



**An Invitation to Apply
President, University of Indianapolis
Indianapolis, Indiana**

THE SEARCH

The University of Indianapolis (UIndy or the University) seeks an innovative president with proven leadership skills and the capacity to successfully implement bold, strategic decisions. UIndy requires a decisive, engaged, and compassionate president attentive to its legacy and equal to its ambition, skilled at leveraging a close-knit community to guide the University into its next chapter.

Founded in 1902, UIndy is closely tied to its surrounding University Heights neighborhood and strives to serve both its campus community and the broader community of Indianapolis as an anchor institution. The University is affiliated with the United Methodist Church, though a spectrum of faith traditions is represented, including Christianity, Judaism, Islam, Hinduism, and Buddhism. The University was previously known as Indiana Central College – and later Indiana Central University – before the name was changed to the University of Indianapolis in 1986. The University's mission is to prepare its graduates for effective, responsible, and articulate membership in the complex societies in which they live and serve, and for excellence and leadership in their personal and professional lives.

Recognized as a top-tier, Midwestern university, UIndy is proud of the achievements of its 4,900 students – 1,400 of whom are graduate students – across a wide spectrum of academic specialties. UIndy offers over 100 undergraduate programs, over 40 graduate programs, and five doctoral programs across six schools and three colleges: the School of Business, the School of Education, the School of Nursing, the School of Occupational Therapy, the School of Physical Therapy, the R.B. Annis School of Engineering, the College of Applied Behavioral Sciences, the College of Health Sciences, and the Shaheen College of Arts and Sciences. More than twenty percent of UIndy's undergraduates are first-generation students, and UIndy is committed to helping all students succeed. UIndy awards more doctoral degrees than all but four of the largest universities in Indiana. It produces more physical therapists, occupational therapists, and clinical psychologists than any other university in the state and offers the state's only neonatal nurse practitioner program.

The next president of UIndy will inherit an energized, passionate community eager to build on its strong foundation and further define itself in Indianapolis, the state of Indiana, and across the country. In particular, the incoming president will: define and champion UIndy's distinctive brand, identity, and value proposition; engage with – and serve as a strong presence in – Indianapolis; articulate the strategic vision for UIndy's next chapter and ensure its implementation; ensure the University's future financial strength and stability; champion the recruitment, retention, and support of students, as well as the University's

commitment to providing a relevant and high-quality education; strengthen UIndy's institutional commitment and action on issues of diversity, equity, and inclusion; and foster a culture of transparency, communicating openly and engaging widely with a dedicated community of faculty, staff, alumni, and students.

The ideal candidate will be a superb administrator and academic leader, cognizant of the challenges confronting higher education, and capable of envisioning and actualizing opportunities for the University, which strives to be a force of positive change for its students and the city. Among other qualities, the next president will need to be an effective fundraiser, a thought partner for enrollment and retention, fiscally astute, and a gifted relationship builder who will engage with community partners in Indianapolis and beyond.

The board of trustees has established a committee comprised of representatives from across the University to conduct this search in consultation with Isaacson, Miller, a national executive search firm. Inquiries, nominations, and applications should be directed in confidence to the firm, as indicated at the end of this document.

ABOUT THE UNIVERSITY OF INDIANAPOLIS

History

The story of the University of Indianapolis, 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 construction of a college building, in return for help in selling homesites around it. Indiana Central University opened its doors in 1905 when the first building, now called Good Hall, was completed. From its beginning, the University has been coeducational and open to all races, with a unique emphasis on giving back through service learning and community engagement and serving as an academic ecosystem interconnected with the city of Indianapolis.

At that time, instruction was offered by eight departments: the College of Liberal Arts, Teachers' College, Conservatory of Music, School of Oratory, School of Commerce, Bible Institute, School of Arts, and the Academy, in which students completed their preparatory work and earned high school diplomas. The University granted both bachelor of arts and master of arts degrees. In 1927, the Academy was discontinued, and, by that time, most of the other departments had been integrated into the College of Liberal Arts. The North Central Association of Schools and Colleges accredited the University in March of 1947.

From 1946 to 1968, following the merger of the Church of the United Brethren in Christ and the Evangelical Church, the University was an Evangelical United Brethren institution. Since 1968, when the Evangelical United Brethren and Methodist churches merged, it has been affiliated with the United Methodist Church. The University was then known as Indiana Central College – and later Indiana Central University – before the name was changed to the University of Indianapolis in 1986. Though UIndy is proudly affiliated with the United Methodist Church, a spectrum of faith traditions is represented, including Christianity, Judaism, Islam, Hinduism, and Buddhism.

The University's mission is to prepare its graduates for effective, responsible, and articulate membership in the complex societies in which they live and serve, and for excellence and leadership in their personal and professional lives. The University equips its students to become more capable in thought, judgment, communication, and action; to enhance their imaginations and creative talents; to gain a deeper understanding of the teachings of the Christian faith and an appreciation and respect for other religions; to cultivate rationality and tolerance for ambiguity; and to use their intellect in the process of discovery and synthesis of knowledge.

Current Context and Strategic Direction

The University of Indianapolis is 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.” Its nursing program has received particular acclaim, and its Bachelor of Science in Nursing (BSN) is among the top 250 programs in the country. The Occupational Therapy, Physical Therapy, and Nursing graduate programs ranked among “Best Grad Schools 2018.” UIndy is particularly proud of the fact that, in 2020, it received the Carnegie Community Engagement Classification.

In February 2014, the University of Indianapolis Board of Trustees approved a [five-year plan](#) of capital projects and educational enhancements that represented a \$50 million investment in the University and the neighboring community. This initial investment in UIndy's broader [Vision 2030](#) Strategic Plan built a foundation for the University to seek support for programs, scholarships, research, and endowed positions to create an unparalleled experience for students and put UIndy at the national forefront of higher education.

As part of that initial, five-year effort, the University completed construction of the UIndy Health Pavilion, a 160,000-square-foot, \$28-million health sciences center. This pavilion has enabled expansion of UIndy's high-demand undergraduate and graduate programs in health-related disciplines, including the new Master of Public Health degree program. Half of all UIndy students are enrolled in health programs, and demand is still growing.

The 1970s-era Krannert Memorial Library was renovated to create technology-rich group collaboration areas and social spaces, transforming it into a state-of-the-art academic hub for professional development, multidisciplinary study, and campus collaboration, as well as an important community resource. The University also replaced the Campus Apartments on Shelby Street to create Greyhound Village, an attractive new housing option for students. The fully furnished, 1–4-bedroom apartments provide housing for up to 480 juniors, seniors, and graduate students.

UIndy continues to look ahead to additional goals of Vision 2030, with a grounding in four strategic lenses: university relevance and placemaking, institutional competitiveness, innovation, and serving as a sustainable community anchor. To jumpstart the Vision 2030 process in 2012-13, more than 5,500 ideas were winnowed into 32 strategic initiatives, developed into a comprehensive business plan to address financial, recruitment, and engagement goals, and presented to the University Board of Trustees – all chosen to move UIndy toward excellence in areas of enrollment and retention, career outcomes, advancement, brand identity, finance, and affordability. These macro goals defined UIndy's ultimate destination points; the planning process identified ways to get there. The board unanimously approved all 32 initiatives and later released a [2016 update on Vision 2030](#).

Like many institutions, UIndy shifted its focus to pandemic considerations and crisis management over the last several years and looks forward to reinvigorating Vision 2030 and a new, near-term strategic plan under this next president. UIndy is currently under the strong interim leadership of Phillip Terry, retired CEO of Monarch Beverage and immediate past chair of the board of trustees. He stepped into the interim presidency on July 2, 2022, following the end of President Robert Manuel's tenure.

Academics

The University of Indianapolis holds a number of notable distinctions. Recognized as a top-tier, Midwestern university, UIndy is proud of the achievements of its faculty, staff, alumni, and 4,900 students – 1,400 of whom are graduate students – across a wide spectrum of academic specialties. From the accolades bestowed upon world-class programs such as nursing to the many programs that attain a 100 percent Licensure Exam Rate from students, the University of Indianapolis continues to excel at preparing the next generation of scientific pioneers, business leaders, and influential artists.

UIndy offers over 100 undergraduate programs, over 40 graduate programs, and five doctoral programs across six schools and three colleges: the School of Business, the School of Education, the School of Nursing, the School of Occupational Therapy, the School of Physical Therapy, the R.B. Annis School of Engineering, the College of Applied Behavioral Sciences, the College of Health Sciences, and the Shaheen College of Arts and Sciences. UIndy awards more doctoral degrees than all but four of the largest universities in Indiana. It produces more physical therapists, occupational therapists, and clinical psychologists than any other university in the state and offers the state's only neonatal nurse practitioner program. At the undergraduate level, the student-to-faculty ratio stands at 13:1, with an average class size of 17, and students exhibit a genuine commitment to service – with 215,000 community service hours. Hands-on, tight-knit classes help students feel connected and able to pursue their individual interests.

UIndy is committed to helping all students succeed, and students with learning-related disabilities can find full support in earning an associate's or bachelor's degree through [the BUILD program](#), the Baccalaureate for University of Indianapolis Learning Disabled. While all UIndy students with learning disabilities can access reasonable accommodations through the Office of Services for Students with Disabilities, the BUILD program offers accommodations that are significantly more profound. UIndy established the BUILD program in 1990 as a full support program for students with learning-related disabilities, including those diagnosed with a specific learning disability, attention-deficit/hyperactivity disorder, mental health issues, or autism spectrum disorder. UIndy's caring, dedicated professors, low student-to-faculty ratio, and small class sizes provide personal attention to BUILD students in a nurturing environment. The program's current capacity is 75 students and, each year, approximately eight students with autism are accepted into the program.

UIndy also enjoys a special partnership with [NingboTech University \(NTU\)](#) in the Zhejiang Province of China, delivering joint degree programs in Business Administration and International Business (International Economics and Trade), as well as Finance. After successfully completing three years of study in Mainland China, which includes 18 UIndy courses taught onsite by multiple UIndy faculty, joint program students transfer to the UIndy campus to complete their academic programs in Indianapolis. The UIndy-NTU Sino-American program boasts a team of highly qualified international faculty and staff, regular visiting lecturers, and a strong emphasis on the student-centered learning experience.

UIndy has also built intellectual partnerships with sister institutions in China, Italy, Taiwan, Turkey, and South Africa. These relationships allow for various methods of engagement, such as the exchange of faculty members and students, conferences, workshops, and study-travel experiences. In addition to its undergraduate and graduate programming, UIndy partners with the Sease Institute to offer workforce development programs and corporate training certificates, and prides itself on its Lifelong Learning College for senior citizens.

The Stephen F. Fry Professional Edge Center sponsors essential skills training, speakers, and career-related events throughout the year, with the goal of giving students a competitive advantage. Sector experts are available for one-on-one coaching, career planning, document review, and interview practice. The Center hosts over 100 events each year, advertises over 400 internships, posts over 1,700 jobs, and fields roughly 2,300 appointments per academic year.

Dedicated to serving a remarkable student community, faculty members at UIndy pride themselves on their accessibility to students, and students cite this accessibility as a hallmark of the experience. UIndy has more than 600 full- and part-time faculty members. Notably, in the National Survey of Student Engagement, UIndy ranked significantly higher in the student/faculty interaction category than all other Great Lakes private schools.

Admissions & Financial Aid

UIndy is eager to identify a strong, thoughtful, and collaborative president who will value and prioritize enrollment management for both undergraduate and graduate programs. Enrollment and retention both remain a top focus for the school, with undergraduate enrollment slightly down this year as compared to last. In the 2022-23 year, UIndy received 9,877 applications for an incoming first-year class of 851, with an admission rate of around 76 percent.

As of fall 2022, the University has a total enrollment of approximately 4,900 students, of which 3,500 are undergraduates and 1,400 are graduate students. Seventy-two percent of UIndy students are Indiana residents, and 17 percent are out-of-state residents (from 41 states). Approximately 7.5 percent of undergraduates – and nearly five percent of full-time graduate students – are international students from more than 55 countries. Thirty-three percent of students at UIndy identify as international students and/or students of color. Sixty-five percent are women and 35 percent are men, and more than 24 percent of UIndy's undergraduates identify as the first in their families to attend college. Undergraduate tuition for the 2022-23 academic year was \$33,252, with room and board at \$11,828.

Roughly 98 percent of new students receive some form of financial aid through merit awards, departmental scholarships, legacy and alumni scholarship programs, need-based scholarships, and transfer student scholarships. UIndy typically gives out about \$73 million in scholarships and grants, with \$12.2 million going toward need-based aid awardees. The average financial aid package for a full-time freshman totaled \$29,801 in the 2021-22 year.

Because of strategic changes to UIndy's recruitment for engineering students, the institution saw a large increase in undergraduate deposits for the R.B. Annis School of Engineering for the fall of 2022. The University has also made progress in recruiting undergraduate students for the inaugural recruitment year of club sports, with roughly 53 new students recruited for club sports programs in dance, cheer, water polo, men's volleyball, bowling, ultimate frisbee, tennis, and powerlifting.

The addition of Slate as UIndy's customer relationship management (CRM) platform has enabled more robust student engagement tracking, allowing UIndy to better develop relationships with students and families. A big takeaway from those engagements is that college affordability is still a significant concern, especially for students who are the first in their families to earn a degree. UIndy also continues to build relationships with Ivy Tech Community College of Indiana and Vincennes University, a two-year institution, to enhance the number of transfers into 2+2 academic programs.

Athletics

UIndy prides itself on a strong tradition of student-athletes, with more than 600 student-athletes on campus – boasting an average GPA of 3.33 in the 2021-22 year. UIndy's strong athletics programs bring much energy to campus. UIndy currently fields 23 NCAA, Division II team sports, including baseball, men's and women's basketball, men's and women's cross country, football, men's and women's golf, men's and women's lacrosse, men's and women's soccer, men's and women's swimming & diving, men's and women's tennis, men's and women's track & field, wrestling, softball, and women's volleyball.

Among its various accolades, UIndy continues to celebrate the following athletic achievements: Finished third among all Division II schools in the 2021-22 Learfield Directors' Cup standings, the highest finish in University history; 14 consecutive Top 20 finishes in the Directors' Cup; 16 team qualifications for NCAA post-season play in the 2021-22 year; advanced to the national semi-finals in women's tennis and men's soccer, while placing third at both the men's and women's NCAA Division II Swimming & Diving Championships; captured a league-best five Great Lakes Valley Conference (GLVC) titles, including men's soccer, men's swimming & diving, women's golf, women's lacrosse, and women's tennis; led the GLVC with 403 Academic All-GLVC honorees.

UIndy is the first institution in the state to field NCAA Division II men's and women's lacrosse teams, growing its current roster of men's and women's teams by adding one of the fastest-growing sports in the country. The lacrosse program is now in its second year. Commendably, the women's lacrosse team recently won the 2022 DII national championship for the first title in program history.

Campus and Student Life

UIndy's campus, which houses both graduate and undergraduate programs, is on the south side of Indianapolis. The campus straddles the Carson Heights and [University Heights](#) neighborhoods. As members of an urban institution, students are surrounded by opportunities for internships, experiential learning, museums, music, culture, and service. Enhanced service of the Red Line – a rapid-transit electric bus service – links the UIndy campus to downtown Indianapolis and dozens of other destinations.

Eighty-two percent of freshmen – and 52 percent of full-time undergraduates – live on campus in one of seven residence halls or two university-sponsored apartment buildings (Greyhound Village and University Lofts). The University offers more than 70 registered student organizations. Of particular note, the Ruth Lilly Fitness Center is a 90,200-square-foot Athletics and Recreation Center (ARC) and served as the practice site of the New York Giants for the 2012 Super Bowl.

UIndy's Center for Global Engagement (CGE) is home to the International Admissions Office, Office of Study Abroad, International Partnerships, and Office of International Student and Scholar Services. The CGE provides orientation programs, workshops, immigration, and other advising services to ensure the

success of international students and scholars who have chosen the University of Indianapolis to be their temporary home away from home. UIndy also offers exchange programs, embedded study abroad programs (ESAP), UIndy-led study abroad programs, networks, and consortia, and a particular partnership with Stellenbosch University in South Africa. Traditionally, six percent of students choose to participate in some form of international experience.

Finances & Advancement

Among the priorities for this next president will be laser-focusing on financial strength and sustainability. As of February 2022, the endowment totaled \$135.5 million. The FY22 operating budget for the University was just under \$105.5 million, and 78.4 percent of UIndy's revenue came from tuition and fees.

For the FY23 budget, the board primarily focused on ensuring a positive operating margin and investing in the University, its faculty and staff, and its programs. This focus will allow the University to maintain its cash position and support its current BBB+ credit rating. The endowment draw is budgeted at 5.5 percent.

In conjunction with an eye for financial sustainability, UIndy seeks a president who will partner with key constituents on fundraising activities. The University completed the search for the Vice President of Advancement in 2022, and Philip Thornton joined the campus on March 1. While that search was underway, the University continued efforts to secure private support, with over 2,000 donors providing \$560,000 towards unrestricted and scholarship support programs. In addition to unrestricted giving, 1,970 donors provided support for various programs and endowments, totaling \$1,750,000 as of May 2022.

As the Office of Advancement moves forward under Thornton's leadership, UIndy has begun designing its long-term growth plan, including the multi-year addition of staff to the advancement team, the systematic growth of the endowment, and the development of new philanthropic relationships with alumni, corporations, and friends of UIndy. UIndy has – and will continue to – build intentional relationships with its more than 35,000 alumni.

Governance

The management of the University of Indianapolis is vested in a 41-member board of trustees selected from the community, the United Methodist Church, the alumni body, and at-large representation from the state and nation. In addition, there are three ex-officio members of the board: the resident United Methodist bishop of the area, the president of the University, and the president of the Alumni Association.

The essential function of the board is policy-making and goal-setting, the assurance of sound management, and active participation in the provision of necessary funds or other resources as required to support the purpose of the University. Each trustee donates to the University annually. The board has ultimate responsibility to determine general, educational, financial, and related policies deemed necessary for the administration and development of the University in accordance with its stated goals.

Indianapolis, Indiana

The University of Indianapolis is an academic ecosystem interconnected with the city of Indianapolis – and aspires to an even greater sense of connection. Indianapolis is, by population, the fifteenth largest city in the United States and the third largest city in the Midwest. A number of established corporations call

Indianapolis home, including Roche, Rolls Royce, OneAmerica, Cummins, and Eli Lilly. Indianapolis is an easy city to navigate by car, and both UIndy and downtown Indianapolis are just a short drive from Indianapolis International Airport. The first new international airport in America designed and built after 9/11, Indianapolis International Airport has been named the best airport in North America for the past ten years by Airports Council International.

As Indiana's capital, Indianapolis is a bustling government center, with access to museums, music, culture, and more. Locals particularly enjoy the 250 acres of greenspace at White River State Park, the scenic Central Canal, the Indianapolis Zoo, the Eiteljorg Museum of American Indians & Western Art, the Indianapolis Museum of Art at Newfields, the Amphitheater at White River State Park, and The Children's Museum of Indianapolis, the largest children's museum in the world. Monument Circle is the physical and spiritual heart of the city, and visitors and locals can follow the Indianapolis Cultural Trail to Massachusetts Avenue, a progressive neighborhood also known as the Theater District, or Fountain Square, with its retro vibe and live music venues. Fletcher Place boasts standout restaurants that are drawing national attention to Indy's food scene.

In a city that built its reputation on sports, both amateur and professional, Indy hosts the world's largest single-day sporting event (the Indianapolis 500) and is home to the NCAA, the Indianapolis Colts (NFL), the Indiana Pacers (NBA), and the Indianapolis Indians (a Minor League Baseball team and the Triple-A affiliate of the Pittsburgh Pirates). Indianapolis has hosted the NCAA basketball championship, the college football championship, Super Bowl XLVI, the US National Olympic Team in Swimming & Diving, the NFL Combine, and much more.

OPPORTUNITIES AND CHALLENGES FOR THE NEXT PRESIDENT

UIndy possesses natural strengths that provide a tremendous opportunity for the next president to move the institution into a significant, ambitious, and promising chapter. The interim president is currently supported by a strong, five-person cabinet, which includes the Vice President for Finance and Administration and Treasurer, the Vice President and General Counsel, the Executive Vice President and Chief Strategy Officer, the Executive Vice President and Provost, and the Vice President and Chief Inclusion and Equity Officer.

The next president will champion the following significant opportunities and crucial challenges:

Define and champion UIndy's distinctive brand, identity, and value proposition

To succeed in this next era, UIndy must better define its value proposition to prospective students, faculty, and staff. The transformational task for the next president is to draw the University's history and aspirations together into a compelling story, thereby inspiring the campus and alumni community around a shared vision. To do so, the president must consult broadly with the UIndy community and establish a consensus that gives the institution an ever-more-distinctive identity in a highly competitive higher education landscape. The president must articulate – both internally and externally – the benefits of a liberal arts education in combination with strong professional and graduate programs, furthering its reach in the city of Indianapolis, the region, and the country. On a practical level, the president must ensure that this message is reflected in University communications and branding, as well as its enrollment strategy.

Engage with – and serve as a strong presence in – the Indianapolis community

To establish a more distinctive identity, UIndy seeks a president who will demonstrate its commitment to the broader Indianapolis community. As the face of the University, the president will be an integral part of events on and off campus, engaging with local organizations, boards, and key civic and business leaders, and creating pipelines between UIndy and Indianapolis. Indianapolis is a dynamic and diverse city with a rich history and a wealth of opportunities for research, service, and collaborations between the University, the city and its residents, non-profit organizations, corporations, and institutions. UIndy students regularly participate in volunteer and service activities, but the University is eager to do more as an active civic partner and promoter of economic development. UIndy serves as an anchor institution for the Southside, and the next president should embrace a public leadership role that will resonate in both the University community and the broader local and regional communities. Broadly, the next president will emphasize the University as a source of positive change for its students and the city, ensuring that it becomes a destination of choice for students, partners, and donors and is a leader of best practices for higher education.

Articulate the strategic vision for UIndy's next chapter and ensure its implementation

The next president will reinvigorate Vision 2030 and develop the next five-year strategic plan, deeply rooted in UIndy's traditions and the context of Indianapolis. The president will engage a wide array of stakeholders in the planning and implementation of the next strategic plan, with a focus on where UIndy can continue to distinguish itself from its peers and gain regional and national recognition for its academic programs. Working in partnership with the faculty, cabinet, board, staff, students, alumni, and community members, the president will also ensure that the strategic plan and vision align with academic and capital planning and resource allocation. The president will continue to charge the provost and the academic leadership team with promoting a culture of evaluation to ensure that academic programs remain rigorous, innovative, and responsive to student demands as well as current and future marketplace realities.

Ensure the University's future financial strength and stability

The next president, in close collaboration with the board and cabinet, will be responsible for ensuring that the University's short- and long-term financial condition continues to strengthen. Like many private universities, UIndy is a tuition-dependent institution and is increasingly concerned about the rising costs of education, demographic challenges, and the recent economic impacts of the global pandemic. The incoming president will build, maintain, and direct an effective and efficient leadership team to allow the University to make sound decisions regarding enrollment goals, recruiting targets, and new and existing programs. The president will be fiscally astute and exercise consistent financial and business oversight, with a focus on accountability. The president must consider new revenue streams and critically analyze how to balance academic quality with access and affordability. Increased philanthropic support will be crucial to augmenting UIndy's endowment and providing more flexibility for the University to prosper. This next chapter will require substantial resources to make bold moves and investments, and a president who dedicates significant time to fundraising and advancement efforts is critical.

Champion the recruitment, retention, and support of students, as well as the University's commitment to providing a relevant and high-quality education

In collaboration with the new provost and other University leaders, the next president will assess UIndy's existing portfolio of academic programs, strategically invest, and identify opportunities to develop and launch new programs that meet rapidly changing societal needs and bolster enrollment growth. New programming has grown organically at UIndy, driven both by student and market demand and school and faculty innovation. Moving forward, UIndy must narrow its focus and identify a more intentional and deliberate trajectory. As university enrollment becomes ever-more-competitive in a demographic downturn, UIndy will need to examine, with great care, how it deploys its people, how it improves time to degree, how it raises and disburses financial aid, and how it adjusts to an increasingly diverse and cost-conscious student audience. The next decade will see business model shifts in higher education nationwide, and this next president will lead a careful, strategic discussion about the UIndy business model. UIndy will need an excellent narrative and every tool in its enrollment toolbox.

Strengthen UIndy's institutional commitment and action on issues of diversity, equity, and inclusion

UIndy has made it a priority to address issues of equity, diversity, and inclusion in its community. While there has been progress, most notably the recent hire of the inaugural Vice President and Chief Inclusion and Equity Officer, there is more work to be done. UIndy expects its next president to continue to push the community forward to support this critically important work. This requires a deep respect and appreciation for a diverse community of individuals and a sophisticated understanding of the needs of the diverse communities that UIndy serves. UIndy must continue to grow and diversify its faculty, staff, and student bodies and provide robust support to those from underrepresented backgrounds. By influence and example, the president will foster a safe and inclusive environment that celebrates diversity, equity, and inclusion as foundations for excellence.

Foster a culture of transparency, communicating openly and engaging widely with the campus community

The next president will join a community of students, faculty, staff, administrators, alumni, families, and trustees who care deeply about UIndy. As the University moves forward, the campus and alumni community are eager for a president who will be a visible and active presence on campus, ensuring that student, staff, and faculty needs are prioritized. UIndy seeks an open, engaging, and highly communicative leader who can transparently and articulately explain UIndy, its mission, and its goals to all its constituents, while inspiring all in the community to strive for innovation and excellence. UIndy has a strong commitment to shared governance, and the next president should continue to strengthen that tradition through process and practice as a communicator who values input from the greater community. The President will need to ensure that all constituents are engaged in the dialogue, as appropriate, and are informed on how and when decisions are made.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will exhibit many of the following experiences, abilities, and qualities:

- A visionary, strategic leader with a demonstrated record of success who will inspire the UIndy community;

- Commitment to academic excellence and innovation across the liberal arts and humanities, pre-professional, and professional education; intellectual presence and vitality; passion for teaching, learning, and scholarship; and belief in the transformative power of education for students, community, and society at large;
- An established record of fundraising, including an ability to engage a broader community in support of the University, and an enthusiasm for and successful experience with major donor, foundation, and corporate relationships, or evidence of such capacity;
- Deep knowledge of the issues and challenges facing higher education, including finances, athletics, and shifting market dynamics; understanding of the interplay between academic priorities and resource requirements; and experience setting and overseeing budgets;
- A proven commitment to embracing and fostering the success of a diverse student, faculty, and staff community and the will to embrace diversity in all aspects within the UIndy community;
- Significant and successful experience managing, allocating, and prioritizing financial, physical, technological, and human resources;
- Proven strength in leading and delegating to a senior team and reporting to the board of trustees, along with a record of effectively recruiting and retaining diverse talent at all levels;
- A collaborative and transparent leadership style that fosters an environment of trust, empowerment, and shared governance; proven experience and leadership in times of uncertainty; ability to connect with others and to create meaningful dialogue;
- Honesty, integrity, and courageous leadership;
- A deep professional and personal commitment to the mission and traditions of UIndy;
- A PhD or terminal degree is strongly preferred.

TO APPLY

Confidential inquiries, nominations/referrals, and résumés/curriculum vitae with cover letters can be sent electronically and in confidence to:

Phillip Petree, Partner
Ernest A. Brooks III, Partner
Berkley Burke, Senior Associate
Isaacson, Miller

<http://www.imsearch.com/8687>

The University of Indianapolis is an Equal Opportunity Employer.