up, Chancellor Chen joined the UMass Lowell faculty in 1997 as an associate professor in Mechanical Engineering after six years as an assistant professor at Boston University. She has spent 2002-2004 in Washington, D.C., as director for the Materials Processing and Manufacturing as well as

the Nanomanufacturing programs at the National Science Foundation. Chen was appointed UMass Lowell's vice provost for research in 2009, and she was promoted to vice chancellor in 2016 with an added external and outreach focus. 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 between UMass Lowell and the Army.

ABOUT PROVOST JOSEPH HARTMAN

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 managed 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 the size and diversity of 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 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 B.S. in General Engineering from the University of Illinois at Urbana-Champaign and his M.S. and Ph.D. in Industrial and Systems Engineering from the Georgia Institute of Technology.

FACULTY

UMass Lowell's over 600 full-time faculty teach in five colleges and schools that offer 135 undergraduate, 50 master's, 28 doctoral degree programs, and 31 certificate programs. Faculty members at UMass Lowell are internationally recognized research scientists and scholars, addressing challenges ranging from the need for clean and sustainable energy to developing the next generation of

health care providers and advancing medical technologies. They investigate a wide range of topics, from safety and diversity in the workplace to the environmental implications on health, safety, and wellbeing.

UMass Lowell researchers collaborate among departments and schools and enjoy a history of substantive partnerships with corporations and research institutes. They have projects funded by the National Science Foundation (NSF), National Institute of Health (NIH), National Institute of Nursing Research (NINR), National Institute of Occupational Safety and Health (NIOSH), Department of Defense (DOD), Department of Education (DOE) and many other granting agencies and private donor endowed chair research funding. UMass Lowell's priority of strengthening interdisciplinary partnerships within and outside of the ZCHS' is building Centers of Excellence that will strengthen the multiple fields of study in Engineering, Science, Health Professions, Arts, Humanities, Social Sciences and Business.

THE ZUCKERBERG COLLEGE OF HEALTH SCIENCES

The Zuckerberg College of Health Sciences brings together an exciting combination of health professions, community health educators and public health advocates – all committed to the promotion of health and advancement of science within our local communities, our nation, and world. ZCHS Health Science students learn to link health to the environment in the prevention and treatment of diseases and in the promotion of healthier lifestyles to improve health outcomes. This world-view perspective not only prepares students for high-demand careers but also encourages them to solve and prevent problems that face local communities and beyond. Through experiential learning, community and clinical programs, real-world research projects and expert faculty, the ZCHS provides opportunities that will inspire students to make a difference in the world.

The [College of Health Sciences](#) was dedicated to Roy Zuckerberg '58 in the spring of 2017, is the academic home to more than 1,200 baccalaureate and 500 graduate students in the [Solomont School of Nursing](#) and departments of [Public Health](#), [Biomedical and Nutritional Sciences](#), and [Physical Therapy and Kinesiology](#). The Zuckerberg College of Health Sciences has a long tradition of excellence in teaching, research, and community service that reaches throughout Massachusetts and beyond. It is this embodiment of excellence that offers our students an edge to address today's monumental health challenges. Every day, our students are given educational opportunities that allow them to learn while participating in health-oriented community engagement. The college accomplishes its mission of educating tomorrow's leaders for a healthier world in the following ways:

- Excellent academic programs in the health professions that prepare graduates to practice their professions with knowledge and competence.
- Interdisciplinary practice and research that increases students' understanding of health, disease and disability and the importance of an interprofessional team approach to effective problem solving.
- A public university's commitment to community engagement, advancing prevention-based strategies in public health policy and research.

One of the college's recent teaching innovations is interprofessional education. Interprofessional Education (IPE) at the ZCHS simulates the real world of healthcare. By learning how to work with and from one another in teams with diverse disciplines, students graduate prepared to work in a team-based

environment. Recommended by the Institute of Medicine (IOM) and the World Health Organization (WHO), IPE has the potential to:

- Improve quality and safety of healthcare delivery;
- Improve healthcare outcomes;
- Reduce healthcare costs;
- Promote collaboration in research and innovative design.

Thanks to our wide range of Interprofessional health-science programs, the ZCHS is uniquely qualified to design and deliver programs of study that provide students with experiential learning across disciplines. In just one recent example, students from nursing, medical laboratory and nutritional sciences, exercise science, and public health, collaborated with our community partner Summit ElderCare to develop an evidence-based program to learn about and assist with quality care for their program participants. It is the collaboration with our community partners that offers our students an outlet of experiential learning, strengthening the health of our communities. It is programs like this example that the ZCHS Dean will continue to sustain and grow.

THE DEAN OF THE ZUCKERBERG COLLEGE OF HEALTH SCIENCES

The University of Massachusetts Lowell seeks a transformational visionary who is creative and inspirational to lead the Zuckerberg College of Health Sciences. Reporting to the Provost, the Dean of the Zuckerberg College of Health Sciences is a member of the university's academic leadership team and is the college's principal academic and administrative officer. The Dean will lead the vision of ZCHS, integrate that vision with the mission of UML and communicate this vision to internal and external partners.

The dean will provide leadership for college-wide and campus-wide efforts contributing to the advancement of UMass Lowell's excellence in teaching, research, and service. The dean will develop external relationships with healthcare partners and alumni, work internally to create a welcoming environment to recruit, develop, and partner with faculty, staff, students, and administration to continue the university's tradition of producing students who are well prepared for rewarding careers.

The college's department leaders, associate and assistant deans for academic affairs, associate dean for research and graduate studies, and senior administrative staff report to the dean. The dean has financial and administrative management responsibility for the college. This position will also oversee the College's research output and expenditures, which are roughly \$15 million annually. The dean will lead a group of nearly 80 total faculty. The dean will also lead staff who take pride in their work and provide the college with invaluable expertise and institutional knowledge.

KEY RESPONSIBILITIES

In collaboration with faculty, staff, students and administration,

- *Sustain and further develop a vision of what the Zuckerberg College can become to distinguish itself from regional and national peers and articulate a strategy to achieve that vision.*

The dean will join the university at a time of great opportunity. Enrollment has grown and new faculty clusters are injecting energy and innovation into Zuckerberg's culture. The greater Boston and New England region's educational hub puts the Zuckerberg College of Health Science in competition with many other health-science schools and colleges with various specializations. Guided by the University's new strategic plan, the dean will work to develop a vision and a focused strategy that will emphasize innovation, research, excellence in teaching and learning and community partnership.

- *Encourage the mentorship and development of faculty.*

Zuckerberg College's growth in research and collaboration across UML and its collaborative, inclusive, and supportive culture continues to attract promising new faculty. As their careers develop and the college 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 its future success. Today's UMass Lowell faculty will have different needs and track a different course of development than their predecessors. The dean will develop trust and credibility with the faculty and encourage them to mutually support and collaborate with one another.

- *Advocate for the Zuckerberg College of Health Sciences and articulate its importance and opportunity to external partners.*

The dean will be the external face of the Zuckerberg College of Health Sciences, building on its strong relationship with community and healthcare leaders in the region and expanding the reach and reputation of the college. The university has enjoyed a long history of collaboration with health industry leaders such as Lowell General Hospital (LGH), a leading employer and deliverer of health services in the region, and others in the region's vibrant healthcare delivery, pharmaceuticals, biotechnology, and medical devices. The dean will work with community and 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 Zuckerberg's students and faculty.

- *Engage with alumni and donors and cultivate new advancement opportunities.*

The dean will look to private funds to support student scholarships, faculty research and innovation, and the infrastructure to enable Zuckerberg's high aspirations. The dean will articulate a clear vision to the public, highlighting the college's important role in providing a healthcare workforce; its critical partnerships with local, regional, and national entities; and its central role of access and education for the community it serves and supports. The dean will work with the central development office, alumni groups, the college's advisory board, and faculty to make the case for how far Zuckerberg has come and how much further it can go with generous and strategic financial support.

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

The Zuckerberg College is located on UMass Lowell's South Campus. A key driver of the future growth of Zuckerberg will be deep and innovative partnerships with the colleges of sciences, engineering, and business. 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. South Campus also provides opportunities for innovative partnerships, advancing programs aimed squarely at the dynamic healthcare industry of Massachusetts and the intersection between the

humanities and social sciences offer possibilities for growth with the College of Fine Arts, Humanities, and Social Sciences.

- *Strengthen research, increase undergraduate research opportunities, and grow graduate and doctoral programs to position Zuckerberg College as a thought leader.*

Zuckerberg is thriving in an innovative atmosphere that has placed new emphasis on the college's capacity to generate ideas and research for real-world application. Zuckerberg has built a critical mass of faculty who bring leading-edge research to the college alongside practical and applicable knowledge and experience. The next dean will build upon this foundation, pursuing the promising new faculty hires and encouraging their research productivity by example and by influence while advocating for the resources to support this intellectual growth.

- *Strengthen and build the internal capacities of the ZCHS to keep pace with its growth with increased emphasis on providing value through educational quality.*

Internally, the dean will collaborate with ZCHS faculty, staff, and students to engage in strategic planning to grow and support excellence in teaching, research, and service. The dean will renew and strengthen the compact between Zuckerberg 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 college. Working through a unionized environment, the dean will establish relationships among faculty and staff to effect positive change and renewed dedication to the university's mission of service, access, and innovation. The dean will also understand and support the College's strength in teaching and learning excellence.

THE SUCCESSFUL CANDIDATE

The University of Massachusetts Lowell seeks a nationally recognized leader with broad intellectual insights, top-tier scholarly credentials, and strong management and leadership skills. The selected candidate will bring successful experience in a university, healthcare, and government environment with a distinguished record of leadership and intellectual achievement; a doctoral degree or equivalent is required.

The position requires a leader with strategic capacity and an outstanding record in research, teaching healthcare and education, superior communication skills, and the ability to inspire and elevate the faculty, staff, and student members within Zuckerberg College of Health Sciences.

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

- A skilled communicator who will continue to strengthen relationships with healthcare partners, industry, alumni, and friends;
- someone who can partner with the chancellor, provost and other deans to carry an inspiring message, cultivate key external constituencies, attract partners, raise funds, generate enthusiasm among alumni, and obtain commitments to support the college;
- Stature: an exceptional record of achievement in the scholarly work, health care 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 guide the college to enhance 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, interprofessional education, living-learning communities, and other such initiatives that help recruit and retain this cohort;
- 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 personal and professional commitment to advancing diversity, equity and inclusion by creating a welcoming culture for students, faculty, staff, alumni and visitors with a demonstrated record of achievement;
- High energy and creativity;
- Outstanding administrative, financial, and management skills;
- An appetite for, and success with, fundraising;
- 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;
- 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 other deans and other members and constituency groups of the UMass Lowell community and to work effectively across the campus and with external groups;
- Integrity and the highest standards of ethical behavior.

The starting salary for this position begins at \$240,000 based on experience and ability to have broad impact in this role. In addition, UMass Lowell offers an excellent benefits package.

APPLICATION INSTRUCTIONS

The search committee will be reviewing materials immediately, and applications will be encouraged by April 18, 2023. Application materials shall include a CV and a cover letter outlining interest; administrative experience; and academic experience. All applications and nominations will be treated confidentially. For best consideration, please send a cover letter and CV to:



Steve Leo, Managing Director
Brian Bustin, Senior Associate
Storbeck Search
UMLDeanZCHS@storbecksearch.com

The University of Massachusetts Lowell is an Equal Opportunity/Affirmative Action, Title IX employer. All qualified applicants will receive consideration for employment without regard to race, sex, color, religion, national origin, ancestry, age over 40, protected veteran status, disability, sexual orientation, gender identity/expression, marital status, or other protected class.