

SCHOOL OF ENGINEERING FOUNDING DIRECTOR

POSITION PROFILE 2024



UMSL | University of
Missouri—St. Louis

*University of Missouri—St. Louis
One University Boulevard
St. Louis, Missouri 63121*





THE POSITION

The Founding Director, as the Chief Academic and Administrative Officer of the new School of Engineering at the University of Missouri–St. Louis, is a leader who helps guide innovation, learning, community engagement, research and the university’s strategic mission. Academically, the director is responsible for leading the school’s faculty hiring and promotion decisions across all ranks, amplifying its collective research and scholarly productivity, and cultivating a culture of curricular innovation that leads to world-class student outcomes. Administratively, the director oversees strategic planning, budget management, and fundraising and promotes community-engaged scholarship, outreach, and partnerships to ensure that the school’s operations are inclusive, effective, efficient and impactful. The director takes proactive actions to maintain ABET accreditation of its engineering programs. The director provides the overall vision and leadership to guide and expand the school to be the premier public School of Engineering in the St. Louis metropolitan area.

The Director is also responsible for ensuring equity and excellence in research, discovery and creative activity; educational programs; and service that emanates from the school while fostering a culture within the school to achieve the university’s mission of Transforming Lives. The Director exemplifies, supports, acknowledges, and commemorates the individual traits and behaviors that foster a sense of variety, fairness, togetherness and acceptance among every member of the School.

The successful candidate will promote student achievement, enriching the lives of students including non-traditional, international and first-generation college students. The director will drive enrollment, retention, and academic programs and research/scholarship, while amplifying the school’s engagement with the broader community.

By capitalizing on the university's urban essence, the director will chart a course for growth within the ever-evolving higher education landscape and will be pivotal in advancing the school’s alignment with UMSL's mission and objectives.

THE SCHOOL OF ENGINEERING

A new School of Engineering is being established at the University of Missouri–St. Louis (UMSL) to provide rigorous, relevant and affordable engineering education to a diverse and talented population of students to address the evolving need for engineers and economic growth of the region, state and beyond. The UMSL School of Engineering will house our ABET-accredited bachelor of science degree programs in mechanical, electrical and civil engineering whose engineering content are also offered through a Joint Engineering Program with Washington University. Additional bachelor's degrees, as well as graduate degrees, will be added as the school grows. The school will be committed to accessibility and flexibility ensuring that students can pursue their educational goals in a manner that suites their needs. The school will be dedicated to excellence to ensure that students, including adult learners, post-traditional students, returning students, transfer students, students with disabilities, students with diverse academic backgrounds, students from lower socioeconomic backgrounds, international students, professional students, parents, and more receive the highest quality education and are equipped to make meaningful contributions to the engineering workforce. Faculty will conduct scholarship to expand the bounds of engineering knowledge. The school will be housed in newly renovated teaching and research labs. This includes a Student Project Design Laboratory where students will turn their innovative ideas into reality. This facility is being funded by a \$15-million grant from the State of Missouri and is expected to be completed in 2026.



THE ROLE

The director serves as the chief academic and administrative officer of the UMSL School of Engineering and is responsible for the planning, management and quality of the school's academic and research programs. Reporting to Provost and Vice Chancellor for Academic Affairs, Dr. Steven Berberich, the director is expected to provide visionary and strategic leadership for the school as well as to exercise influence and leadership across campus, working closely with other UMSL senior leaders and administrators to establish and implement priorities for the entire university. The director is also the face of the school externally, fostering and developing relationships with businesses, community colleges, state government, donors, funders, alumni and other stakeholder groups.

The director holds financial and operational responsibility for the School of Engineering, managing its annual operating budget. The director will be supported by an administrative assistant and will be responsible for hiring coordinators for the mechanical, electrical and civil engineering programs. Additional faculty will be hired in future years. As of Fall 2023, there were approximately 220 undergraduate students in the UMSL Joint Engineering Program with Washington University.

The UMSL School of Engineering will embody a culture of innovation, entrepreneurship, inclusivity and creativity. This vibrant environment will empower students, staff and faculty to collaborate effectively, leveraging their collective expertise to educate and positively influence both the local community and the broader world.

Central to our philosophy is the principle of meeting students where they are, ensuring that every individual's unique needs and circumstances are acknowledged and addressed. Under the director's leadership, the school will foster an atmosphere of intellectual freedom, encouraging innovative thinking and nurturing the talents of future leaders within the engineering community. The school will strive to create impactful initiatives and programs that shape the future of engineering and positively impact the region's economy.



THE OPPORTUNITY

The Founding Director has a historic opportunity to create the first engineering school at a public research university in the St. Louis metropolitan region. This program is vital to the future of UMSL and the region. It will expand educational opportunities for students and contribute to the growth of companies including Boeing, Ameren, Thermo Fisher Scientific, Honeywell, and Burns & McDonnell. At this pivotal time, the director of the UMSL School of Engineering will focus on the following:

Develop a strategic and entrepreneurial vision for the UMSL School of Engineering.

Working in close collaboration with the campus leadership, the director will seize the opportunity to develop a strategic and entrepreneurial vision for the new School of Engineering that will attract diverse students and high-quality faculty, foster ground-breaking research, and meet the needs of the engineering community in the St. Louis metropolitan region and beyond.

Hire the first faculty cohort in the new UMSL School of Engineering.

The director will oversee the hiring of the first faculty for the new school with top priority given to the coordinators of the mechanical, electrical and civil engineering programs. Through these hires, the director will shape the character of the new school.

Oversee the outfitting of the new engineering teaching and research laboratories.

Renovation of 20,000 sq.ft. of new engineering teaching and research laboratories, as well as the school's offices, will be well underway by the time the director is onboarded. The director will have the unique opportunity to outfit these spaces with state-of-the-art equipment, thereby playing a significant role in defining the school's future and legacy.



The University of Missouri–St. Louis is firmly committed to its role as a responsible neighbor and collaborative partner within the community. This commitment is underscored by our deliberate utilization of the university's operational and educational resources in tandem with local stakeholders to foster the growth and resilience of North St. Louis County and the broader St. Louis region.

In alignment with this ethos, the director of the School of Engineering will actively collaborate with entities across the university in coordination with the UMSL Anchor Institution Initiative. This initiative, grounded in the principles of Excellence in Community Engagement and Economic Development, is guided by four foundational pillars. These pillars encompass initiatives aimed at promoting local hiring, fostering local procurement practices, establishing robust partnerships with regional businesses, and supporting community-driven projects.



In essence, the director, in conjunction with university-wide initiatives, stands as a catalyst for positive community engagement and impactful change, embodying UMSL's commitment to social responsibility and collective well-being.

Foster a culture of inclusive excellence that promotes faculty, staff and student morale to ensure a sense of belonging and advance the School of Engineering's commitment to cultural competency.

The director will be looked to as a leader, in both word and example, who nurtures and continually reinforces a climate of acceptance and inclusive excellence where all members of the community can reach their individual and collective potential. Through transparent and accessible leadership, the director will provide support for faculty and staff at all stages of their careers and strengthen mechanisms for shared governance and data-informed decision-making.

The director will maintain an environment that operates based on openness, civility and respect and enhance the school's work in preparing socially responsible engineers. This includes identifying pipelines for access and effective means of marketing programs to prospective students, as well as enhancing student success and retention efforts. Recruiting, supporting and retaining eminent faculty who reflect the students and communities the UMSL School of Engineering serves are also critical priorities. The director will bring a nuanced understanding of the critical role that engineers play in enhancing equity and promoting social justice.

Working collaboratively with senior leaders on campus, the director will champion and advocate for the School of Engineering and serve as the external face of the school in the community.

As the face of the School of Engineering, the director must be an effective advocate, emissary and public speaker who will enhance the school's profile and resourcing. The director will be a member of the Provost Council and will engage with the Washington University Dean of the Joint Engineering Program. The director is expected to both personally engage in and encourage faculty to engage in research and scholarship that addresses the most pressing challenges facing our society and contributes to the enhanced quality of life for all. The director, as a thought leader, will elevate the School of Engineering's reputation, voice and opportunities for impact both on campus and externally with businesses and government. The director serves as a prominent representative of the school in local, regional and national contexts, fostering partnerships, securing funding opportunities, and promoting the school's impact and contributions to the engineering community and society at large. In essence, the director's leadership and advocacy are essential in positioning the UMSL School of Engineering as a vibrant hub of innovation, scholarship and transformative engineering education and research within the university and beyond.



The director of the School of Engineering must embody strong leadership qualities and serve as a passionate advocate for the school within the university community. This individual should be dedicated to fostering a culture of collaboration, innovation and excellence while actively promoting the school’s mission, values and achievements to university leadership and across the institution.

As the highest-ranking academic official within the School of Engineering, the director plays a pivotal role in shaping the strategic direction and overall trajectory of the school. It is imperative that the director possesses the ability to effectively communicate the school’s vision, goals, and needs to university leadership, advocating for resources, support and recognition to further advance the school’s mission. By forging strong relationships with university administrators, department heads and faculty from other colleges, the director can facilitate interdisciplinary collaborations, leverage shared resources, and champion initiatives that benefit both the School of Engineering and the broader university community.

Strategically grow the School of Engineering’s enrollment and resource base.

In a constrained fiscal climate at the state and federal level, the director will be expected to develop and foster relationships with critical stakeholders such as businesses, alumni, funding agencies, policymakers and donors to articulate unique opportunities for collaboration and areas for investment. They will work closely with University Advancement to fundraise and secure resources to support endowed chairs, future graduate student support, faculty research and teaching support and scholarships. In addition to philanthropy, the director will bring an entrepreneurial vision to develop new and innovative revenue streams, including investing in the continued growth of online and non-degree programs, to drive enrollment and impact and support the school’s aspirations and priorities.

MINIMUM QUALIFICATIONS

- A terminal degree in engineering and a proven record of success in teaching, research/scholarship and service commensurate with the appointment as a tenured faculty member at the rank of Professor in the School of Engineering.
- A record of outstanding administrative and leadership success in academic organizations.

QUALIFICATIONS AND CHARACTERISTICS

While no one candidate will embody every quality, the successful candidate will bring many of the following professional qualifications and personal attributes:

Leadership:

Leadership skills that promote collaboration on achieving common goals that balance empathy and accountability and that emphasize integrity, confidentiality and tact.

Program Startup:

Experience in launching and growing engineering academic programs.

Accreditation:

Experience with a commitment to maintaining ABET accreditation of engineering programs.

Metropolitan Engineer Preparation:

Experienced and enthusiastic about working in a metropolitan and urban setting, particularly in educating engineers who contribute to the economy of the greater St. Louis region and beyond.

Collaboration and Commitment:

Demonstrates commitment to excellence in advancing educational programs, research opportunities, and innovative program development. Willingness to collaborate with partners within and outside of the UMSL campus.

Communication and Interpersonal Skills:

The ability to communicate effectively, compassionately, and empathetically with staff, faculty, and students and create an environment that is positive, collegial, and transparent with a commitment to shared governance.

Student-Centered Mission and Decision-Making:

Evidence of collaborative and strategic decision-making aligned with a student-centered mission, supporting research and academic programming.

Innovative Program Development:

Experience in developing and implementing innovative programs or initiatives to enhance student access, enrollment, retention and success for a largely diverse set of college students including but not limited to first-generation, adult learners, returning students, transfer students, community college graduates, veterans, parents, working professionals, international, students with disabilities, students with diverse academic backgrounds, and more.

Values Commitment:

Experience in valuing the uniqueness of every individual and striving to ensure inclusive learning and working environments.

External Partnerships:

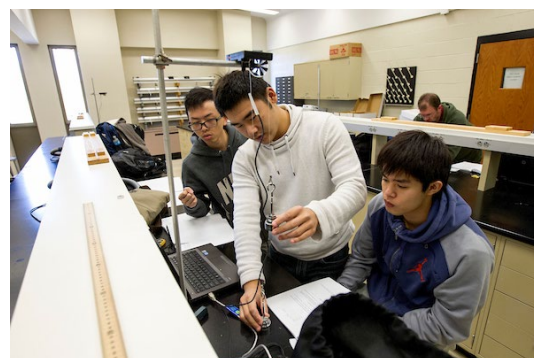
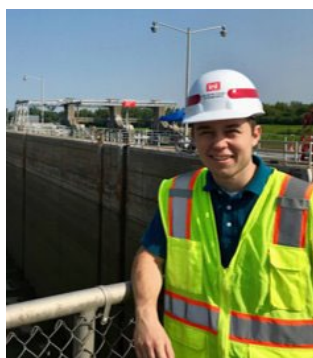
Leadership in building productive corporate, community college, and other local and regional partnerships. Experience developing long-term plans and strategies for maintaining and strengthening those relationships as well as inspiring trust and confidence.

External Resource Generation:

An enthusiasm for and proven record of accomplishment in raising funds from a variety of sources, including private donors, foundations, corporations and government agencies, as well as through outreach to alumni.

Academic Excellence and Financial Acumen:

A scholar with impeccable judgment, a demonstrated research record, and a commitment to academic excellence in recruiting, developing and retaining faculty and practitioners. Possesses an astute understanding of university finances and the relationships among academic priorities and budgeting.





APPLICATIONS AND NOMINATIONS

The university invites nominations and applications (letter of interest and full resume/CV). Review of materials will begin immediately and continue until an adequate pool is established, or until the appointment is made. Later in the search process, additional information may be sought from interested candidates, along with the names and contact information for at least five references. Candidates will be notified before references are contacted.

It is preferred, however, that all nominations and applications be submitted prior to September 30, 2024

APPLY HERE

Nominations & Inquires can be sent to:

**Office of Human Resources:
Executive Recruitment**

Kelly Oliver, Recruitment, UM System

umhrexecutivesearch@umsystem.edu

The University of Missouri System is an Equal Opportunity Employer. Equal Opportunity is and shall be provided for all employees and applicants for employment on the basis of their demonstrated ability and competence without unlawful discrimination on the basis of their race, color, national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, age, disability, or protected veteran status, or any other status protected by applicable state or federal law. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations. For more information, visit <https://www.umsystem.edu/ums/hr/eo>.



UMSL | University of
Missouri—St. Louis

ABOUT THE UNIVERSITY OF MISSOURI–ST. LOUIS

Established in 1963 and having just celebrated its 60th anniversary, the University of Missouri–St. Louis is the region’s premier public university in eastern Missouri and comes with a storied history. UMSL is a metropolitan, public research and teaching institution consistently recognized for its strong academic programs across disciplines and is considered a primary driver of the St. Louis economy. Supported by nearly 700 faculty across nine schools and colleges, UMSL offers an array of degree options including doctoral and graduate degree programs, numerous bachelor and certificate programs, and is home to the only professional optometry school in Missouri.

With an ambitious goal to become the nation’s premier metropolitan public research university, UMSL is a Tier 1 public research institution that prides itself on creating greater access to higher education and is an institution on the move. In three years, the university has risen 69 spots in the U.S. News & World Report rankings, and now is now ranked No. 107 among all public universities in the nation. UMSL scored even higher on the 2023 list of “Top Performers on Social Mobility” and ranks No. 1 in Missouri and No. 75 nationally, an improvement of 25 places from last year’s rankings.

As a long-time recipient of Insight Into Diversity Magazine’s Higher Education Excellence in Diversity Award, UMSL is focused on advancing inclusive prosperity for all its students. UMSL is also proud to be ranked for the first time by U.S. News among the nation’s Best Colleges for Veterans.





UMSL serves more than 15,000 students annually and is committed to meeting the diverse needs of students in the state's largest metropolitan community, and as such, is focused on educating both traditional and nontraditional students. Because of our focus on student retention and academic support open to all students, UMSL graduates the most diverse college-educated workforce of any university in the state.

UMSL provides excellent learning experiences and outcomes to thousands of students annually whose influence on the region upon graduation is immense. While UMSL's more than 115,000 graduates can be found in all 50 states and throughout world, their greatest impact is felt in the St. Louis region where more than 75% remain to live, work, lead and contribute to the state's most diverse and economically important region. Moreover, UMSL boasts the largest alumni network in the St. Louis region and our alumni contribute \$13.4 billion annually in overall economic impact to the state of Missouri.

UMSL enjoys collaborative partnerships with civic, business, and other regional and national organizations to provide tremendous opportunities for collaboration, research, knowledge creation and to build a thriving workforce pipeline. Many UMSL alumni find tremendous opportunity for their careers in St. Louis, close to their alma mater, as members of the regional workforce. Chief among those that employ UMSL graduates are the region's 14 Fortune 1000 companies and large private organizations. For example, the UMSL campus houses the headquarters of Express Scripts, a subsidiary of CIGNA, one of the nation's leading corporations, and we maintain strong ties to significant manufacturers and industry leaders in the St. Louis region such as Ameren, Anheuser-Busch InBev, Boeing, Edward Jones Investments, Enterprise, Emerson, Nidec and Wells Fargo Advisors, just to name a few.



THE FUTURE OF UMSL

The Founding Director will help UMSL transform lives across the important region of Missouri and throughout the nation and world. As outlined in the [UMSL Strategic Plan](#), The University of Missouri–St. Louis intends to fulfill its vision to become:

...a beacon of hope, a force for good, and a leader in the pursuit of excellence in education, impactful research and community service. We boldly assert that education is for everyone who is willing and able to seek it out. We honor the duties inherent in our land-grant beginnings by positioning ourselves as partners in the search for knowledge, progress and positive change for ourselves, our communities, our world.

Built on a foundation of **TRUST**, a guiding principle of **INCLUSION**, the transformative pursuit of **INNOVATION**, the promise of **ACCESS**, the commitment to **SUCCESS**, and the steadfast action towards **ENGAGEMENT**, UMSL lives these six core values every day.

The Founding Director will work closely with the Provost and serve to lead the university in its efforts to further build its reputation as a premier metropolitan public research university. To help implement the vision, the Director must have great leadership and communication skills to interact with campus constituency groups, including academic, staff, student, athletic and organizational leaders, as well as businesses and alumni throughout the region, state, and nation.

This is an exciting time for an academic leader to join UMSL and help us make transformational impact!



ABOUT THE CAMPUS

Spread across 470 acres in metropolitan St. Louis, UMSL is a classically-built campus complete with a physical infrastructure to support student needs, modern teaching and learning, and cutting-edge research. As the university is celebrating its 60th anniversary this year, the campus is setting a course toward a renewed and reimagined campus that will serve both students and faculty, and surrounding communities for decades to come. UMSL will establish a cohesive academic core, including comprehensive renovations of classrooms, laboratories and community spaces. This transformation of the university's academic core paves the way for UMSL to redevelop 35-acres to create a North St. Louis County Workforce and Business District that will benefit students as well as surrounding communities.

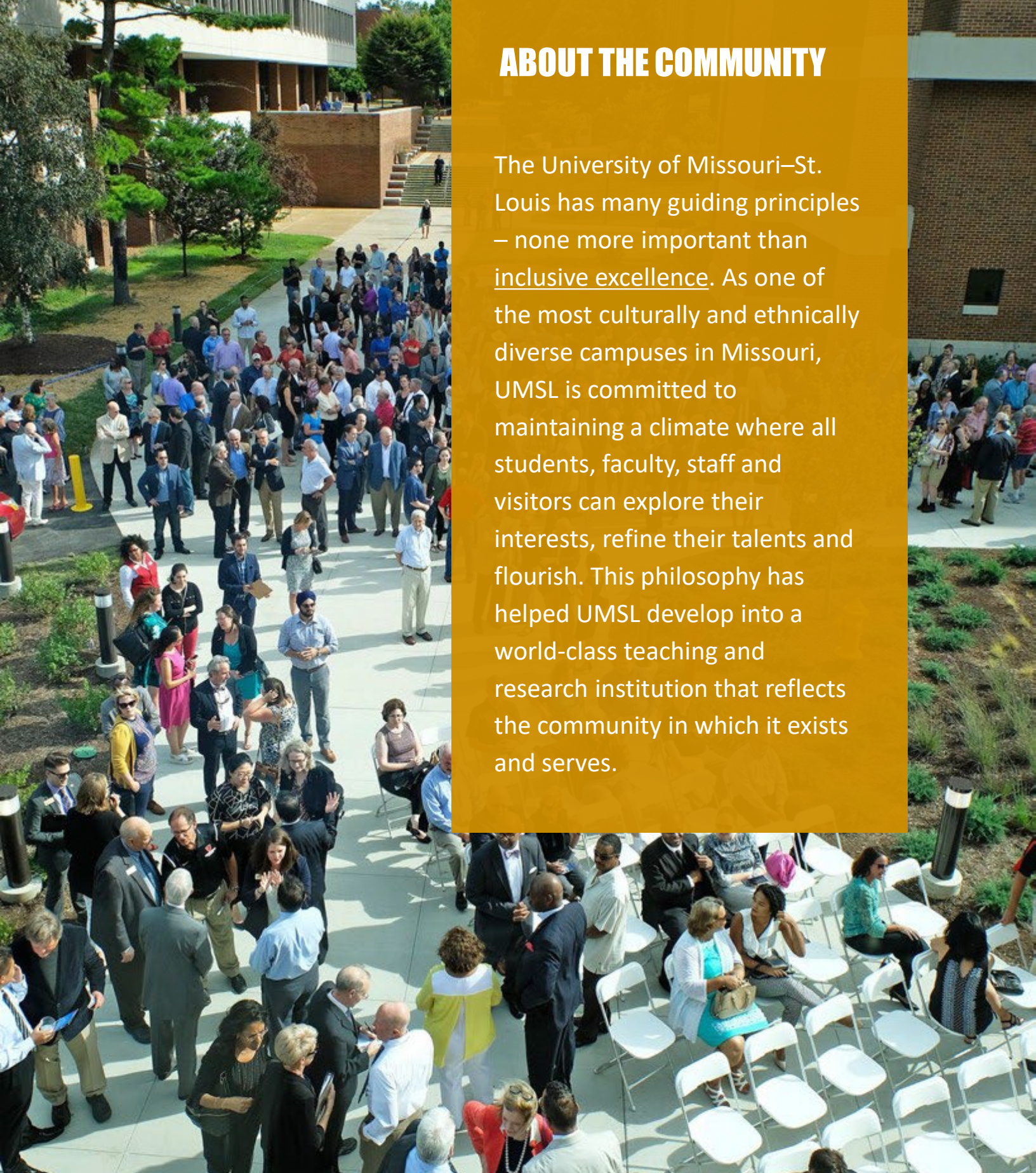
A world-class recreation and wellness center, comfortable residence halls and the inviting Millennium Student Center appeal broadly to UMSL's student interests and offer our diverse student body the ability engage in safe and engaging physical spaces.

The infrastructure for learning and teaching has seen great physical advances over recent years with Anheuser-Busch Hall (College of Business Administration), a state-of-the-art College of Optometry Patient Care Center, and a Science Learning Building. These capital projects represent the greater emphasis being placed on UMSL's investment in creating modern spaces for learning and teaching that provide direct impact to our faculty, staff, students and the greater St. Louis community.



ABOUT THE COMMUNITY

The University of Missouri–St. Louis has many guiding principles – none more important than inclusive excellence. As one of the most culturally and ethnically diverse campuses in Missouri, UMSL is committed to maintaining a climate where all students, faculty, staff and visitors can explore their interests, refine their talents and flourish. This philosophy has helped UMSL develop into a world-class teaching and research institution that reflects the community in which it exists and serves.





UMSL FACULTY

UMSL's faculty includes a diverse intersection of scholars with a shared goal to provide a high-quality education, lead innovative research, and elevate community engagement and service. Our more than 700 full- and part-time faculty are at the core of our efforts to become the nation's top urban, metropolitan research university and lead in key areas like physical and mental health, literacy, geospatial, business administration, criminal justice, ecology, public policy, supply chain, nursing, education, social work and much more.

UMSL has a long-standing commitment to shared governance. The UMSL Faculty Senate, for example, meets monthly to discuss various topics that concern the faculty and the campus community. The senate recommends and implements educational policy, particularly in areas of curriculum, degree requirements, methods of instruction, research, requirements for admission, student affairs and faculty status. The University Assembly works in conjunction with the Faculty Senate as part of the shared governance process at UMSL and brings the faculty, staff, students, and administrators together to discuss a wide range of topics and exchange information about the campus community.

UMSL STAFF

Together, UMSL's nearly 1,000 full- and part-time staff are focused on supporting the academic experience of our students and lead in their respective areas to ensure that the university continues to carry out its mission to transform lives through higher education. This includes staff who lead our instructional support services, information technology, university libraries, business and fiscal operations, enrollment management, marketing and communications, facilities and much, much more.

The UMSL Staff Association fosters a spirit of unity and cooperation among all employees at UMSL and serves as a conduit to university administration to bring forward ideas and recommendations related to support staff in their work. The UMSL Staff Association is comprised of all benefits-eligible administrative, service and support staff at UMSL and is led by the Staff Council comprised of 25 representatives elected from eligible campus staff.





UMSL STUDENTS

UMSL students are as diverse as they are driven to pursue their education. Fall of 2022, UMSL saw a 67% increase in full-time first-time in college students and realized an 18% increase in full-time transfer students. Overall, the UMSL student body consists of more than 15,000 students, the majority of which are from the St. Louis metropolitan area. However, we have a growing number of non-resident students and this we welcomed more than 130 international students from 28 different countries this fall.

UMSL is committed to ensuring the success of our students, and we are proud to have one of the most culturally and ethnically diverse campuses in the entire state of Missouri. Our students enjoy a close-knit campus community that welcomes all students. Our dedicated Student Affairs and Student Involvement teams engage students through more than 1,300 campus events annually and oversee the more than 100 recognized student organizations. Student Academic Support Services provides students with a wide range of academic supports so they can persist to graduation and our Career Services team guides students to internships and job placements.

UMSL ALUMNI

With more than 75% of our 115,000 alumni living in the area, UMSL is the primary supplier of the St. Louis region's workforce. The success of UMSL's alumni is paramount to our regional and state success. We also have a growing network of more than 30,000 engaged alumni across the nation and globe. Our alumni are driven and compassionate citizens, and understand the challenge of balancing work and sometimes family life with seeking educational excellence. The Office of Alumni Engagement and [UMSL Alumni Association](#) work diligently to advance the priorities of campus units and to produce engagement, volunteer and giving opportunities for alumni at all stages of their careers and lives, from new alumni celebrations, to Advocacy Days in Jefferson City, to Golden 50th reunions.

There clearly exists a rich network of successful alumni with which the next Provost and VCAA will engage and partner to ensure long-standing success for the campus and its students and programs.

ABOUT ST. LOUIS – MISSOURI'S GATEWAY TO PROSPERITY



Today the Gateway City is an exciting metropolitan region with 2.9 million people, 14 Fortune 1000 companies and some of the largest private firms in the U.S.

UMSL takes an active role in supporting the St. Louis region through a focus on providing an accessible and high-quality education, leading community engaged research and engaging with key partners to advance the region. For example, UMSL and Edward Jones are co-leading the St. Louis Anchor Action Network to bring together institutions, businesses, community leaders and other stakeholders to address longstanding racial, economic and spatial inequities in the St. Louis region to build inclusive prosperity. This effort is the cornerstone of Greater St. Louis Inc's 2030 Jobs Plan to build inclusive economic growth in the region and focuses on leveraging our collective economic and organizational resources to advance intentional hiring, local spending and career development in North St. Louis County and St. Louis City.

Additionally, St. Louis City is home to the National Geospatial Intelligence Agency's West Headquarters where UMSL is leading a partnership with to develop effective K-16 educational geospatial programs and is one of only four universities in the U.S. to have an Educational Partnership Agreement with the NGA to create a geospatial career pipeline. UMSL is also co-leading research and development for the new St. Louis Regional Advanced Manufacturing Innovation Center, supported with a \$25 million federal Build Back Better Regional Challenge grant.

UMSL committed to meeting the workforce integration needs of the region. For example, we share partnerships with Amazon, Coca Cola, Nestle, Boeing, Edward Jones and Verizon that allow employees to seek degrees, certifications and upskilling to benefit not only the individual and the corporation, but our region and state.