



**UNIVERSITY OF
INDIANAPOLIS**
**College of Health
Sciences**

**Dean, College of Health Sciences
The University of Indianapolis
Indianapolis, Indiana**

“Education for Service.” – University of Indianapolis Motto

THE SEARCH

The University of Indianapolis (UIndy or the University) seeks an experienced and forward-thinking leader to serve as dean of the College of Health Sciences (CHS or the College). Framed by an applied liberal arts foundation and guided by a mission of experiential education, UIndy is a private teaching university, an anchor institution in Indianapolis, renowned for cultivating a culture of connectedness and service for impact that extends far beyond the campus. The University offers more than 90 majors, 40 graduate programs, and five doctoral programs across three academic colleges, including eight schools and an honors college. UIndy enrolls nearly 5,000 students on its main campus in Indianapolis, including approximately 1,400 graduate students.

The University of Indianapolis boasts a vibrant and diverse student body, embodying a strong commitment to academic excellence, inclusivity, and personal growth. Welcoming students from across the United States and more than 50 countries worldwide, UIndy cultivates a multicultural environment that fosters collaboration and global awareness. Notably, approximately 30% of UIndy undergraduates are first-generation college students. The University is known for its supportive academic atmosphere, featuring an average class size of 17 and an 11-to-1 student-to-faculty ratio, creating a close-knit community where meaningful connections and shared purpose flourish.

Founded in 1987, UIndy’s College of Health Sciences is regionally and nationally recognized for preparing tomorrow’s leaders in the health sciences. The College of Health Sciences is home to 75 full-time faculty, 13 part-time faculty, and 20 staff who are strongly committed to providing an excellent education and experience to all students. The College offers nationally ranked programs within the [Krannert School of Physical Therapy](#), [School of Occupational Therapy](#), and the [School of Nursing](#), as well as highly regarded programs in [Kinesiology](#), [Health & Sport Sciences](#), [Aging Studies](#), [Athletic Training](#) and [other health professions](#). The College also offers a [Doctor of Health Science \(DHSc\)](#) program which serves as a key online program for UIndy. The College is closely tied to its surrounding University Heights neighborhood

and strives to serve both its campus community and the broader community of Indianapolis. UIndy produces more physical therapists and occupational therapists than any other university in the state and offers the state's only neonatal nurse practitioner program.

This is a defining moment for the College during a period of momentum for the University. UIndy continues to be recognized as one of the "Best National Universities" by *U.S News & World Report* and received the prestigious Carnegie Community Engagement Classification in 2020, highlighting its commitment to community service and engagement initiatives. Under the leadership of its new president, [Tanuja Singh](#), UIndy has recently embarked on a bold [strategic plan](#) to position the University as a modern institution with local and global reach, advance social mobility for its diverse learners, and serve as an engine for community growth. The College of Health Sciences is central to this plan and many of UIndy's goals.

Reporting to the provost and executive vice president, [Chris Plouff](#), the next dean has the unique opportunity to organize, inspire, and lead the College to ensure the excellence of its academic programs, spur the development of innovative new programs, advance meaningful research and scholarship, and deepen its service to the community. With the recent integration of the School of Nursing, the dean will advance all disciplines within the College, promote interdisciplinary collaborations, and foster an inclusive culture. The dean will be a transparent communicator, an excellent relationship builder, and a leader who energetically pursues opportunities to broaden the College's local, national, and global reach.

The University has retained the services of Isaacson, Miller, a national executive search firm, to assist in conducting this important search. All inquiries, applications, and nominations should be directed in confidence to the search firm, as indicated at the end of this document.

ABOUT THE UNIVERSITY OF INDIANAPOLIS

The story of the University, which was founded in 1902, is closely tied to its surrounding University Heights neighborhood. The two grew from infancy together, and UIndy's commitment to its neighborhood remains strong to this day. Both trace their roots back to the turn of the 20th century when William L. Elder, a local real estate developer, offered the Church of the United Brethren in Christ eight acres of real estate southeast of downtown Indianapolis to establish its desired college, as well as the construction of a college building, in return for help in selling homesites around it. What was then known as Indiana Central University opened in 1905 when the first building, now called Good Hall, was completed. The University's name was changed to the University of Indianapolis in 1986.

The University has always been coeducational and open to all, with a unique emphasis on giving back through service learning and community engagement. UIndy is affiliated with the United Methodist Church, though a spectrum of faith traditions is represented on campus. The University continues to prepare its students to be capable in thought, judgment, communication, and action; to enhance their imaginations and creative talents; to gain a deeper understanding of and appreciation and respect for all

religions; to cultivate rationality and tolerance for ambiguity; and to use their intellect in the process of discovery and synthesis of knowledge.

The University of Indianapolis remains a vital institution in the city and region. Today, according to *U.S. News & World Report*, it is ranked among the top 250 national universities and among the top 200 for social mobility and is also considered a “Best College for Veterans” and “Best Value School.” UIndy is particularly proud of the fact that, in 2020, it received the Carnegie Community Engagement Classification.

Moving forward, UIndy is focused on several strategic priorities:

- Position the University for sustainability and growth through relevance and impact
- Generate new revenue and steward existing resources
- Amplify the university’s reach domestically and in select global destinations
- Establish focused partnerships with corporate and other stakeholders
- Invest in their people and physical infrastructure
- Leverage Athletics to support enrollment, retention, and community engagement
- Communicate value proposition to clearly differentiate themselves in telling their story

Admissions and Financial Aid

Enrollment and retention are top priorities for the University. In the 2023-24 year, UIndy received 9,936 applications for an incoming first-year class of 801, with an admission rate of around 73 percent. Traditionally at UIndy, nearly all new students receive some form of financial aid through merit awards, departmental scholarships, legacy and alumni scholarship programs, need-based scholarships, transfer student scholarships, or state and federal scholarships and grants. The University awarded \$17 million in institutional scholarships and grants to incoming full-time first-year students in the 2023-24 year, with nearly \$3 million in need-based institutional awards. The average financial aid package for a full-time first-year student enrolled in the school totaled \$33,387 in the 2022-23 year.

University Finances and Advancement

The FY25 operating expense budget for the University is approximately \$173.6 million with the most revenues derived from tuition and fees. UIndy is in the process of assessing its current incremental budget model and moving to a revenue allocation model.

In 2021 the University completed the Campaign for the University of Indianapolis, the largest fundraising campaign in UIndy history, which raised more than \$100 million – far exceeding the \$50 million goal that was set in 2015. The University's endowment is \$135.5 million.

THE COLLEGE OF HEALTH SCIENCES

Since its establishment in 1987, the University of Indianapolis's College of Health Sciences has been a highly valued resource for health and sports-related education in the city. Its student-centered faculty provide an educational experience emphasizing academic rigor, experiential learning, student engagement, and graduate preparation for success in a global economy. Under the tutelage of its faculty, students experience rich diversity across broad disciplines, with professors who also serve or have served as practitioners and can bring real-world experience to the classroom. The CHS curriculum is grounded in its high-impact practices of applied learning, which include competitive internship opportunities, clinical experiences, industry certifications, and extensive research opportunities.

The FY2025 operating expense budget for the College of Health Sciences is approximately \$11.9 million, and a total enrollment of approximately 1485 students, of which 58 percent are undergraduates and 42 percent are graduate students. The College's student body includes 29 percent of students who identify as individuals of color, 2 percent who are international students, and 76 percent who are from Indiana. More than 38 percent of the College's students identify as the first in their families to attend college.

Location and Facilities

Located just minutes from downtown Indianapolis, the College of Health Sciences has convenient access to various clinical sites, diverse patient populations, Indianapolis medical systems, and professional opportunities unavailable at other in-state programs. The College is located in UIndy's Health Pavilion, a central hub that connects students with state-of-the-art health technology and hands-on learning opportunities. The 160,000 sq. ft. space is UIndy's newest facility and was established in partnership with the [Community Health Network](#). The Health Pavilion brings the College unique learning and collaborative opportunities for students, from research to clinical experiences.

Academic Programs

The College of Health Sciences integrates learning and work through cooperative education, a culture of excellence and belonging, innovation, research, and committed civic engagement. The College offers undergraduate, graduate, doctoral, and certification programs through six core departments and an education center: [Athletic Training](#); [Interprofessional Health and Aging Studies](#); [Kinesiology, Health & Sport Sciences](#); [Occupational Therapy](#); [Physical Therapy](#); [School of Nursing](#); and the Metropolitan Indianapolis-Central Indiana Area Health Education Center ([MICI-AHEC](#)).

[Athletic Training](#)

Situated near multiple collegiate and professional sports teams, and world-renowned sporting events, the [Master of Science in Athletic Training Program](#) (MSAT) serves to develop qualified healthcare professionals in the field of athletic training. The MSAT provides students with the knowledge,

psychomotor skills, and foundational behaviors of professional practice necessary to succeed as an evidence-based provider of athletic training services. The MSAT program has had a first time Board Exam pass rate of 97% since conception (2019).

[Interprofessional Health and Aging Studies](#)

The Department of Interprofessional Health and Aging Studies (IHAS) includes an [undergraduate certificate in aging studies](#), a [Master of Science in Aging Studies](#), a [Doctor of Health Science](#), and graduate certificates in [aging studies](#), [healthcare administration](#), and [health professions education](#). IHAS also offers 21 [dual program](#) options, providing students with flexibility as well as an interdisciplinary angle to their education. The Department's Doctor of Health Science program has been designated as a Program of Merit by the Association of Doctoral Programs in Health Sciences.

[Kinesiology, Health & Sport Sciences](#)

The Department of Kinesiology, Health & Sport Sciences offers undergraduate and graduate programs, and certificates including:

Undergraduate programs and certificates:

- [Exercise Science](#)
- [Healthy Diploma Certificate](#)
- [Public Health Education & Promotion](#)
- [Sport Management](#)

Graduate programs:

- [Dietetics Internship Program](#)
- [Master of Public Health](#)
- [Master of Science in Exercise Science](#)
- [Master of Science in Sport Management](#)

All KHSS undergraduate programs are accredited by their specialized accrediting body. UIndy's sport management programs were the first in Indiana to be accredited by the Commission on Sport Management Accreditation.

[Occupational Therapy](#)

The University of Indianapolis has been providing exceptional occupational therapy (OT) graduate-level education since 1985 and currently offers both the [Master of Occupational Therapy](#) (MOT) and the [Occupational Therapy Doctorate](#) (OTD). The University of Indianapolis was the first institution in the State of Indiana to offer graduate level education for occupational therapists. The UIndy School of Occupational Therapy is ranked among the top 40 best graduate programs in the nation according to *U.S. News & World Report*.

Physical Therapy

The Krannert School of Physical Therapy enjoys a long-standing reputation for excellence in physical therapy education. The School includes a fully accredited [DPT program](#) and was one of the first graduate physical therapy programs in the nation. The Krannert School is ranked 33 among physical therapy programs by *U.S. News & World Report*. The School offers a full range of physical therapy programs from [physical therapist assistant](#) to [Doctor of Physical Therapy](#) and [Doctor of Health Science](#) degrees.

School of Nursing

Recently joining the College of Health Sciences in 2023, the School of Nursing is known for its leading-edge programs at all degree levels that consistently rank among the top in the state. The School offers the following degree programs:

[Bachelor of Science in Nursing](#)

[Master of Science in Nursing](#)

[Doctor of Nursing Practice](#)

The School also offers Graduate Certificates in the following programs: [Nurse Leader](#), [Nurse Educator](#), and [APRN](#).

Metropolitan Indianapolis-Central Indiana Area Health Education Center ([MICI-AHEC](#)).

In Indiana, there are eight Area Health Education Center (AHEC) regional centers that serve throughout the state. The Metropolitan Indianapolis Central Indiana Area Health Education Center (MICI-AHEC) is hosted by the University of Indianapolis through partnership that allows MICI-AHEC to further reach its goals through recruitment, quality programming and community reach. Since 2014, the CHS has hosted MICI-AHEC and served its core mission: to enhance the quality of and access to health care, and improve health workforce needs of medically underserved communities and populations by establishing partnerships between the institutions that train health professionals and the communities that need them most.

THE ROLE OF THE DEAN

The dean of the College of Health Sciences serves as the chief academic and administrative officer for the College, responsible for strategic, academic, clinical, scholarly, and business affairs. Reporting to the Provost and serving in his Cabinet, the dean is integral to the University's leadership team. They will be responsible for partnering with faculty, staff, and other colleagues – within the College and across the University - to ensure the vitality and long-term success of the College and University.

The dean will define and elevate CHS's unique identity, crafting a strategic vision that builds on the College's history, strengths, and future ambitions. They will champion a distinct brand for CHS, raising its visibility regionally and nationally. An effective fundraiser and relationship builder, the dean will engage with partners to broaden CHS's reach and attract resources to support its work. Additionally, the dean will ensure robust enrollment and exceptional academic programs, nurture a positive culture, promote professional development and mentorship, and recruit and retain exceptional faculty, students, and staff to ensure that CHS thrives as a leading health sciences College.

OPPORTUNITIES AND CHALLENGES

The opportunities and challenges facing the next dean of the College of Health Sciences include:

Define and promote the College's distinctive brand by articulating a clear strategic vision

The number of health science programs across the country continues to increase and with this growth has come intense competition to recruit exceptional students, faculty, and staff. Many things make a UIndy education distinctive, and the reason faculty and staff choose to call CHS their home is the College's high-quality academic programs and highly personalized educational experience, its collaborative and supportive culture, and its deep commitment to service. In a highly competitive landscape, the dean must lead the College in proudly broadcasting these points of pride and set out a vision for the future. The dean will bring together the CHS community to craft a forward-looking plan that builds from UIndy's recent strategic plan and reflects the dynamic nature of the health professions. This work will also include evaluating the College's current activities, structures, processes, and workload distribution to ensure CHS is well-positioned to achieve its goals.

Deftly manage and attract resources to ensure the College's financial strength

The College is in a stable financial position and will look to the next dean to skillfully manage resources while creatively seeking additional resources and new revenue streams. Ensuring a robust enrollment across programs will be one key aspect of this work. The dean will work closely with the College's new Director of Admissions and other colleagues to bolster recruitment efforts—including broadening CHS's reach beyond the region—and ensure the College meets its enrollment goals. Fiscally astute and adept at administrative oversight, the dean will also focus on enhancing operational efficiencies and accountability. A strong partnership with the Advancement team will be essential. The dean will collaborate closely with any Advancement personnel assigned to CHS to fully leverage untapped opportunities for philanthropy and external partnerships that can attract new resources to the College.

Strengthen and sustain a unified, cohesive, and collaborative culture across the College

The College prides itself on its collaborative culture and strong sense of community. With the recent integration of the School of Nursing, the dean must ensure that these attributes continue to define CHS and pursue opportunities to fully leverage the unique strengths of being a diverse College, including new interdisciplinary collaborations and partnerships. The dean will facilitate a cohesive culture, navigate integration challenges, and support a consistent vision that brings together the distinct identities and expertise across CHS. Steady leadership, transparency, and frequent open communication will be vital to the integration and long-term success of the College. A successful candidate will bridge cultural differences and address the unique needs of each program, empowering CHS to reach its fullest potential.

Ensure student success through holistic support and faculty empowerment

The dean will be a champion of student success, committed to building an academically stimulating environment full of applied and experiential learning opportunities. As the CHS serves a broad spectrum of students, from traditional undergraduates to working professionals and online learners, the dean must implement policies and resources that address the distinct needs of these populations, with an emphasis on holistic support services. By enhancing student retention and advocating for first-generation and underrepresented students, the dean will relentlessly drive forward a vision of success and opportunity for all CHS students.

Recruit, retain, and mentor a diverse, world-class faculty and staff

CHS's faculty and professional staff are exceptionally dedicated and talented. The dean will drive the recruitment, promotion, and retention of faculty and professional staff who are highly committed to the College's mission. The dean will lead this endeavor with a focus on diversity, equity, and inclusion—championing practices and policies to ensure that faculty and professional staff reflect the diversity of CHS's student body while creating an inclusive environment where all community members feel well-supported and empowered. The dean will manage faculty workload and provide structured support for the full spectrum of academic roles from junior faculty to new chairs and program directors. To be successful, the dean will have exceptional interpersonal and management skills, a passion for mentorship, and a commitment to ensuring a healthy work environment for faculty and staff at all levels.

Foster interdisciplinary innovation and collaboration across the University and in the community

The dean is a key leader within the University, charged with working collaboratively with the Provost, deans, and various members of the President's Cabinet to advance University and academic initiatives and goals. The dean is expected to identify, develop and implement new programs and credentials that are interdisciplinary and cross-college, including with the newly developed UIndy Online and Sease Institute unit. Furthermore, there are opportunities to develop both credit-bearing and noncredit-bearing programs with local and regional community partners that result in both increased enrollment and

revenue generation. Partnering with the Office of Advancement, the dean will leverage relationships with alumni and community members for fundraising efforts.

Empower efforts that enhance diversity, equity, and inclusion

UIndy has made issues of equity, diversity, and inclusion in its community a priority. While there has been progress, there is more work to be done. UIndy's next dean will work closely with colleagues to support its community of faculty, staff, and learners from diverse backgrounds. They will ensure the College's curriculum is inclusive, supports diversity in all its forms, and reflects a commitment to health equity and addressing disparities. By bringing an awareness of and critical consciousness to inequities, the incoming dean will work to break down barriers to success and foster a diverse and inclusive learning environment where students want to learn, and faculty and professional staff want to teach and work.

QUALIFICATIONS AND CHARACTERISTICS

The successful dean candidate will possess many of the following skills, credentials, and personal qualities:

- Doctoral degree (Ph.D. or equivalent) with a background in a clinical or non-clinical health profession, such as nursing, physical therapy, occupational therapy, sport management, exercise science, public health, etc.;
- Distinguished record of academic achievement, practice, research, and service; qualified for appointment as a professor or associate professor within the CHS;
- A deep understanding of the health sciences, higher education, and healthcare landscapes;
- Progressive and successful administrative and fiscal management experience, preferably in an academic setting;
- Proven ability to work with others to develop, inspire, communicate, and operationalize a shared vision and strategic plan;
- A decisive and confident leader;
- Excellent interpersonal and relationship building skills; positive, collegial, and collaborative;
- A deep commitment to, and concrete experience in, advancing equity, inclusion, and diversity;
- An empathetic listener and transparent communicator;
- Proven ability to build effective partnerships, preferably within a college, across a university, and with the broader community;
- Experience building and sustaining clinical partnerships;
- Experience working with advancement professionals to develop and execute fundraising strategies, including identifying potential donors, cultivating relationships, and writing grant proposals to secure financial contributions that directly support the university's mission and goals;
- An aptitude and appetite to advance the CHS through strategic communications, alumni relations, and philanthropic outreach;
- Outstanding oral and written communication skills; and
- High standard of professional integrity and a strong sense of professional ethics.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Applications (CV and cover letter), inquiries, and nominations should be sent via: <https://www.imsearch.com/open-searches/university-indianapolis-college-health-sciences/dean>

Amy Segal, Partner
Ibaad Nazeer, Associate
Olivia McVicker, Managing Search Coordinator
Isaacson, Miller

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Isaacson, Miller and the University of Indianapolis are committed to creating an inclusive environment and welcome applications from candidates with disabilities. If you have any accommodation or access needs, we are happy to provide reasonable accommodations.