



MERRIMACK COLLEGE

Dean of the School of Science and Engineering

Merrimack College invites applications and nominations for the position of Dean of the School of Science and Engineering. Merrimack College seeks an exceptional leader with a strong record of academic accomplishment and a forward-looking vision for the future of STEM education to serve in this key leadership position. The new Dean will have the opportunity to capitalize on a period of growth at the School to develop a strategic vision focused on academic excellence, increased enrollments, and an interdisciplinary approach to STEM.

Merrimack College, a private Catholic comprehensive college nestled in the Boston suburbs of Andover and North Andover, Mass., is an institution with great upward momentum. In the 2019 *U.S. News & World Report* rankings, Merrimack ranked 11 for Most Innovative Schools making improvements in curriculum, faculty, students, campus life, technology or facilities. U.S. news also ranked the College at 50 in the Regional Universities North category and 52 for Best Value Schools.



Founded in 1947 by the Archbishop of Boston and the Order of St. Augustine, Merrimack strives to cultivate global citizens who are prepared to lead in today's diverse and changing environment. Merrimack offers nearly 100 undergraduate programs in liberal arts, science and engineering, business, health sciences, and education and social policy. Additionally, the College offers graduate programs in clinical mental health, spirituality, spiritual direction, education, criminology, management, accounting, business analytics, health sciences, public affairs, data science, and engineering and is planning to launch more graduate degrees in the future.

The College has over 3,500 undergraduate and 600 graduate students from 32 states and 31 countries who form an engaged community of thinkers, learners and achievers integrated into an academic culture of excellence. Undergraduate enrollment has increased approximately 58% in the last five years and Merrimack has hired more than 100 new faculty in that same time period. The

implementation of the College’s ten-year strategic plan, the *Agenda for Distinction*, has led to renewed energy and sense of community, combined with the growth of the faculty and student body.

At Merrimack, dedication to the Augustinian values of hospitality, community, and the pursuit of truth allows students to feel at home. They explore the world and gain experiences through strong cooperative education programs, study abroad, internships and career services programs. 97% of the class of 2017 reported being employed, in graduate school, or completing a year of service nine months post-graduation. Approximately 74% of these students participated in co-ops or internships while attending Merrimack and 29% of these internships and co-ops led to full-time job offers. At Merrimack, 75% of students reside in College housing and enjoy more than 60 student clubs and activities. Merrimack offers a 24-hour fitness facility and more than 65% of the students participate in club sports, intramurals and/or varsity athletics. An NCAA Division 1 school in men’s and women’s ice hockey, the College is on track to move all of its intercollegiate athletic teams into Division 1 in the next five years.

The 220-acre campus has more than 30 buildings that are clustered around tree-lined walking paths, open spaces, and courtyards. The Moseley Wrought Iron Arch Bridge, a National Civil Engineering Historic Landmark that once carried foot traffic over a canal of the Merrimack River, crosses a reflecting pool in a campus courtyard; a labyrinth for contemplation and outdoor sculptures grace other areas. The College recently opened a 50,000 square-foot academic building, repurposed space for the new School of Health Sciences, and a renovated Academic Success Center. Merrimack has also expanded food services and opened a new Athletic District that includes a stadium, track, and multi-sport field. The College recently announced plans for a new Science and Engineering Building, funding for which will part of the current campaign.



College Leadership



Dr. Christopher E. Hopey, President: [Dr. Hopey](#) was named the eighth president of Merrimack College on July 1, 2010. Dr. Hopey is an experienced higher education leader who has brought to Merrimack a strong academic and entrepreneurial background. He has more than twenty years of comprehensive leadership experience within very complex and highly decentralized colleges and research universities. He holds a Ph.D. from the University of Pennsylvania and bachelor’s and master’s degrees from Northeastern University.



Dr. Allan Weatherwax, Provost and Senior Vice President for Academic Affairs: [Dr. Weatherwax](#) became Provost and Senior Vice President for Academic Affairs at Merrimack in January 2017. Dr. Weatherwax is an internationally recognized teaching-scholar who has spent two decades contributing to fundamental research in space plasma physics, geophysics and space weather. He holds a Ph.D. in physics from Dartmouth College and a bachelor of science in mathematical physics from Binghamton University.

For more about College governance, see <http://www.merrimack.edu/about/leadership/>

History: The Augustinians established the College as a direct response to the needs and aspirations of local servicemen returning home from World War II. Women first enrolled as day-school students in fall 1950 (class of 1954 — seven graduated). The College grew significantly in the 1950s and 1960s. With a student population of 2,000, the College continued primarily as a commuter school throughout the 1970s and 1980s. The academic excellence that had always been a priority of the Augustinian educational tradition inspired the first college-wide curriculum revision in the early 1980s, and the growth of a student life division responsible for co-curricular programs. In the mid-1990s, Merrimack focused strategically on becoming a residential college, and by the end of the decade, residential students accounted for more than 75% of the population. Further revisions to the curriculum in the early 2000s reflected Merrimack’s strategic intention to emulate aspirant institutions. There has been significant growth in programs and student population in the past 5 years, under President Hopey’s leadership.

The Vision, Mission, and Values: Merrimack College continually seeks to embody its core principles and aspirations:

- **Strategic Vision** - Merrimack College’s vision is to be a highly ranked, internationally respected, selective master’s comprehensive Catholic college, which is residential, student-centered, professionally focused, and rigorous in the liberal arts, sciences, engineering, business, and education. The College will advance this vision through excellence in classroom teaching and scholarship, diversity and globalization, development of professionally oriented graduate programs, investment in faculty, enhancement of student life and experiential learning, expansion of athletics, and refocusing our values on our Catholic roots in the teachings and principles of St. Augustine.
- **College Mission** - Merrimack College embraces its mission to enlighten minds, engage hearts, and empower lives. Faithful to its Catholic, Augustinian tradition, this mission calls us to actively engage the passion and emotion of our hearts with the discipline provided by intellect and reason.
- **Fundamental Values** - The College is committed to these core values in carrying out its mission and realizing its vision:
 - **Leadership:** To prepare students to adapt creatively to tomorrow’s realities through excellence in the liberal arts, sciences, and the professions.
 - **Community:** To build a community of scholars that welcomes and respects a diversity of backgrounds, experiences, beliefs, and perspectives.
 - **Awareness:** To cultivate the intellectual, moral, spiritual, physical, and personal awareness needed to make wise choices for life, career, and service.
 - **Scholarship:** To encourage and support scholarly work that contributes to the wisdom on which society bases its decisions.
 - **Service:** To engage other educational institutions, industry, and agencies of social

change in collaborative efforts to foster a just, peaceful, and sustainable world.

The Academic Program: Merrimack’s community embraces scholarship and service to others, and provides students with opportunities to develop intellectually, spiritually, socially and ethically, guided by its tradition and mission to “Enlighten Minds, Engage Hearts, Empower Lives.” The College is committed to the liberal arts and offers undergraduate and graduate programs in five Schools. Degrees offered include:

Undergraduate Degrees

- Bachelor of Arts
- Bachelor of Science
- Bachelor of Science in Business Administration

Master of Arts

- Spirituality
- Spiritual Direction

Master of Science

- Accounting
- Business Analytics
- Civil Engineering
- Community Health Education
- Data Science (online)
- Engineering Management
- Exercise and Sport Science
- Health and Wellness Management
- Management
- Mechanical Engineering
- Clinical Mental Health Counseling
- Community Health Education
- Criminology and Criminal Justice

Master of Public Affairs

Master of Education

- Community Engagement
- Curriculum and Instruction (General Studies)
- Higher Education
- School Counseling
- Teacher Education

At the undergraduate level, a liberal studies core curriculum was implemented in fall 2012. In keeping with Merrimack’s commitment to its rich Catholic, Augustinian intellectual heritage, this curriculum teaches students to value and practice critical inquiry, social responsibility, and ethical judgment in the academic, social, and personal dimensions of their lives and to develop the capacity for lifelong learning. Additionally, the expanding Honors Program offers students with strong academic credentials, class standing, and leadership qualities the opportunity to study with other exceptional students in smaller and more challenging classes.

Academic Support and Co-Curricular Centers: Merrimack College provides a wide range of academic enrichment and support services. These centers work collaboratively with faculty and the Division of Campus Life to contribute to the holistic success of all students. In addition to academic programs, the curricular and co-curricular centers serve as intersections between the College and the larger community. These centers include: Academic Success Center, Tutoring and Math Center, Writing Center, Center for Excellence in Teaching and Learning, Compass Program, Writers House, O'Brien Center for Career Development, and the Promise Program.

Faculty: Merrimack College's emphasis on a community of teaching scholars and an integrated education attracts faculty members that are committed both to students' intellectual and moral development and their own scholarship. The College's 192 full-time faculty members and 214 part-time faculty members provide a full-time equivalent student-faculty ratio of 13:1. Of the full-time faculty, 90% hold the terminal degree in their fields; 52% are male and 48% female.

Staff: Merrimack College's dedicated staff plays an important role in supporting the mission and values of the College and in enhancing the educational experience of students. The College's staff includes 388 full-time members and 86 part-time members. Of the full-time staff, 61% are female and 39% male.



Students: Of Merrimack College's over 3,500 undergraduate and graduate students, women constitute 52% of the undergraduate student body and 68% of the graduate student body. Approximately 92% of students receive financial aid. The strengths of Merrimack's academic, co-curricular, and student activity programs result in a retention rate of 83% of freshman for the sophomore year, and a six-year rate of 69%.

Library: The McQuade Library, located in the center of campus, provides facilities for both individual and group study and houses the Academic Success Center, the Tutoring and Math Center, the Writing Center, and the Information Technology Center. It is open 24 hours a day on weekdays and holds a collection of approximately 236,000 items.

Finances: The College's operating budget is approximately \$206 million, with an endowment currently of nearly \$59 million. Tuition and fees contribute approximately 70.9% of the budget revenues. The College is now conducting efforts to raise monies for identified needs across the campus through philanthropy teams comprised of trustees, faculty, administrators, and the Office of Development and Alumni Relations staff.

Governance: The College has a board of up to 35 Trustees appointed up to three three-year terms. The President serves as the chief executive officer of the College and is appointed and accountable to the Board of Trustees. The President is also an ex-officio member of the Board. The College's system of shared governance is mature and based on the understandings and recommendations regarding collegial governance contained in the *Statement on Government of Colleges and Universities* jointly formulated by the AAUP, ACE, and AGB. The Faculty Senate is a deliberative body whose membership includes the full-time faculty of all of the College's individual schools, as well as the full-time librarians. The work of the Faculty Senate is carried out through its committee structure. The College Leadership Council is composed of over 60 alumni, parents and friends of the college who are industry and community leaders. In collaboration with the Office of the

President, the council builds and leads engagement and philanthropic activities within the Merrimack community. This council represents all the schools and areas of interest within the college community.

Accreditations: Merrimack College is accredited by the New England Association of Schools and Colleges, Inc. (NEASC), through its Commission on Institutions of Higher Education. The most recent NEASC accreditation visit was in 2011, with an additional NEASC visit in 2013 as part of the standard approval process following the initial first year of a newly launched graduate program. NEASC granted general approval for existing and future master’s programs at the College. Specialized accreditations are held from the Engineering Accreditation Commission of the Accreditation Board for Engineering and Technology, and the Commission on Accreditation of Athletic Training Education. The teacher preparation programs in Elementary, Middle, and Secondary Education as well as Special Education (Moderate Disabilities) have State approval under the Interstate Certification Compact of the National Association of State Directors of Teacher Education and Certification. The Chemistry and Biochemistry department at Merrimack is approved by the American Chemical Society.

Athletics: An NCAA Division 1 school in men’s and women’s ice hockey (Merrimack is the smallest school in the Division I Hockey East Association). Merrimack College has recently accepted an invitation to join the Northeast Conference beginning in the 2019-2020 season, moving all 24 of its intercollegiate athletic teams into Division 1. In addition to men’s ice hockey, the men’s programs include baseball, basketball, cross country, football, indoor track, lacrosse, soccer and tennis. In addition to women’s ice hockey, women’s sports include basketball, cross country, field hockey, indoor track, lacrosse, swimming, softball, soccer, tennis, volleyball, golf, and crew.

Strategic Planning: Approved in 2011 and updated in 2016, the strategic plan [Advancing Merrimack in the 21st Century: The Agenda for Distinction](#) details a ten-year commitment to make strategic investments in its people, its academic programs, its infrastructure, and the experiences and successes of its students in order to become a highly ranked, internationally respected college that draws students and faculty from around the world. The College will soon be engaging in a new strategic planning process that will continue the success of the Agenda for Distinction.

Current strategic priorities outlined in the plan include:

- Create a modern, academic enterprise grounded in innovative teaching, learning, and scholarship;
- Develop a contemporary Catholic mission;
- Create an intellectually vibrant, socially engaged, entrepreneurial student experience;
- Inspire and engage our people, culture, and community; and
- Strengthen our value proposition and competitive position.

Campaign: Merrimack College’s strategic plan is supported by the current campaign, [Together for Good](#). The campaign has been very successful, and the College has already surpassed its \$50 million goal. These funds will be used to strategically invest in Merrimack’s future by focusing on infrastructure, academic programs, support services, athletics, student experiences, and scholarships.



The School of Science and Engineering



The [School of Science and Engineering](#) (SSE) enrolls 633 undergraduate and 63 graduate students with 56 full-time faculty members, 31 part-time faculty, and 12 staff members. The SSE combines interdisciplinary study with a hands-on learning experience for students. Students are engaged with real-world problems and collaborate with each other and faculty members to identify practical solutions. Inspired by the Augustinian values of service, the common good, and the pursuit of wisdom, students in the School of Science and Engineering engage in learning and service

opportunities in and out of the classroom along with the holistic experiences needed to become global citizens.

In an increasingly complex and technological society, SSE's curriculum focuses on the essential skills of problem-solving, critical and creative thinking and analysis, quantitative reasoning, and written and oral communication. These skills, along with a well-rounded and interdisciplinary STEM education provides graduates with knowledge, training, and experiences to gain employment after graduation and become leaders in their fields. The SSE believes in combining theory and practice through a program of study designed to connect their academic experience with their career ambitions. This goal is accomplished by providing students with ample [experiential learning opportunities](#) to augment what students learn in the classroom. These programs give Merrimack students opportunities to solve real-world problems and engage with various communities in the Boston area.

The School of Science and Engineering consists of eight departments, including [biology](#), [chemistry and biochemistry](#), [civil engineering](#), [computer science](#), [electrical engineering](#), [mathematics](#), [mechanical engineering](#), and [physics](#). The School also offers graduate programs in [civil engineering](#), [data science](#) (online), [engineering management](#), and [mechanical engineering](#). At the Undergraduate level, SSE offers degrees in [biochemistry \(B.S. and B.A.\)](#), [biology \(B.S. and B.A.\)](#), [chemistry \(B.S. and B.A.\)](#), [civil engineering](#), [computer engineering \(B.S. and B.A.\)](#), [computer science](#), [electrical engineering](#), [mathematics](#), [environmental science](#), [mechanical engineering](#), and [physics \(B.S. and B.A.\)](#). These programs include interdisciplinary concentrations such as information technology management, mobile and web development, and computational mathematics. An interdisciplinary major in [mathematics-economics](#) is offered in partnership with the economics department in the School of Liberal Arts, and an undergraduate program in data science is currently being developed.

The SSE offers students a number of resources that will support their educational journey, broaden their understanding of global society, and foster a collaborative and positive learning environment. Students are also supported by a strong array of [clubs and organizations](#), which broadens the student's understanding of national trends in STEM education and reinforces student competency in teamwork, leadership, and networking skills. [Resources](#) and [scholarships](#) are available to ensure students from all backgrounds have access to a high-quality STEM education and to ensure that students feel supported in their academic endeavors, are given opportunities to succeed, and are well prepared to enter the workforce.

Students in SSE also have the opportunity to engage in STEM-focused living and learning

communities at Merrimack. The [Innovation Through Engineering and Computing \(iTEC\)](#) community is designed to help first-year students thrive in engineering and computer science majors. First-year female students can participate in the [Women in STEM](#) living-learning community, which gives them the opportunity to connect, explore, and share their interest and enthusiasm for science and technology.

Faculty: The [faculty members at SSE](#) are a community of highly-qualified teacher-scholars whose dedication and commitment to the School and its students is one of its most esteemed points of pride. Committed to the highest standards of teaching and research, the faculty foster engagement and close personal interaction with students through small class sizes, one-on-one advising and unique experiential learning opportunities such as working on various research opportunities and engaging in service-learning activities.

Accreditation: The School's programs in chemistry, biochemistry, and engineering have earned accreditation and recognition from their respective accrediting bodies. The programs in Civil, Electrical, and Mechanical Engineering have earned accreditation by the Engineering Accreditation Commission of ABET (<https://www.abet.org>). The School's new program in Computer Engineering aspires to seek accreditation in the future, and the next Dean will have the opportunity to lead that process. The next dean will be responsible for ensuring these programs sustain their accreditations and continue to be a mark of excellence in their fields. The Chemistry and Biochemistry department at Merrimack is approved by the American Chemical Society.

OPPORTUNITIES AND CHALLENGES

Merrimack College has reached a moment where goals are being accomplished and this exciting period of growth provides both challenges and opportunities to move forward and advance the next phase of the Agenda for Distinction. These opportunities call for collaborative leadership, an innovative and entrepreneurial outlook on STEM education, and a vision for continued success at Merrimack College.

Capitalizing on Momentum: Merrimack has enjoyed considerable success over the past ten years in terms of its academic profile and rankings. The next Dean will be asked to play an important role in examining the future program mix, the organizational model, the mission, and the position of the School in order to strengthen its educational quality. Merrimack's success is in part due to a dynamic leadership team and strong faculty involvement, so the next Dean will have to possess the ability to establish a shared vision, communicate well, establish relationships to get buy-in, effectively manage growth, and be proactive in implementing strategic priorities. The School of Science and Engineering has also seen impressive enhancements, especially in obtaining new equipment, enhancing classroom and learning spaces, and developing high-quality and in-demand programs. The next Dean will have the opportunity to continue building on the solid foundation that is well established at SSE.

Identifying Resources to Support Growth: To help realize the School's vision and key goals, the next Dean will be expected to establish a strong record of seeking and obtaining private resources to support students, faculty, and programs. In addition to securing external resources, the Dean will also be charged with continuing the College's momentum in developing high-impact degree programs to attract high-quality students and further utilize the world-class expertise of faculty members. The next Dean will play an essential role in supporting the Together for Good Campaign by effectively engaging alumni, community leaders, and other constituencies in support of strategic priorities. The Dean, together with the College as a whole, will need to generate new kinds of support in order to meet critical needs for program and faculty development, facilities, computer and classroom resources, and student scholarships.

Setting Strategic Priorities: The Dean will set strategic academic priorities for the School, as well as build a team and administrative structure to manage and support the continued growth of the School. The undergraduate and graduate programs are experiencing healthy growth at SSE, and the new Dean will need to build upon this energy and determine appropriate directions for further program development. The Dean will also collaborate across the Schools and departments at Merrimack to create and deliver innovative and relevant program offerings. The Dean will need to work closely with the President, the Provost, the senior leadership, other Deans, and faculty to advance the needs of the School of Science and Engineering and the College. A strong team player and coordination are essential for the goals of the School to be achieved.

Strengthening Diversity: Merrimack College has a longstanding commitment to diversity and values the gains it has made. Enhanced ethnic, religious, racial, and gender diversity needs to be pursued aggressively in the recruitment of students, faculty, and staff. Additionally, the curriculum provides students with the opportunity to address global issues and to develop cross-cultural communication skills but would be enhanced through more extensive interaction with people from other cultures. To achieve further progress in these areas will require sustained and vigorous commitment from the entire School and College community. The next Dean is in a unique position to provide leadership for these efforts, especially in closing racial and gender gaps in STEM fields. SSE has a number of resources, programs, and scholarships in place to expand access and support for students of color, women, and first-generation students in STEM education. The next Dean has to be committed to continuing and strengthening these efforts at the School, while advocating for additional resources to support and expand current programs.

Building Relationships: Merrimack College is a caring community of faculty, students, staff and administrators, working together in an atmosphere of respect and common purpose. It is expected that the new Dean of the School of Science and Engineering will provide a style of leadership that recognizes the central importance of consensus building and teamwork. Effective communication by the Dean is a key to ensuring that the School's commitment to community is realized. Inherent in this effort is the need for the Dean to share information, facilitate communication among others, and ensure effective and timely decision making and action. The Dean works closely with internal and external constituents in developing a strategic vision for the School.

Supporting an Interdisciplinary Culture: Innovation in pedagogy, technology and communication have allowed for greater collaboration and sharing of knowledge than ever before. The next Dean must be an excellent collaborator and partner who will advance the School and the College by forging innovative programmatic, educational, and research partnerships, both internally and externally. Merrimack has already experienced success in interdisciplinary programs like data science, engineering management, and data analytics. The ability to effectively foster collaborations among the departments in the School and across the College will be vital in ensuring that the programs offered by the School and College are in-demand and will effectively prepare students to become leaders in their fields.

Faculty Development and Support: The Dean will provide vision and leadership for educational innovation and will foster an environment of the highest expectations in teaching, research, and service. The Dean will foster an intellectual climate with mentoring and developmental opportunities that will both attract and retain excellent faculty members. Merrimack's innovative and dedicated faculty is one of its central strengths. Both senior and junior faculty bring energy, innovation, and positive perspectives to the School. Areas identified for further strengthening include support of scholarship and pedagogy. The Dean will play a key role in guiding and identifying resources for the further development of faculty, both individually and as a community.

Supporting the Mission. The School of Science and Engineering plays an essential role in supporting the College’s mission as a modern Catholic institution through a variety of programs, including its focus on experiential learning, community outreach, and service learning. There are opportunities for the next Dean to enhance this work, including working with the faculty to help create an ethics-driven curriculum and programs. The Dean will join all members of the Merrimack community in advancing the mission of the *Agenda for Distinction*.

THE POSITION, RESPONSIBILITIES, AND QUALIFICATIONS

The Dean of the School of Science and Engineering reports directly to the Provost and Senior Vice President of Academic Affairs and serves on the Provost’s leadership team alongside the Deans of the School of Girard School of Business, the School of Liberal Arts, the School of Education and Social Policy, the School of Health Sciences, and the Academic Success Center; three Vice Provosts; two Associate Provosts; the Vice President for Professional Studies; the Registrar; and the Directors of General Education, the Center for Excellence in Teaching and Learning, McQuade Library, and the Honors Program.

The College seeks an innovative and accomplished academic leader who will be able to harness the excitement of the campus and Merrimack’s academic mission as it sets out to achieve the *Agenda for Distinction*. In order to achieve these goals, the College needs a passionate, enthusiastic academic who is inspired by the opportunity to build a distinguished academic community. The Dean serves as the chief academic and administrative officer of the School of Science and Engineering. Key dimensions of the Dean’s position include:

- Guiding and coordinating the School’s academic, research, development, and service activities.
- Overseeing the development and strengthening of high-quality baccalaureate and master’s degree programs.
- In cooperation with the chairs and faculty, guiding the hiring, evaluation, development, and retention of top-quality full- and part-time faculty members within the School.
- Working with faculty and the College advancement team to identify and obtain sources of revenue to support existing programs and services, and the creation of new ones.
- Establishing and maintaining effective working relationships with external partners and constituents.
- Developing and managing the budget of the School, while at the same time being responsible for the identification and utilization of additional revenue streams.
- Serving as a member of a team of deans and other academic administrators who directly report to the Provost.

Examples of Duties and Responsibilities

- Promoting excellence in teaching, research, and service.
- Providing leadership and motivating faculty to develop, implement, and assess academic programs, to enhance student learning; and to strengthen their scholarship and service roles.
- Building a culture where areas of strength are valued, and new ideas are embraced to take the School into the future.
- Preparing and managing the School budget and allocating funds among the concentrations and other programs.
- Managing enrollment planning, including recruitment of first-year, graduate, and transfer students.

- Maintaining a collaborative culture conducive to scholarship and professional service which is aligned with the mission of the College.
- Developing community, industry, alumni, and government relationships that support School and College programs, students, faculty, and research.
- Engaging in external fundraising activities with donors and alumni and being active in developing and implementing Campaign goals and priorities.
- Collaborating with chairs and faculty in determining curricular needs and enhancements.
- Supporting the retention of students through maintaining the school's commitment to advisement, experiential learning opportunities, living-learning communities, and developing lasting relationships between students, and faculty and staff members.
- Promoting and enhancing academic rigor in educational programs.
- Supporting the professional development of faculty, administrative, and staff personnel.
- Advancing all aspects of the College's Mission & Vision Statement.

Required Qualifications

The Dean of the School of Science and Engineering will hold a terminal degree, in a discipline represented in the School or a related field; and will have a record of teaching, scholarship, and service that merits appointment as a tenured full professor.

Desired Qualities

- Significant accomplishments in his/her career, with a background of academic experience and/or professional experience which provides the foundation for strong, credible leadership as a Dean.
- A track record of visionary leadership in a dynamic environment.
- Demonstrated ability to manage a complex organization and work effectively with colleagues in the School, College, and community.
- Demonstrated ability to encourage and foster quality teaching and scholarship activities among faculty.
- Demonstrated interest and success in external fundraising and developing alliances with the community and industry partners.
- Strengthen relationships with alumni of the School.
- Demonstrated understanding of the role of existing and emerging technologies.
- Substantial fiscal management experience.
- A management style driven by consensus building and teamwork.
- Core values that align with the mission and values of the School of Science and Engineering and Merrimack College.
- Demonstrated experience in revenue generation and the ability to actively diversify revenue streams.
- Strong commitment to diversity and inclusion, especially in closing diversity gaps in STEM fields by providing key opportunities for underrepresented groups to excel in STEM.
- Ability to establish and cultivate relationships with donors, corporate and foundation partners, and alumni.
- A commitment to an interdisciplinary approach to STEM and a knowledge of how to integrate a STEM curriculum into a 21st-century education.
- Strong commitment to high-quality education at the undergraduate and graduate levels.

- Experience in curriculum development and assessment, and development of interdisciplinary programs.
- Demonstrated commitment to global and international education, partnerships, and relationships.

Additionally, the successful candidate should have the following preferred personal traits and attributes:

- The highest personal integrity.
- The ability to formulate a clear vision.
- Strong communication skills.
- Strong interpersonal skills.
- Fair, firm, and consistent management and decision-making abilities.
- Excellent team building skills.
- Highly motivated team player with a sense of humor.

INFORMATION FOR CANDIDATES

Review of application materials will begin immediately and will continue until the position is filled. All inquiries, nominations and applications shall be confidential and should be directed electronically to:



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For more information on Merrimack College and its programs, please consult its website:
www.merrimack.edu

Merrimack College is an AA/EEO/ADA employer