



University of
Massachusetts
Global A nonprofit
affiliate

Founding Dean School of Health & Behavioral Sciences

Leadership Profile



WittKieffer

Executive Summary

In response to the ever-growing need for a well-trained workforce in healthcare, mental health, and behavioral and psychological sciences, the University of Massachusetts Global is establishing a **School of Health and Behavioral Sciences** and seeks an exceptional academic leader to serve as its **Founding Dean**.

UMass Global is committed to providing adult learners the knowledge, skills, and practical strategies to improve client and patient care. Under the leadership of the Founding Dean, the School of Health and Behavioral Sciences will build on existing offerings in behavioral health and wellness, expanding strategically into areas of study such as public health, health care management, health education and promotion, health informatics, nutrition, and/or occupational therapy.

The School of Health and Behavioral Sciences will serve as the new academic home of UMass Global's departments of Psychology and Social Work and their respective programs, including a MA in Professional Clinical Counseling (PCC) and the University's signature MA in Marriage and Family Therapy (MFT) and Master of Social Work (MSW).

UMass Global recently discontinued its nursing programs due to regulatory changes made by the California Board of Registered Nursing and does not plan to reinstate them in the foreseeable future.

The Founding Dean will develop a compelling vision and strategy for the School's future and lead efforts to implement these plans. To effectively lead the School of Health and Behavioral Sciences, the successful dean candidate will be an innovative and entrepreneurial leader and an effective relationship builder with deep experience in adult education and online learning and a steadfast commitment to excellence in teaching and learning.

UMass Global is a private, non-profit affiliate of the University of Massachusetts. Founded in 1958 and accredited by the WASC Senior College and University Commission, the university is committed to helping adult learners change their lives through education. UMass Global currently offers more than 55 online programs across the schools of Arts & Sciences, Business & Professional Studies, Education, and Extended Education. The university is renowned for its attentive student support, accommodating transfer policies, commitment to military and veteran students, high graduation rates, alumni satisfaction, and low student debt loan default rates.

Tailored for workplace relevance, UMass Global programs include associate, bachelor's, master's, and doctoral degrees, along with teaching credentials, stackable certificates, and authorizations. To maintain its career-focused curricula, UMass Global leverages the expertise of its exceptional faculty — a diverse community of scholar-practitioners who not only teach but are experts in their fields. In addition, UMass Global advisory boards comprise business leaders and community experts whose input and ideas guide programs and curricular development.

The dean position is fully remote. A doctoral degree in a health science, behavioral science, or related field and a minimum of 5 years of experience in health and/or behavioral sciences education, with at least 3 years in a leadership or administrative role, are required.

For information on how to apply or to submit nominations, please see "Procedure for Candidacy" on page 11.

Role and Responsibilities of the Founding Dean

Curriculum Oversight

- Provide curricular leadership by initiating, sustaining, delivering, or eliminating academic programs and core curricula aligned with strategic goals.
- Develop new curricula, review existing curricula, review and approve catalog copy related to School programs and courses, and select appropriate delivery models in collaboration with faculty.
- Supervise program and accreditation reviews, ensure compliance with regulatory and accreditation standards, and maintain academic excellence through continual assessment of academic units, programs, and courses.
- Conduct annual reviews of the School's program and course portfolios, including comparative analyses of peer programs and facilitation of the removal of obsolete courses.
- Collaborate with university units to address program needs, and assess the availability of electronic library resources.

Faculty and Staff Oversight

- Develop and implement staffing plans, recruit new faculty, appoint search committees for new faculty hires, manage retirements and non-renewals, and oversee faculty evaluations, reappointments, and promotions.
- Ensure adequate faculty support for School programs and approve faculty workload plans.
- Collaborate with faculty, associate deans, and faculty directors to plan, supervise, and coordinate faculty and staff development.
- Conduct regular school-wide meetings and supervise associate deans, faculty directors, and support staff.

Academic Administration

- Lead efforts to achieve institutional goals within the School of Health and Behavioral Studies.
- Maintain open communication with and disseminate relevant information among faculty, staff, and administration.
- Oversee class scheduling, course reviews, and program document updates to ensure efficiency and alignment with program pathways.
- Promote and implement the effective use of technology to enhance teaching and learning, and administrative efficiency.
- Utilize data analytics to inform strategic decision-making and improve program outcomes.
- Represent the School at relevant professional associations, regulatory bodies, and accrediting agencies.

Outreach

- Forge and maintain domestic and international partnerships with corporate and non-corporate entities to promote the School's programs.
- Develop and deliver micro-credentials to meet the specific needs of industry partners.
- Collaborate with internal stakeholders to align outreach efforts with the School's strategic goals.

Fiscal Management

- Manage the School's fiscal affairs, including the approval and disbursement of funds for faculty and staff travel and professional development.
- Allocate resources strategically to support academic programs and academic student services.

Opportunities and Expectations for Leadership

The Founding Dean serves as the school's chief academic leader and promotes a culture of continuous improvement and innovation. Reporting to the Provost and Executive Vice Chancellor of Academic Affairs, the Dean is an ambassador of the school to the rest of the institution as well as to external audiences and bodies at the local, state, and national levels.

The Founding Dean of the School of Health and Behavioral Sciences will be expected to:

- **Provide strategic, inspirational leadership.**
Articulate and advance a compelling, unifying vision for the School's future driven by innovation and a commitment to excellence in teaching and learning.
- **Inspire programmatic innovation and excellence in teaching and learning.**
Drive the development of new programs and curricula that respond to current workforce demands and anticipate future needs and trends. Catalyze pedagogical innovation and inspire the use of new technology to enhance teaching and learning.
- **Cultivate and steward strategic external partnerships.**
Develop and maintain relationships with industry, government, not-for-profit, and other organizations, domestically and globally to create mutually beneficial programs and to identify opportunities for new academic credentials.
- **Develop and implement a strategic enrollment management strategy.**
Work with school leaders, program directors, and faculty to enable reliable enrollment modeling and ensure both short-term and long-term growth.
- **Identify opportunities for internal collaboration across UMass Global.**
Partner with the School of Extended Education and other UMass Global units on educational offerings and credentials to address market demands.
- **Continue to distinguish UMass Global as a leader in online and competency-based education.**
Build on the school's position as a pioneer in flexible and self-paced learning to further differentiate UMass Global as a model for online and competency-based education.
- **Harness the school's culture and faculty expertise to enhance its stature and impact.**
Build on the school's collaborative and creative ethos, leveraging the expertise of its scholar-practitioner faculty to fuel entrepreneurship and catalyze innovation, strengthening UMass Global brand and amplifying its impact.

Professional Qualifications and Personal Qualities

UMass Global seeks an exceptional academic leader to serve as the Founding Dean of the School of Health and Behavioral Sciences. The successful candidate will be an innovative and entrepreneurial leader and an effective relationship builder with deep experience in adult education and online learning and a steadfast commitment to excellence in teaching and learning.

A doctoral degree in a health science, behavioral science, or related field and a minimum of 5 years of experience in health and/or behavioral sciences education, with at least 3 years in a leadership or administrative role, are required.

In addition, the preferred candidate will possess the following qualities and qualifications:

Expertise and thought leadership in online health and behavioral sciences education

- Strategic and innovative vision for the future of health and behavioral sciences education and online learning, including ways to further distinguish UMass Global and its programs, learner experience, and value proposition
- Deep familiarity with the dynamic and competitive landscape of online, professional, and competency-based education, including regional, national, and global markets
- Proven experience in online course delivery, including the development of micro-credentials and self-paced courses
- Proven experience in developing and managing online academic programs, including curriculum design, faculty development, and student support
- Knowledge of educational technologies and emerging trends, including generative AI, to enhance teaching and learning
- Active involvement in health and behavioral sciences-relevant networks and professional organizations.

Sophisticated administrative, financial, and operational acumen

- Strong leadership and management skills, including the ability to inspire and guide diverse, remote teams
- Advanced facility with budgeting, marketing, and enrollment management and other strategic forecasting
- Ability to analyze, redesign and implement structures, policies, and processes
- Experience gathering and translating market research into successful programs or initiatives
- Knowledge of accreditation standards and process for business programs and other applicable programs.

Collaborative leadership

- Capacity to inspire and catalyze engagement across constituent groups to build consensus and support for a shared vision
- Ability to build trust, steward relationships, and partner effectively with colleagues and stakeholders with varying needs and interests
- Excellent communication and interpersonal skills and inclusive and transparent approach to decision-making and communication
- Commitment to fostering an inclusive and collaborative environment.

About UMass Global

A private, non-profit affiliate of the University of Massachusetts system, UMass Global builds on a 65-year legacy of helping non-traditional learners change their lives through education. UMass Global has long been at the forefront of online education development and delivery. Faculty were providing online coursework in 2007, long before most higher education institutions entered the online ecosystem.

This rich history and deep experience benefit UMass Global students, 91% of whom work while completing their programs. Adult learners leverage UMass Global's engaging, technologically advanced online coursework to manage the competing demands of their professional and personal lives.

Today, UMass Global enrolls more than 19,000 students in more than 55 undergraduate, graduate, credential, and certificate programs across the schools of Arts & Sciences, Business & Professional Studies, Education, and Extended Education.

The university's unique approach to curriculum design blends the best practices of teaching, curriculum design, and the latest technologies to give students a competitive edge in today's technology-driven, networked world. UMass Global has emerged as a leading pioneer in online competency-based education. Through MyPath, the university offers accredited degree programs delivered on new technology platforms, allowing students to move at their own pace while working entirely online.

UMass Global perennially ranks among the best universities for online programs according to *U.S. News & World Report*. The university is distinguished by exceptional faculty who are experts in their fields, allowing them to imbue their teaching with invaluable real-world world experience as leaders and practitioners. A team of full-time professional ensure that students are supported throughout their academic journeys. UMass Global is regionally accredited by the WASC Senior College and University Commission.



History

UMass Global's origins reach back to 1958 when Chapman College professors first delivered on-base classes to members of the military serving at Marine Corps Air Station El Toro in Orange County, California.

In the decades that followed, service members and civilian students alike benefited from the availability of classes provided at several additional locations in California and beyond. These facilities were reorganized as Chapman University College in 2001, which led to the college's incorporation as a new university in 2008.

The following year, the university took on a new name: Brandman University. A regionally-accredited university, Brandman upheld its predecessors' legacy of service to active-duty and veteran students while simultaneously expanding its programs by investing in hybrid, online, and competency-based learning modalities meeting the needs of busy adult students.

In 2021, through a strategic partnership with the University of Massachusetts, the university became UMass Global and transitioned to 100% online learning. Responding to learner preferences and demand, the shift afforded students greater flexibility and eliminated time spent commuting to campus.

Mission, Vision, and Values

UMass Global provides students with an accessible, inclusive and transformative education based on excellence and flexibility, creating lasting value and relevance for a dynamic world. The university aspires to be the visionary, worldwide leader in higher education, equipping students to achieve personal growth and success.

UMass Global's ongoing pursuit of its mission and goals are guided by a set of underlying core values:

- **Innovation:** We actively pursue and advance pioneering and creative ideas.
- **Service:** We vigorously strive to serve the needs of our university community and put others before ourselves.
- **Integrity:** We consistently demonstrate honesty, ethics, and respect in our personal and professional lives.
- **Diversity:** We consciously embrace the strength in our unique attributes and cultural experiences.
- **Equity & Inclusivity:** We commit to providing an equitable and inclusive university community environment.
- **Collaboration:** We accomplish more than what is individually possible through partnerships and teamwork.
- **Respect:** We consciously treat one another with civility, empathy, and understanding.

Innovative, Flexible Online Learning

UMass Global offers several degree programs through MyPath, the University's competency-based education (CBE) program. MyPath courses are completely self-paced. Students can work through coursework on their own schedule without set deadlines. For many adult learners, this online learning is the perfect solution to changing work schedules. MyPath courses have a set fee per CBE academic year with no limit to the number of courses in which a student can enroll within a 24-week billing period. In addition, tuition includes all books and materials, which are provided electronically.

Student-Centered Support

UMass Global understands that connecting virtually requires a different approach to service. The online support team promotes a Student-Centered Care Model in all student interactions and continually refines its services to better suit students' needs. UMass Global is committed to providing seamless support services that enable students to focus on their programs and achieve academic success.

Support begins before students even enroll. Each potential student is paired with an enrollment coach who provides guidance and personalized support through the admissions process. Enrollment coaches detail programs that match learner interests and goals and explain timelines. They remain in touch with those who pursue enrollment, checking in before courses begin to ensure a successful start. These one-stop specialists also help admitted students with financial questions, including on topics such as tuition, financial aid, scholarships and grants, fees, the FAFSA application, and ordering textbooks.

Once admitted, each student is paired with an academic advisor who will remain with them throughout their program, helping them to stay on course to graduation. At the outset, they work together to develop a personalized education plan based on the student's career goals and other considerations. Along the way, UMass Global's Career Development Center provides a comprehensive suite of resources to assist Global students in managing and reaching their career goals.

Employer and Workforce Alignment

The typical UMass Global student works full-time and seeks career advancement. To serve their needs, UMass Global reverse-engineered programs and curricula based on industry, workforce, and employer needs to ensure that students acquire the knowledge and skills required for professional advancement and success. Coursework is modulated to adapt to changing employment trends and workforce demands. UMass Global advisory boards comprise business leaders and community experts whose input and ideas guide programs and curricular development.

To maintain its career-focused curricula, UMass Global leverages the expertise of its exceptional, diverse faculty—a community of scholar-practitioners who work in their respective areas of expertise in addition to teaching. This hybrid experience allows faculty to share insights into the future of their industries as well as to impart the understanding and skills necessary for success to their students. UMass Global faculty are invaluable mentors to their students, providing not only academic instruction but also topical, applicable career guidance.

Health and Behavioral Sciences at UMass Global

UMass Global offers certificate programs and courses designed for both experienced behavioral health providers and aspiring professionals in health-related fields. These flexible, self-paced outcome-based programs are available for academic, continuing education, and/or recertification credits. Current offerings include:

Behavioral Health

- Effective Communication for Behavioral Health Professionals
- Emotional Intelligence for Behavioral Health Professionals
- Conflict Resolution for Behavioral Health Professionals
- Law and Ethics for Behavioral Health Professionals
- Suicide Risk Assessment and Intervention for Behavioral Health Professionals

Health, Wellness & Healthcare Fundamentals

- Aging and Health (Course Bundle)
- Anxiety Disorders: An Integrative Approach
- Certificate in Depression
- Certificate in End of Life Care
- Certificate in Food, Nutrition, and Health
- Certificate in Integrative Behavioral Health
- Certificate in Mindfulness
- Certificate in Stress Management
- Certificate in Violence Prevention and Awareness
- Science of Obesity

Health & Medical Administrative Services

- Fundamental Business Skills and Workplace Behaviors in the Healthcare Setting
- Fostering Cultural Competency in Effective Customer Service Practices in the Healthcare Setting
- Communication Essentials in the Healthcare Setting
- Survival Spanish: Culture and Language for Healthcare Professionals

Advanced Healthcare Career Training

- Mental Health Technician
- Peer Support Specialist
- Professional Life Coach Certification
- Professional Recovery Coach

The School of Health and Behavioral Sciences will be the new academic home of the longstanding departments of Psychology and Social Work and their respective programs.

Psychology

The Department of Psychology currently offers an online BA in Psychology, minor in Psychology, MA in Marriage and Family Therapy, and MA in Professional Clinical Counseling.

The MA in Marriage and Family Therapy (MFT) is the latest iteration of a program that has been continuously offered for more than 50 years. The program has long produced marriage and family therapists in California and Washington. Today, the MFT program enrolls students from, and prepares graduates for licensure in, nearly all 50 states. The program is currently in the COAMFTE accreditation process.

Since its launch in 2013, the MA in Professional Clinical Counseling (PCC) has grown from a campus-based program in California to an online program that now prepares graduates across the country for state licensure or its equivalent.

Most courses in the MFT and PCC programs include one weekly synchronous virtual class meeting while other coursework is 100% asynchronous. In both programs, students collaborate with full-time clinical faculty to identify a practicum placement site in or near their place of residence. In most states, students have the option to enroll in the MA in Marriage and Family Therapy program's dual emphasis. With this option, graduates are eligible for both MFT and PCC licensure.

Social Work

The Department of Social Work offers an online BA in Social Work, minor in Social Work, Master of Social Work (MSW), Doctor of Social Work (DSW), and, for California residents, a School Social Work Credential.

The BA and MSW programs are CSWE-accredited and enroll students from most states. All program courses are asynchronous. Students collaborate with full-time field faculty and staff to identify a practicum placement site in or near their place of residence. Graduates of the BA program are eligible for baccalaureate-level social work licensure in states that have a baccalaureate-level social work license, and MSW graduates are eligible for masters-level social work licensure.

The MSW program has an Advanced Generalist focus and offers an Advanced Standing option for students who recently earned a bachelor's degree in social work. Students in the MSW program also have the option to enroll in the California Pupil Personnel Services Credential in School Social Work. The program was established in 2023 to address the critical shortage of school social workers in California public schools. MSW graduates who complete this add-on program are eligible for employment as social workers in California schools.

A new online Doctor of Social Work degree will launch by Fall 2026. Comprising three core curricular areas and completely asynchronous courses, the DSW program is designed to prepare and produce innovative leaders in telehealth clinical practices, social and global entrepreneurship, and online higher education. Approved by WSCUC, the program will commence the CSWE accreditation process once it launches.

Leadership

David Andrews Chancellor

David W. Andrews, PhD, is a lifelong educator committed to equity and access through personalized student centric approaches. He is currently Chancellor of University of Massachusetts Global (UMass Global). He also serves as Chair of the President's Forum and Chair of the National Laboratory for Educational Transformation.

Prior to joining UMass Global, Dr. Andrews served as President of National University, the second largest private non-profit university in California. As Dean of the School of Education at Johns Hopkins University, Dr. Andrews established a reputation for quality that earned a *U.S. News & World Report* No. 1 ranking among Graduate Schools of Education two years in a row. He also led the design, build, and start of the first new public school (PK-8th Grade) in East Baltimore in over 25 years.

Prior to his work at Johns Hopkins, Dr. Andrews led a merger that resulted in the creation of the College of Education and Human Ecology at The Ohio State University and was the new college's founding dean. His scholarly work has focused on intervening in the life course of high risk and difficult to serve students. Dr. Andrews holds a BA in psychology from Auburn University, a MS in child development from Kansas State University, and a PhD in child development from Florida State University.



Jeremy Korr Provost and Executive Vice Chancellor of Academic Affairs

Jeremy Korr, PhD, is Provost and Executive Vice Chancellor of Academic Affairs at the University of Massachusetts Global. His prior appointments include Dean and Associate Dean of Arts & Sciences at UMass Global; Associate Director of the College Park Scholars Program in American Cultures at the University of Maryland, College Park; and Visiting Assistant Professor of History in the Student Recommended Faculty Program at the University of California, Irvine.

During his 12-year term as Dean, the School of Arts & Sciences launched and received professional accreditation for its BA Social Work and Master of Social Work programs; developed and received California Commission on Teacher Credentialing approval for the Pupil Personnel Services Credential in School Social Work; and, with the School of Business and Professional Studies, co-developed and launched the university's undergraduate competency-based MyPath programs.

Dr. Korr serves as UMass Global's lead representative to the Association of American Colleges and Universities. He is a member of the Association of Chief Academic Officers, American Conference of Academic Deans, and Organization of American Historians. He has published, taught, and presented in the areas of urban and transportation history, food and culture, cultural geography, American Studies, and higher education. In addition, has led contra dance and folk dance programs for communities and schools since 1992. Dr. Korr received a BA in English and a MA and PhD in American Studies from the University of Maryland, College Park.



Procedure for Candidacy

All applications, nominations and inquiries are invited.

WittKieffer is assisting UMass Global in this search. Applicants should provide a CV and a letter of interest addressing the themes in this profile using WittKieffer's [candidate portal](#). Review of applications is underway and candidates will be considered until an appointment is made.

Confidential nominations and inquiries can be directed to:

Philip Tang and Maya Holt-Brockenbrough
UMassGlobal-HBSDean@wittkieffer.com

UMass Global is committed to providing an educational and work environment free of unlawful discrimination and harassment in any form. UMass Global prohibits all forms of discrimination and harassment on the basis of age, race (including hairstyle/texture, protective hairstyles, braids, locks, and twists), color, religion (including religious observance, belief, practice dress and grooming practices), citizenship, pregnancy (including temporary physical or mental limitations related to, affected by, or arising out of pregnancy, childbirth, or any related medical conditions), sex, gender identity, gender expression, transgender status, national origin, ancestry, physical and/or mental disability, legally-protected medical condition, military (past, present or prospective) status, veteran status, marital status, sexual orientation, sexual and reproductive health, genetic information, or any other characteristic protected by local, State or Federal law.

