THE SEARCH

The University of Massachusetts President and Board of Trustees seek a visionary, creative, and entrepreneurial leader for the position of Chancellor to lead the University of Massachusetts Lowell at a time of tremendous opportunity and growth.

One of the top 85 public universities in the country according to U.S. News & World Report, UMass Lowell has more than 17,000 students and more than 1,000 faculty in six colleges and schools that offer 122 undergraduate, 42 master’s, and 36 doctoral degree programs in business, education, engineering, fine arts, health, humanities, sciences and social sciences. All programs are accredited at the highest levels and incorporate vigorous hands-on learning and personalized attention.

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 several years. As enrollment has increased – 48 percent since 2007 – so have the academic qualifications of UMass Lowell students, with SAT scores increasing 79 points. Annual research expenditures, currently exceeding $65 million, have grown 80 percent since 2007, in large part due to innovative partnerships with industry. UMass Lowell’s growing popularity and reputation have tied it for the second-fastest rising university in the U.S. News & World Report rankings. In just the last four years, it has climbed 27 spots in the rankings of Best National Universities to No. 156.

Hundreds of millions of dollars of investments in facilities and full-time faculty have come on line in the last few years at UMass Lowell. At the same time, the University’s commitment to financial aid and accessibility is increasing. Independent sources such as Business Insider and Payscale.com have recognized UMass Lowell for providing a best value education and a high return on investment. The University capitalizes on its Greater Boston location and its burgeoning national reputation by connecting students with internships, co-ops, service learning and other experiential learning opportunities, along with a major emphasis on international experiences. The campus is clustered along the Merrimack River in the heart of Lowell, the birthplace of the American Industrial Revolution and now a remarkably diverse city with a thriving arts scene. Campus life revolves around a state-of-the-art recreation center, a 7,800-
seat sports-and-entertainment arena, NCAA Division I athletics, more than 200 student organizations and 50 musical ensembles.

As the chief executive officer of UMass Lowell, the Chancellor will lead the institution by managing and leveraging key human and financial resources to reach new levels of excellence. The Chancellor will continue to nurture and expand the academic reputation of the University and collaboratively plan its future. S/he will enthusiastically represent the University within the UMass System, to public-policy and private-sector leaders, alumni, and the state, national, and international higher education community. The successful candidate will have outstanding communication and interpersonal skills, unquestioned integrity, strong administrative abilities, high energy, political astuteness, deep commitment to diversity, a sense of humor, and a personal style that engenders trust and respect.

The executive search firm Isaacson, Miller has been retained to assist UMass Lowell in this recruitment. All inquiries, nominations, and applications should be directed to the search firm as indicated at the end of this document.

THE UNIVERSITY OF MASSACHUSETTS LOWELL: HISTORY AND CONTEXT

For more than a century, the University of Massachusetts Lowell has been educating students to compete in the real world, solve real problems, and help real people. The University began as the Lowell Normal School, founded in 1894 to prepare students to become teachers, and the Lowell Textile School, founded in 1895 to train technicians and managers for industry. Over the next 80 years, both institutions extended their offerings to meet the growing needs of the region. Lowell State and Lowell Tech, as they were known, merged in 1975 to form the University of Lowell. In 1991, the campus became part of the University of Massachusetts system. U.S. News and World Report ranks UMass Lowell as the No. 2 public university in Massachusetts. Other UMass campuses include Amherst, Boston, Dartmouth, and the Medical School in Worcester.

Massachusetts produces America's highest percentage of high school graduates who go on to a four-year, post-secondary education. UMass Lowell has a proud history of contributing to that access mission, providing education in a variety of fields to dedicated students throughout Massachusetts – including many first generation college students – and working closely with industry as well as state and local government to contribute to the economic health of the region. UMass Lowell graduates earn the highest mid-career salaries of all four-year public research institutions in New England, according to PayScale.com. The University has been named for three consecutive years to the President's Higher Education Community Service Honor Roll, which recognizes institutions committed to service learning, volunteerism, and community engagement.

Over the past eight years, the University has improved by several measures. Applications have nearly tripled, enrollment has increased 48 percent, and the verbal and math SAT average score for incoming first-year students increased by 79 points. The University has moved up in the National Science Foundation (NSF) Research Rankings with expenditures growing 80 percent since FY 2007. UMass Lowell’s growing popularity and reputation has led to its rise in the U.S. News & World Report rankings. It has climbed 27 spots in four years and is now ranked No. 156 among Best National Universities and in the top 84 public institutions. The University has added 95 new tenure-track and tenure-upon-hire faculty since FY 2011 and has pursued several capital projects and campus acquisitions. Private support for UMass Lowell has more
than doubled since 2009 and the University has secured a record number of annual private donations and pledges in each of the past three years.

The University has also seized opportunities for visibility and fundraising around the Chancellor’s Speaker Series. The series presents individuals of national and global renown who symbolize excellence in their respective fields. Notable speakers in the last three years have included Meryl Streep, Stephen King and Billy Joel.

Academic Programs

UMass Lowell has six colleges and schools that offer 122 undergraduate, 42 master’s, and 36 doctoral degree programs:

- College of Fine Arts, Humanities and Social Sciences
- College of Health Sciences
- College of Sciences
- Graduate School of Education
- The Robert J. Manning School of Business
- The Francis College of Engineering

In addition, the University houses the Honors College, which was elevated from an honors program last year. UMass Lowell’s Honors College is administered by a team of four full-time staff including a dean. The UMass Lowell Honors Council, consisting of Honors Faculty and Honor Student Representatives, oversees and reviews the curriculum and the coursework.

The University currently offers four associate’s, 17 baccalaureate and 16 graduate degree programs and 32 certificate programs through the Division of Online and Continuing Education (OCE); of those, two associate’s, six bachelor’s and 13 graduate degrees and 24 certificates are offered fully online. All programs offered through the OCE are coordinated through their respective academic departments. Full-time, tenured faculty coordinators drawn from those departments oversee the academic offerings. More than 50 percent of the Division’s offerings are delivered online; those online programs are the recipients of international honors for quality. The OCE works with UMass Lowell’s colleges, schools and departments to provide the resources necessary to deliver high-quality programs to students, supports all of the University’s web-enhanced, blended and online courses, and provides extensive faculty development and support.

UMass Lowell is accredited by the New England Association of Schools and Colleges (NEASC) and holds accreditation in professional programs from: the Accreditation Board for Engineering and Technology (ABET), the Association to Advance Collegiate Schools of Business (AACSB), the Commission on Accreditation of Physical Therapy Education, the Commission on Collegiate Nursing Education, the National Association of Schools of Art and Design, the National Accrediting Agency for Clinical Laboratory Sciences, the National Association of Schools of Music, and the National Council for the Accreditation of Teacher Education.
Faculty

UMass Lowell’s 1,043 faculty, more than 500 of whom are full time, are internationally respected researchers and scholars. They address real-world 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, colleges and schools and enjoy a history of substantive partnerships with corporations and research institutes. They have projects funded by the National Science Foundation, National Institute of Occupational Safety and Health, Department of Defense, Department of Education, and many other granting agencies. Last year, research funding totaled $65 million. 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 faculty are also known for their commitment to teaching and student success, forming long lasting relationships with students. More than half of classes have 20 or fewer students.

The faculty are represented in collective bargaining agreements by The Massachusetts Society of Professors and the Union of Adjunct Faculty, Local 1596, UAW. Both unions have enjoyed positive relationships with the University.

Students

UMass Lowell is home to more than 10,000 undergraduates, more than 4,100 graduate students and nearly 3,000 continuing education students. The students are valued by faculty, staff and employers for their work ethic and ability to seize the opportunities with which they are presented. Eighty-eight percent of undergraduate and 79 percent of graduate students are in-state. More than a quarter of the student body are students of color. Students can take part in NCAA Division I athletics, more than 200 student organizations and 50 musical ensembles. Eighty-three percent of freshmen live on campus and all freshmen are enrolled in learning communities. The freshman retention rate is 80.5 percent.

Learning also extends outside the classroom. UMass Lowell is a leader in experiential learning, offering opportunities for students to work closely with businesses through a variety of co-op programs involving more than 200 employers and industry partners, in addition to service learning and research. Opportunities include:

- Paid co-ops and internships with business and industry leaders in students’ chosen fields
- Study abroad programs in more than 20 countries
- Service and community projects in the Merrimack Valley and worldwide
- Research assistantships with cutting-edge researchers

Recent examples of these projects include: Developing an Android app for a portable EKG heart monitor; working with preschool children in an early literacy program; designing and building
technology-appropriate electricity and clean water systems in Peru; and working with theater professionals on all the things needed to put on a show – marketing, publicity, technical setups, and production.

**Staff**

UMass Lowell benefits from a large cadre of experienced, long-term, non-faculty employees who are deeply committed to the success of the University and student learning. The level of interaction, support and guidance that students receive from staff outside the classroom distinguishes UMass Lowell from many universities. Many are long-time residents of the city of Lowell, helping to further solidify bonds between the campus and the community.

In total, UMass Lowell employs 1,028 non-faculty staff. They are members of six unions and a non-unit group. The organizations have historically had positive relationships with the administration. While some financial parameters are set at the state level, each campus is responsible for negotiations and operating within the terms of the agreements:

- International Teamsters Union Local 25 - University Police
- SEIU Local 888 – Professional/Administrative Unit
- MTA Classified/Technical - Classified and Technical Staff
- MTA Maintenance & Trades - Maintenance and Trades Staff
- MTA - Projects/Grants - Grants and Contracts
- Local 1596 UAW - Teaching Assistants and Research Assistants
- Non Unit Professionals - Executive Managerial and Confidential Employees

**Alumni**

UMass Lowell has more than 80,000 living alumni, over half of whom live in Massachusetts. Alumni giving has increased in recent years, with more than 11 percent of alumni donating $8.4 million in FY 2014. The success of the University’s alumni has led to many accolades for the value of an UMass Lowell education including a ranking by PayScale designating UMass Lowell as twenty-third out of all U.S. public universities for return on investment. Notable alumni include Lisa Brothers ’84 – President and CEO, Nitsch Engineering; Jerry Colella ’78 – President and CEO, MKS Instruments Inc.; Bonnie Comley ’81 – Vice President, Stellar Productions International Inc.; Charles Hoff ’66, Hon. ’04 – Chairman, the Hoff Foundation, Inc.; John Kennedy ’70 – former president and CFO, Nova Ventures Corp.; Robert Manning ’84, Hon. ’11 – Chairman and CEO, MFS Investment Management; Martin Meehan ’78 – President, University of Massachusetts, former UMass Lowell chancellor and former member of Congress; Richard Miner ’86, ’89, ’97 – General Partner, Google Ventures Inc. and Co-founder, Android; John Pulichino ’67, Hon. ’14 – CEO, Group III International Ltd; Kimberly Sawyer ’89, EVP and Deputy Director, Sandia National Labs; Roy Zuckerberg ’58, Hon. ’99 – Senior Partner, Samson Investment Partners, Inc.

This fall, UMass Lowell will launch its first-ever comprehensive fundraising campaign, “Our Legacy, Our Place: The Campaign for UMass Lowell,” with a goal of $125 million.
Athletics

Athletics are an important part of student life and a source of pride that helps connect the University with alumni and the community. UMass Lowell recently completed the second year of a four-year transition from NCAA Division II to full Division I status. Competing in the America East Conference and the Hockey East Association, the University sponsors 18 men's and women's varsity sports. The River Hawk athletic teams have won 16 NCAA Championships in school history. Since 2000, the River Hawks have made 105 NCAA post-season appearances; won two team national championships; had two individual national championships; had a pair of national players of the year and one Olympian; won 60 conference championships; and had 215 All-Americans and 32 Academic All-Americans.

The NCAA Division I hockey team plays in the Hockey East Association competing with national powerhouse programs like Boston College, Boston University and University of Notre Dame. In 2013, the men’s ice hockey team reached the Frozen Four for the first time in the University’s history. UMass Lowell ranks No. 11 in the NCAA for annual hockey attendance, averaging more than 5,000 fans per game, and broke the single-season average attendance record at the Tsongas Center in 2014-15.

In addition, students participate in 29 club sports and there is a robust intramural program with 18 sports.

Finance and Budget

UMass Lowell has a FY2015 operating budget of $378.1 million and an endowment of approximately $78.4 million (up from $34 million in 2009). In FY2014 UMass Lowell received more than $87 million in state appropriations and raised more than $20 million in private funds – a 100 percent increase in five years.

The University has benefited from increasing enrollment with tuition/fee revenue and residence life/food service revenue expected to grow nine percent (net of financial aid) and six percent respectively next year. The current in-state tuition at UMass Lowell is $12,447 and out of state tuition is $27,400 with more than $154 million awarded in financial aid last year.

Facilities

The physical campus has developed extensively as the University has transitioned from a commuter school to a more traditional residential campus. Campus life revolves around a state-of-the-art recreation center and a 7,800-seat sports-and-entertainment arena. UMass Lowell purchased and refurbished a downtown hotel for student housing and built two residence halls (adding 980 suite-style beds), a student center, a new food court, and parking garages. The UMass Lowell Inn & Conference Center (ICC) provides world-class facilities for conferences and other opportunities for industry engagement. New academic buildings include the $80 million Mark and Elisia Saab Emerging Technologies and Innovation Center, which opened in October 2012 and houses state-of-the-art research facilities enhancing UMass Lowell’s partnerships with the corporate scientific community, and the $40 million Health and Social Sciences Building, which opened in April 2013 and is home to the School of Nursing, School of Criminal Justice
and Criminology and the Department of Psychology. In May 2014, UMass Lowell broke ground on the $40 million Pulichino Tong Business Building, which will become the new home of the Manning School of Business in 2017.

**Location**

UMass Lowell enjoys a close and mutually supportive relationship with Lowell, Massachusetts. During the recession, UMass Lowell invested tens of millions in the downtown area to the benefit of both the University and the city. UMass Lowell is the second largest employer in the area.

Lowell is a 40-minute commuter rail ride from Boston. The birthplace of Jack Kerouac and the 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.

Go Local, a digital media business delivering local news and information, has ranked Lowell the No. 2 Best City in Massachusetts. Lowell placed in New England’s Top 10 in both walkability and well-being. Among its Bay State peers, this city of 106,519 had the lowest property crime rate in the group and the second-lowest violent crime rate. Lowell also scored points for its WiFi per capita (ranked No. 3).

**Community Engagement**

UMass Lowell students spend more than 100,000 hours per year on academic and non-academic service in the community. For multiple years, UMass Lowell has been named to the President’s Higher Education Community Service Honor Roll with Distinction, a prestigious recognition for colleges or universities committed to volunteering, service-learning and community engagement that produces measurable results. This honor – together with recognition as a community-engaged university from the Carnegie Foundation for the Advancement of Teaching – underscores UMass Lowell’s commitment to applying knowledge for the public good and supporting the development of community through teaching, research, scholarship and engagement.

**UMass Lowell Strategic Plan for 2020**

In 2010, the University released *UMass Lowell 2020: A Strategic Plan for the Next Decade*. It was developed over 18 months by more than 200 faculty, staff and students with feedback from the entire campus as well as an external advisory group comprised of alumni and community leaders. The plan articulates a vision of UMass Lowell in the year 2020 and maps out the blueprint to get there. It sets out a comprehensive strategy that will differentiate the University by its excellence across several areas:

**Pillars of Excellence**

I. **Transformational Education**

   Experiential and trans-disciplinary learning prepare UMass Lowell students for fulfillment and making a difference in the world.
II. Global Engagement & Inclusive Culture
Dynamic, global collaborations around the world support student and faculty exchanges, research and other entrepreneurial enterprises. These initiatives will contribute to the development of an inclusive campus culture.

III. Innovative Research & Entrepreneurship
UMass Lowell fosters innovative and creative research and scholarship that seeks sustainable solutions to the major challenges in today’s world.

IV. Leverage Our Legacy and Our Place
UMass Lowell is a public enterprise committed to building on our legacy by creating partnerships, locally, regional, nationally and internationally that enrich and sustain the human experience.

V. Entrepreneurial Stewardship in Higher Education
An entrepreneurial approach to stewardship of human, physical and financial resources will be the hallmark of UMass Lowell’s approach to building a healthy and sustainable future.

The University is committed to benchmarking progress toward targeted goals and has created the UMass Lowell Report Card to track and evaluate indicators vital to success. This report identifies 25 strategic indicators organized around the five pillars of excellence to measure progress. Systematic analysis of the Report Card has been used to guide multi-year financial and academic program development by the Strategic Planning Commission working closely with senior administrators, faculty, staff and students of the University.

THE UNIVERSITY OF MASSACHUSETTS
The Commonwealth of Massachusetts is recognized throughout the world as a center of excellence in higher education and is the birthplace of public education, largely as a result of Horace Mann’s pioneering efforts during the early part of the 19th century. The nation’s first college, first teachers college, first elementary school, and first high school were all born here. The University of Massachusetts is the Commonwealth’s only public research university system. It consists of five campuses in Amherst, Boston, Dartmouth, Lowell and UMass Medical School in Worcester. The University also has a satellite in Springfield and a School of Law in Dartmouth. UMass is currently ranked as the No. 1 public university in New England and is among the world’s top 100 universities, according to Times Higher Education World Rankings.

The University of Massachusetts was established in 1863 as the Massachusetts Agricultural College, located in Amherst. It became known as the Massachusetts State College in 1932 and in 1947 became the University of Massachusetts. The Medical School and Boston campuses were established in 1962 and 1964, respectively. The Lowell campus and the Dartmouth campus were consolidated into the University in 1991. In the fall of 2014 the University of Massachusetts had nearly 73,000 enrolled on its five campuses.

The University of Massachusetts is governed by a 22-member Board of Trustees that represents various interests of the public at large on a non-partisan basis. Seventeen
members of the board are appointed by the Governor and five members are UMass students elected by the student body on each of the five campuses.

The Board of Trustees functions as a legislative body dealing mainly with general policies governing the University. The Board is not an administrative or management board. The Massachusetts General Laws allows it to act as an appeals body in certain rare instances.

The University of Massachusetts System Office (UMSO), which includes the Office of the President and Central Administrative Services, provides overall leadership to the University, coordinates with the campuses on various academic and financial initiatives, and provides shared services in the areas of information technology, treasury, and procurement, among others. The System Office represents the University in various ways (including but not limited to) working with the Governor, Legislature, executive branch agencies, the federal government and professional organizations. It also coordinates strategic planning efforts including the UMass Performance: Accountable and On the Move initiative, academic affairs across the campuses, management and fiscal affairs including efficiency and effectiveness efforts, budgeting and forecasting, capital planning, information systems, legal matters, and human resources management. Overall planning, policy development and initiation of University-wide programs are carried out through the System Office by several departments that report to the President and Vice Presidents who are located in both Boston and Shrewsbury.

**Leadership**

**Martin Meehan**, Chancellor of UMass Lowell since 2007, was elected President of the University of Massachusetts System, effective July 1, 2015. A Lowell native and UMass Lowell alumnus, Meehan represented the Fifth Congressional District of Massachusetts as a U.S. Congressman from 1993 to 2007. He served on the House Armed Services and Judiciary committees. Widely respected as a reformer, he established a national reputation for his legislative leadership reforming campaign finance laws and protecting people against the health risks of tobacco use. Prior to being elected to Congress, Meehan served as Massachusetts Deputy Secretary of State for Securities and Corporations and was the First Assistant District Attorney of Middlesex County. Meehan was honored by the Council for Advancement and Support of Education (CASE) at the annual District I program in early 2012 when he received the Chief Executive Leadership Award, established to honor institutional leaders for outstanding contributions to their campus communities, for efforts promoting public understanding of education and for support of advancement at their campuses.

In addition to his UMass Lowell undergraduate degree, Meehan received a master’s degree in public administration and a juris doctor from Suffolk University. He was an adjunct faculty member in political science at UMass Lowell in the late 1980s.

**OPPORTUNITIES AND CHALLENGES**

The Chancellor is the chief executive officer of the University. S/he furthers the mission of the University and exercises broad responsibility for the academic, student affairs, financial, philanthropic, and all other dimensions of the institution to promote its development, effectiveness, and impact. The Chancellor is responsible to the UMass President and the Board of Trustees for the administration of the University. The Chancellor's direct reports include the
Executive Vice Chancellor; Provost; and Vice Chancellors for Advancement; Finance and Operations; and University Relations.

The Chancellor will recognize the unique characteristics of UMass Lowell and will build upon the University’s considerable success and momentum by bringing innovative leadership to best advance the University. The Chancellor will be a capable delegator, a good listener, and visible on campus and in the community. S/he must have a great passion for the role of public higher education and be equally passionate about UMass Lowell.

The Chancellor will be expected to address the following opportunities and challenges:

**Define and articulate a vision for the future while strengthening and reinforcing achievements of recent years.**

UMass Lowell is witnessing the immediate and dramatic results of an ambitious and successful campaign to grow the University in numbers and quality. While the University community embraces the change in leadership they do not seek a change in direction. The Chancellor will guide the strategic direction of the University, leveraging the University’s core strengths to create and realize a vision for the University’s continued advancement among the nation’s public universities. The Chancellor will work closely and effectively with the President and Trustees, the senior leadership team, faculty, staff, students, alumni, and the community to build a common vision for the University’s future, its aspirations, and required resources. The University’s plan should be adaptable but ambitious, imbued with a spirit of creativity and entrepreneurialism.

The Chancellor will have a demonstrated ability to translate vision into strategy. UMass Lowell desires a Chancellor who will focus on execution and implementation. The successful Chancellor will find the right balance of expansion and focused consolidation, building on the University’s current strong upward trajectory.

**Enhance the reputation and visibility of the university nationally**

While UMass Lowell is becoming the first choice for an increasing number of the region’s most academically talented students, there is still more work to be done to ensure the University’s reputation matches its recent accomplishments. The Chancellor will spearhead efforts to clarify UMass Lowell’s competitive identity and vision and then communicate that persuasively and inspirationally to elevate the university’s profile within the region, the state and the nation. The Chancellor will bring creativity and innovative thinking to fine-tune the market positioning of UMass Lowell. The Chancellor with work to ensure that in the coming years the people of Massachusetts and the national and international academic community recognize Lowell’s innovative leadership in preparing students to take responsibility as participants in an increasingly complex and diverse global community. The University will be recognized for contributing significantly to solutions for the challenges confronting the State and our nation.

**Build a faculty for the future**

The Chancellor will set the tone for recruitment and retention that will constantly raise the aspirations for faculty success and with it the prestige of the institution. UMass Lowell aspires to build on its reputation and to increase the number of programs and departments with national
recognition. The Chancellor will need to supply resources, make choices and set expectations that will retain and recruit the faculty needed to seize the University’s current momentum and realize its full potential while balancing its historic mission to serve underserved students and not lose touch with the strong roots that have led to its current success.

**Strengthen research and interdisciplinary collaborations**

UMass Lowell has numerous outstanding scholars who participate in both applied and basic research and create meaningful scholarship that contributes to their discipline, to the community, and to solving societal problems. Research provides the UMass Lowell student with a richer educational experience and the University with a deeper connection to its industry partners. In recent years, the University has attracted increasing amounts of external funding in many disciplines; these resources facilitate and amplify the research and teaching effectiveness of the faculty. There is a determination among the schools and colleges to leverage and grow their existing scholarship in ways that bring additional resources to support the institution and its pursuit of excellence.

The University has strength in a diverse array of disciplines and has built successful interdisciplinary initiatives. The Chancellor will foster a supportive environment which will encourage the expansion of research within and across academic units. In addition, to leverage resources, the Chancellor will facilitate cooperation between programs at UMass Lowell and other campuses (both inside and outside the UMass system) as well as with the business community and other external partners.

**Champion commitment to student success**

A central element of UMass Lowell’s core mission is to serve its students by providing an excellent education and exceptional student support services. The University serves a large population of talented first-generation college students distinguished by a strong work ethic and lack of entitlement that is valued by employers. They are known for seizing the opportunities put in front of them and have contributed greatly to the growth in reputation in recent years. While the University has grown, its students still enjoy the benefits of small class sizes and professors who know the students by name. In addition to access to outstanding faculty and staff, students have opportunities to participate in research, working alongside faculty on projects that greatly enhance their learning experience and improve the quality of life in the region. This personalized touch is valued by students and is a source of pride for faculty and staff. The Chancellor will be committed to maintaining it while the University continues to grow and respond to new opportunities.

UMass Lowell has one of the best value propositions of any higher education institution in the country – an education that compares favorably with top private colleges at an affordable price. It is imperative that the University remain firmly committed to both quality and affordability to maintain what is so distinctive and attractive about the UMass Lowell.

**Preserve the culture of collaboration and respect**

UMass Lowell is distinguished by a palpable sense of institutional pride, camaraderie, and a shared sense of responsibility for the success of its students and the institution as a whole. This pride has been strengthened by leveraging the strengths of collaborative, mutually respectful
teams that are greater than the sum of their parts, leading to many of the accomplishments of the last decade. The Chancellor will work to preserve and enhance this important and distinctive cultural characteristic of the University.

**Maintain and strengthen a diverse community**

UMass Lowell has achieved considerable success in attracting a diverse student body at the undergraduate and graduate levels. The Chancellor will be committed to insuring greater diversity in both the student body and among the faculty so as to be more representative of the population of the community and our national and global society.

The Chancellor will champion this commitment to a campus atmosphere that is welcoming and celebrates differences in social and economic backgrounds, lifestyle, gender identity, race and ethnicity, and in support for open exploration of intellectual issues. By her/his public expression of the deep value of diversity, the Chancellor will further the goals of inclusive excellence by fostering an environment where the campus population is diverse and members of all constituencies are encouraged to be active collaborators in shaping the academic culture.

**Strengthen and expand the university’s involvement with the local community and its economic development.**

The success of UMass Lowell and the prosperity of the region are highly intertwined. Given the economic challenges facing the region, economic development and knowledge transfer are vital to the success of the region. The University has woven itself into the fabric of the community, creating partnerships, research opportunities, and services that have been mutually beneficial. It is critical for the Chancellor to understand and continue the focus on economic development, not only for the benefit of the University, but also for the continued economic health of the region.

**Broaden and deepen the base of the University’s financial resources**

Attracting financial resources is a critical role. The Chancellor will be a vigorous and compelling champion for the University’s fundraising efforts, leading in the effort to identify, pursue and steward sources of financial support for the University’s aspirations and strategic needs. The Chancellor will work diligently with elected and appointed public officials in a wide variety of settings to advocate for the University’s economic needs.

The Chancellor will provide strong leadership to strengthen annual giving, energize the capital campaign, and develop an effective strategy to continue to increase the endowment. Building on the recent fundraising successes and the strong sense of pride and loyalty that emerges from the Lowell experience, s/he will work closely with the University’s advancement team in a persistent, coordinated effort to build relationships, engage alumni and friends, and communicate the impact that supporting the University will have. The Chancellor will also raise funds from institutional donors, and generate corporate sponsorship through partnerships with businesses, foundations, nonprofit and other civic and public-sector enterprises.
THE SUCCESSFUL CANDIDATE

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

- Successful experience as a strategic leader, an understanding of the full range of strategic issues in complex organizations and the ability to execute large and ambitious plans;

- Exceptional communication and interpersonal skills, the ability to energize and inspire students, faculty, staff, parents, alumni, Trustees, donors and other external constituencies, the capacity to articulate UMass Lowell’s mission and direction to all of its essential audiences, cultivate and sustain collegial relationships, and build consensus around difficult issues;

- A passion for providing support and opportunities for UMass Lowell students, an appreciation for the university's history and traditions as well as its boundless potential;

- An appreciation for the importance and challenge of maintaining a healthy, productive balance between scholarship and high-quality teaching, understanding of, sensitivity to, and respect for, the concerns and interests of faculty;

- A commitment to diversity, including individual action and institutional leadership to advance diversity and inclusion;

- Evidence of an understanding of the academic distinctiveness of UMass Lowell, balancing its growing research mission with its commitment to teaching and all elements of student success;

- Proven success and interest in fundraising; the capacity to represent UMass Lowell compellingly to donors and to lead future development campaigns; the ability to energize alumni to support the University at a level consistent with its aspirations;

- The ability to thrive in the public sector with well-developed political and diplomatic skills; effective in representing the institution’s missions and goals with elected officials and the public at large.

- Experience in and knowledge of national and global business, educational, public policy, and cultural matters; rapport with corporate, educational, governmental, and private sector leaders; understanding especially the forces shaping American higher education and how they are likely to impact UMass Lowell;

- An understanding of the opportunities presented by technology and the ability to apply that knowledge to keep UMass Lowell on the leading edge of teaching and research;

- Intellectual creativity, an instinct for innovation, and high academic standards;
• Devotion to the highest ethical standards and personal and professional integrity above reproach;

• An exceptional record of achievement in the academic world, industry, or governmental environment and a doctoral degree or equivalent are required.

TO APPLY

Nominations, applications, and inquiries are being accepted for the position. Consideration of candidates will continue until the position is filled. Candidates must submit curriculum vitae and a cover letter. All correspondence should be directed to Isaacson, Miller via www.imsearch.com/5462.

Gale Merseth and Kate Barry
Isaacson, Miller
263 Summer Street, 7th Floor
Boston, MA 02210

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