



**Indiana University-Purdue University Indianapolis
Dean, School of Science**

Indiana University-Purdue University Indianapolis (IUPUI) invites nominations and applications for the position of Dean of the School of Science. IUPUI seeks an exceptional individual with the vision, scientific standing, and administrative abilities to provide strategic leadership of its School of Science. The next Dean will have the opportunity to oversee the planning and building of the faculty, expand upon recent gains in sponsored research, and further develop graduate and undergraduate programs.

The University

IUPUI is Indiana's urban research and academic health sciences campus, offering undergraduate and graduate education, professional degrees in medicine, dentistry, nursing, law, business, and social work and is a national leader in life sciences research, civic engagement, service learning, and first-year experiences. IUPUI was created in 1969 as a partnership between Indiana and Purdue Universities, with IU as the managing partner. Purdue missions at IUPUI are met by the School of Science and the School of Engineering and Technology.

IUPUI is the home campus for state-wide programs in medicine, dentistry, nursing, health and rehabilitation sciences, and social work. IUPUI ranks among the top fifteen universities nationally in the number of first professional degrees it confers and among the top seven in the number of health-related degrees granted. IUPUI is home to more than 2,800 faculty, 21,000 undergraduates, and 8,000 graduate students in 17 degree-granting schools and 2 colleges. Degrees offered at IUPUI cover a full spectrum of academic disciplines, from liberal arts and sciences to engineering and technology.

IUPUI promotes the educational, cultural, and economic development of central Indiana and beyond through innovative collaborations, external partnerships, and a strong commitment to diversity and inclusion. The campus has received the prestigious Higher Education Excellence in Diversity (HEED) Award from *Insight Into Diversity* (the nation's oldest diversity higher education publication) for seven consecutive years. IUPUI empowers all students and employees to pursue excellence in an inclusive and welcoming climate, which is complemented by a drive towards greater internationalization. As an anchor institution within the city of Indianapolis, IUPUI has been recognized for excellence in civic engagement and community partnerships.

The School

The School of Science is a vital part of IUPUI and awards degrees from both Purdue University and Indiana University. The School consists of the departments of Biology, Chemistry & Chemical Biology, Computer & Information Science, Earth Sciences, Mathematical Sciences, Physics, and Psychology and provides innovative programs in Forensic & Investigative Sciences and Neuroscience.

The School prides itself on its interdisciplinary approach, extensive undergraduate research opportunities, professional school placements, and service to our students. School of Science students go on to top graduate programs, medical schools, and careers in academia, research, and the private sector. In Fall 2018, the School enrolled 2,677 undergraduates, 212 masters students, and 207 Ph.D. students and had an 81% first-year retention rate. Faculty in the school were awarded \$13.5 million in new awards and had \$10.4 million in research expenditures in FY2018. In addition, many School of Science Departments have ongoing funded collaborations with the School of Medicine, which is also located on the IUPUI campus.

The Position

Reporting to the Executive Vice Chancellor, the Dean is the School's Chief Executive Officer and leads it in accordance with the University's mission and goals. Among the Dean's general responsibilities are to:

- lead and articulate the School's academic vision;
- support and expand the research mission of the School;
- garner resources in support of that vision, including private fund raising;
- consult with faculty to develop curricula and to maintain standards of performance;
- develop, administer, and allocate the School's budget;
- recruit Faculty and Staff; and
- lead in other faculty personnel matters, including tenure, promotion, and renewal.

Challenges and Opportunities

IUPUI has highly regarded academic programs, a committed faculty and staff, and a student-focused culture. The following are examples of opportunities and challenges for the new Dean of the School of Science:

- **Expanding Research** – in keeping with the University's goal to increase research, the Chancellor and Executive Vice Chancellor have set a very strong research agenda. The School must continue to develop new research initiatives and continue to garner external support.
- **Budget Management** – within the existing RCM model utilized at IUPUI, the Dean of the School of Science has the ability to construct a budget that can be geared towards the development of the School.
- **Strengthening Diversity** – it is imperative that the Dean continues to promote a culture of diversity, equity, and inclusion. It is expected that the next Dean will positively affect the current culture of diversity within the School.
- **Fund Raising** – the next Dean is expected to establish a strong record of seeking and obtaining new private resources.
- **Faculty Recruitment, Development, and Support** – the School of Science is home to a very strong faculty, representing a diverse range of disciplines. The next Dean will have the opportunity to add new faculty lines, which requires experience in recruiting, mentoring, and retaining faculty.
- **Student Recruitment** – the School of Science has a reputation for high quality programs and research. The Dean will be central to branding efforts to ensure that the School is considered a "School of Choice" for top performing science undergraduates and graduate students. The next Dean must ensure the strengthening of a diverse and inclusive student body.

- Building Relationships University-wide – the Dean will work cooperatively with the other Deans and University Administrators, and should be an effective advocate for the entire School of Science. As the School’s unique academic portfolio includes both Indiana University and Purdue University programs, the Dean will need to interact extensively with both Universities.

Qualifications of the Dean

Successful applicants must have the academic qualifications and achievements consistent with an appointment as a tenured full professor.

In addition, it is preferred that candidates have an administrative record that demonstrates:

- innovative and effective leadership in higher education;
- ability to articulate an ambitious vision for a School with an excellent undergraduate program and a strong graduate research agenda;
- demonstrated commitment to quality in the delivery of academic programs;
- understanding of budgeting and how to use a budget to drive strategic initiatives, coupled with a high comfort level in working in decentralized budgeting systems such as responsibility center management;
- experience in hiring, mentoring, and evaluating faculty;
- collegial administrative style that promotes a sense of academic respect and collaboration with faculty, staff, and students;
- commitment in strengthening an environment that fosters and supports research and scholarship;
- commitment to the recruitment and retention of a diverse and inclusive faculty, staff, and student body population;
- ability to foster strong connections between internal and external constituencies;
- experience working within a diverse community of undergraduate and graduate students, staff, and faculty in a complex university setting;
- capability to be a forceful advocate for the institution, its faculty and academic programs, both internally and externally;
- experience in reconciling differing opinions and developing solutions within a shared governance model;
- experience with strategic planning, extramural funding, assessment, instructional technology, and interdisciplinary approaches in education;
- experience with space allocation, including planning and overseeing new facility construction;
- commitment to academic freedom;
- ability to formulate and inspire others with a clear vision;
- outstanding listening and communication skills;
- openness in dealings with others and acceptance of diverging perspectives;
- skills and the capacity to bring individuals and groups with diverse views to consensus and common action;
- ability to frame issues and conflicts in ways that foster resolution; and
- intellectual vision, high levels of energy, impeccable integrity and other personal qualities that will inspire the School of Science community to attain new levels of excellence.

Application Procedure

The Search Committee requests applications to contain a cover letter of interest, a complete CV, a diversity statement, and a list of at least five references, to be submitted to the search firm assisting IUPUI. Review of materials will begin immediately, and continue until an appointment is made. For full consideration, please submit nominations and applications by January 3, 2020. Applications received after this date may be considered at the discretion of the search committee.

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Indiana University pledges itself to continue its commitment to the achievement of equal opportunity within the University and throughout American society as a whole. In this regard, Indiana University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications. Indiana University prohibits discrimination on the basis of age, color, disability, ethnicity, sex, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sexual orientation, or veteran status.

As required by Title IX of the Education Amendments of 1972, Indiana University does not discriminate on the basis of sex in its educational programs and activities, including employment and admission. Questions specific to Title IX may be referred to the Office for Civil Rights or the University Title IX Coordinator.

Indiana University shall take affirmative action, positive and extraordinary, to overcome the discriminatory effects of traditional policies and procedures with regard to the disabled, minorities, women, and veterans.