



Indiana State University

Leadership Profile

Dean, Scott College of Business



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This Leadership Profile is intended to provide information about Indiana State University and the position of Dean, Scott College of Business. It is designed to assist qualified individuals in assessing their interest.

Opportunity and Summary of Position

Indiana State University (ISU) invites nominations and applications in its search for the next dean of the Scott College of Business. The dean will build upon a strong foundation and work with faculty, staff, students, administrators and external partners to lead the college in its development of a strategic enrollment management plan, enhancement of student success outcomes, identification of new resources and partnerships with businesses, community leaders and alumni.

The Scott College of Business is dedicated to providing an internationally-accredited professional education to qualified students at both the undergraduate and master's levels. The college's primary focus is to provide an experiential learning environment that prepares students to take leadership roles in both public and private organizations. In tandem with this commitment, the college supports, encourages and produces applied and educational research, development of relationships with the business community and service to the region and the professions.

The Scott College of Business is comprised of approximately 35 full-time faculty, 1,200 undergraduate majors and 70 MBA students. The Scott College of Business is organized into three departments: the Department of Accounting, Finance, Insurance, and Risk Management; the Department of Management, Information Systems, and Business Education; and, the Department of Marketing and Operations. The college operates a number of centers and institutes that support student learning and external engagement, including: the [Gongaware Center for Insurance and Financial Services](#), the [Small Business Development Center](#), the [Meis Student Development Center](#), the [Minas Center for Investment and Financial Education](#), the [Sales and Negotiations Center](#) and [the Networks Financial Institute](#).

Founded in 1865, Indiana State University is a comprehensive, state-assisted public institution offering degrees through the doctoral level. Classified as a community-engaged institution by the Carnegie Foundation, ISU has been named to the President's Higher Education Honor Roll for Community Service each year since its creation. The university was ranked first in the nation among national universities for service by the Washington Monthly in 2015 and has been in the top three institutions in the country for the past five years in hours of community service provided by its students. The Princeton Review has recognized ISU as one of the "Best in the Midwest" for 13 years in a row.

The university offers more than 100 undergraduate majors and 75 graduate programs. Minority students constitute 27 percent of current enrollees, giving ISU the most diverse student population of all public universities in Indiana. While the majority of students are from Indiana, the university also attracts students from throughout the United States and more than 70 countries. Indiana State has a long tradition of serving underrepresented populations; more than half of freshmen are Pell-eligible, and a large percentage of enrollees are first-generation college students. In addition, the university has the largest percentage of 21st Century Scholars, Indiana's scholarship program for students from low-income households.

For information regarding how to apply, submit nominations or inquire about the role, please see the section "Procedure for Candidacy" at the end of this document.

The Role of the Dean of the Scott College of Business

The dean reports to the university's provost and vice president for academic affairs. Primary responsibilities of the dean include maintaining and enhancing the quality of the college's academic programs, improving student success, fundraising, managing accreditation by the Association to Advance Collegiate Schools of Business (AACSB) and enhancing the prominence of the college. The dean will oversee an [academic leadership](#) team that includes the:

- associate dean for undergraduate programs and facilities;
- director of graduate programs;
- director of the Networks Financial Institute and Gongaware Center for Insurance and Financial Services;
- chair of the Department of Accounting, Finance, Insurance and Risk Management;
- chair of the Department of Management, Information Systems and Business Education; and
- chair of the Department of Marketing and Operations.

The dean will be a member of high-functioning, collaborative and collegial leadership team under the provost and vice president for academic affairs, and will establish a vision that is consistent with the mission and goals of the Division of Academic Affairs and the university.

Opportunities for Leadership

The next dean of the Scott College of Business will build upon a strong foundation and work with faculty, staff, students, administrators and external partners to address the following critical leadership issues, among others:

Developing a strategic enrollment management plan

Indiana State University is developing comprehensive enrollment strategy that identifies areas of growth and aligns with the institution's mission of providing life-changing opportunities for its students. The next dean will play a critical role in identifying opportunities and strategies for the Scott College of Business to impact the university's enrollment efforts. The dean will be expected to work with stakeholders to understand marketplace and employer demands and ensure the college's offerings meet those expectations and adequately prepare students for success in their careers. This will mean examining existing programs and repositioning as necessary, as well as identifying new areas for the college to explore. Opportunities exist to think about new degree offerings, expand credential and certificate programs, and explore offering courses and programs through different modalities (online, hybrid, etc.).

Enhancing student success

The dean will be a key leader in the college and university as the institution seeks to improve the retention, progression, graduation and post-graduation outcomes of its students. Indiana State University serves a wide range of students, including a significant number of first-generation and Pell-eligible students. The dean will be responsible for ensuring the highest

levels of quality in the college's academic programs, while also identifying strategies to improve student success. This includes identifying new experiential learning opportunities that will help promote career readiness in students. The college and university have a strong history of providing students with hands-on learning experiences that support the learning that takes place in the classroom.

Identifying new resources

In addition to effectively managing existing resources to meet the college's goals, the dean will be a key player in identifying new resources that support faculty, staff and students. These resources may come through a variety of initiatives: expansion of academic programs, enhanced grant writing, and fundraising with alumni, friends and foundations. The dean will be expected to seek new revenue sources that align with the mission and vision of the college and university, and the dean will be expected to be able to effectively communicate with internal and external stakeholders to move these initiatives forward.

Building external partnerships

Indiana State University has consistently been recognized for its efforts in community engagement and the Scott College of Business plays a key role in those efforts. This includes building partnerships with local businesses, supporting economic development in the region and community service by faculty, staff and students. The college currently has an engaged [Dean's Executive Council](#), as well as numerous other [program specific advisory councils](#). These groups of external stakeholders provide critical marketplace feedback and ideas to the dean and the college. The next dean will need to maintain and enhance these relationships with the business community, alumni and other local partners.

Professional Qualifications and Personal Characteristics

The successful candidate will be an academic leader who has been successful working in collaborative, innovative environments. They will be able to articulate and implement a strategic vision for the college that emphasizes student recruitment, academic quality, experiential learning, student success, external partnerships and alumni engagement. The successful candidate should possess the following skills and qualifications:

- an earned doctorate or other relevant terminal degree;
- an academic record worthy of tenure at the rank of full professor;
- a minimum of five years of successful leadership as an academic administrator;
- a demonstrated ability to assess existing programs, identify new opportunities and create and implement an innovative and aggressive strategic plan;
- successful leadership and experience in the AACSB accreditation process and a commitment to maintaining reaffirmation;
- a record of success in student recruitment, as well as in retention and graduation outcomes;
- experience supporting faculty success in teaching, research and service, as well as the professional development and support of staff;
- successful management of personnel and budgets;

- a record of commitment to supporting diverse populations and fostering an inclusive culture; and
- demonstrated experience with fundraising and engaging external partners and alumni.

About the Scott College of Business

Overview

The Scott College of Business is organized into three departments: the Department of Accounting, Finance, Insurance, and Risk Management; the Department of Management, Information Systems, and Business Education; and, the Department of Marketing and Operations. The college operates a number of centers and institutes that support student learning and external engagement, including: the [Gongaware Center for Insurance and Financial Services](#), the [Small Business Development Center](#), the [Meis Student Development Center](#), the [Minas Center for Investment and Financial Education](#), the [Sales and Negotiations Center](#) and [the Networks Financial Institute](#).

The Scott College of Business is comprised of approximately 35 full-time faculty, 1,200 undergraduate majors and 70 MBA students. The college has a wide range of academic offerings, including:

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| Undergraduate Majors | <ul style="list-style-type: none"> • Accounting • Business Administration • Business Education, Information Technology • Business Education • Finance • Financial Services • Insurance and Risk Management • Management • Management Information Systems • Marketing • Operations & Supply Chain Management |
| Undergraduate Minors and Concentrations | <ul style="list-style-type: none"> • Entrepreneurship • Financial Planning • Financial Services • Human Capital Management • Motorsports Management • Sales and Negotiations |
| Graduate Programs | <ul style="list-style-type: none"> • MBA • ProMBA • MBA in Education Leadership |

Mission

The Scott College of Business is dedicated to providing an internationally-accredited professional education to qualified students at both the undergraduate and master's levels. The college's primary focus is to provide an experiential learning environment that prepares students to take leadership roles in both public and private organizations. In tandem with this commitment, the college supports, encourages and produces applied and educational research, development of relationships with the business community and service to the region and the professions.

The Scott College of Business is committed to pedagogical excellence. With the support of professional development activities, faculty assess and improve their pedagogy. They integrate technology, connect students to the business community and prepare students for the life-long learning needed to adapt to, and succeed in, a complex global society.

Through research, the faculty of the Scott College of Business contribute to the scholarship of their professions. By pursuing this inquiry, the faculty apply theory, engage in critical thinking, develop teaching materials and share their results in a national arena.

Faculty also contribute their professional expertise to organizations by consulting and by serving in leadership or advisory roles. By assuming positions of responsibility in professional organizations, faculty foster the regional, national and international exchange of ideas.

Accreditation and Recognitions

AACSB International

AACSB International accreditation represents the highest standard of achievement for business schools, worldwide. Institutions that earn accreditation confirm their commitment to quality and continuous improvement through a rigorous and comprehensive peer review. AACSB International accreditation is the hallmark of excellence in management education. Fewer than 25 percent of business schools earn this distinction. AACSB International accreditation was last reaffirmed for the college in 2015 and the college is currently preparing for a site visit in February 2020.

CFA Institute

In December 2018, the Scott College of Business became the latest university to be welcomed into the [CFA Institute](#) University Affiliation Program. The college's Bachelors of Science in Finance has been acknowledged as incorporating at least 70 percent of the CFA Program Candidate Body of Knowledge (CBOK) and placing emphasis on the CFA Institute Code of Ethics and Standards of Practice within the program. This program positions students well to obtain the Chartered Financial Analyst® designation, which has become the most respected and recognized investment credential in the world.

CFP Board

Indiana State also is registered with the Certified Financial Planner Board of Standards Inc. (CFP Board) to provide a [financial planning program](#) with its Bachelor of Science in Finance. Students completing the financial planning program at Indiana State University will have met the education standard of the education, examination, experience, ethics and other requirements needed for CFP® certification.

Sales Education Foundation

Indiana State University's Sales and Negotiations Center has been recognized by the [Sales Education Foundation](#) as a "Top Universities for Professional Sales Education" program. These university programs are recognized for preparing students for careers in professional selling and helping to elevate the sales profession.

About Indiana State University

Overview

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The university offers more than 100 undergraduate majors within the Colleges of Arts and Sciences; Business; Education; Health and Human Services; and Technology. The College of Graduate and Professional Studies offers more than 75 graduate programs in conjunction with the university's academic colleges. Minority students constitute 27 percent of current enrollees, giving ISU the most diverse student population of all public universities in Indiana. While the majority of students are from Indiana, the university also attracts students from throughout the United States and more than 70 countries. Indiana State has a long tradition of serving underrepresented populations; more than half of freshmen are Pell-eligible, and a large percentage of enrollees are first-generation college students. In addition, the university has the largest percentage of 21st Century Scholars, Indiana's scholarship program for students from low-income households.

Mission

Indiana State is dedicated to teaching and the creation of knowledge while maintaining its longstanding commitment to inclusiveness, community and public service, and access to higher education. We integrate teaching, research and creative activity in an engaging, challenging and supportive learning environment to prepare productive citizens of the world.

Vision

Inspired by a shared commitment to improving our communities and inclusive excellence, Indiana State University will be known nationally for community engagement, experiential learning and career readiness.

Leadership

Michael Licari became provost and vice president for academic affairs at Indiana State University in July 2015. Prior to joining Indiana State, he served as interim provost and executive vice president for academic affairs at the University of Northern Iowa. Additionally, he served as associate provost and dean of the Graduate College; interim associate dean of the Graduate College; interim head of the Political Science Department; administrative fellow in the provost's office; chair of the Faculty Senate; associate director of the Master of Public Policy program; and assistant professor, associate professor and professor of political science at Northern Iowa.

Dr. Licari holds a Bachelor of Arts degree in political science from the University of Minnesota, Minneapolis and a Master of Arts and a Ph.D. in political science from the University of Wisconsin-Milwaukee. His teaching has been in public policy, public administration and statistics, including classes on public health policy.

Terre Haute, IN

The seat of Vigo County, Terre Haute has approximately 60,000 residents. The west-central Indiana community serves as the retail, healthcare, manufacturing, service and cultural hub for 16 Indiana and Illinois counties in the Wabash Valley. Terre Haute is home to three colleges (Rose-Hulman Institute of Technology, Saint-Mary-of-the-Woods College and Ivy Tech Community College) in addition to ISU.

In the past decade, there has been a resurgence of the downtown due to strong working relationships among the university, the City of Terre Haute, the Terre Haute Economic Development Corporation, the Chamber of Commerce and other public and private entities. Two new hotels have been built and an arts corridor has been developed featuring a growing collection of public art and a number of local museums and boutiques. Indiana State also partnered with a third-party developer to build apartments for upperclassmen in the heart of downtown. Recently, the ISU Foundation collaborated with Barnes and Noble to build a shared facility that includes the university's bookstore and offices for the Advancement Division, including the ISU Alumni Association.

The Wabash River Development and Beautification Board has created a strategic plan called Riverscape which utilizes Terre Haute's riverfront to spur economic development and provide a landmark destination for tourists. The project includes the development of the Wabashiki Fish and Wildlife Area on the west bank of the river and the development of ISU's Gibson Track and Field on the east side. In fall of 2018, Core Redevelopment finished work on a \$23-million

project to repurpose a former manufacturing plant adjacent to the ISU Track and Field complex to create 165 loft-style, market-rate apartments.

The university is currently renovating the Hulman Center, which hosts ISU Men's and Women's Basketball games along with other ISU and community events. The Indiana General Assembly has approved about \$400 million in capital improvement projects for ISU in the past ten years.

Procedure for Candidacy

A search committee chaired by Dr. Janet Buckenmeyer, Dean of the Bayh College of Education, will oversee the search process. Applications and nominations should be received by January 9, 2020 to ensure full consideration. Candidates should provide, as three separate documents, a *curriculum vitae*; a letter of application that addresses the responsibilities and requirements described in the leadership profile; and the names and contact information of five professional references. Candidates will be informed before references are contacted. Please submit inquiries, nominations and application materials to the Indiana State University's consultants Ryan Crawford and Andrew Bowen at ISU-COBDean@wittkiewer.com.

The consultants can be reached through the desk of Marietta DeMauro, executive search coordinator, at 630-575-6975.

Indiana State University is an affirmative action/equal opportunity employer with a strong institutional commitment to the achievement of diversity among its faculty, staff, and students.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled or quoted in part from Indiana State University documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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