



INDIANA UNIVERSITY

Dean of the Indiana University School of Social Work

Indiana University seeks a dynamic and collaborative leader for the position of Dean of the Indiana University School of Social Work.

The Indiana University School of Social Work (IUSSW) is a university-wide system school that has maintained accreditation of the MSW Program since the Council on Social Work Education began national accreditation of social work programs in 1923. The BSW Program has been continuously accredited since 1975. The Indiana University School of Social Work is headquartered and accredited at Indiana University-Purdue University Indianapolis (IUPUI). The School has programs on campuses across the state of Indiana including Indianapolis, Bloomington, Richmond, Gary, New Albany, Fort Wayne, and South Bend. The dean reports to Nasser Paydar, Chancellor of IUPUI, through Kathy Johnson, the Executive Vice Chancellor and Chief Academic Officer of IUPUI.

The Indiana University School of Social Work:

The Indiana University School of Social Work (IUSSW) is ranked #27 by *U.S. News & World Report* and is the oldest university-affiliated school of social work in the nation. Since 1911, the Indiana University School of Social Work has been dedicated to developing competent, caring professionals who are qualified to assume leadership roles in social work practice and who strive to enrich the lives of the people they touch. The School has programs on campuses across the state of Indiana including Indianapolis, Bloomington, Richmond, Gary, New Albany, Fort Wayne, and South Bend. Students can enroll in a variety of programs, both face-to-face and online, including doctoral degree (PhD), Master of Social Work (MSW), and Bachelor of Social Work (BSW) programs, certificates, and pre-doc exploratory opportunities. The Department of Labor Studies, also part of the School, offers associate's and bachelor's degrees, certificates, and a minor. The IUSSW is also home to *Advances in Social Work*, a peer-reviewed journal. *Advances* is recognized as one of the first open-access online journals. A recent survey of reviewers that was conducted for *Advances* identified 283 active reviewers, located in 17 countries and 45 U.S. states.

The School has an operating budget of \$9.6 million and active grants totaling more than \$9 million, enrolls almost 1,900 students (929 undergraduate and 942 graduate and doctoral), and employs 110 faculty (102 social work, 8 labor studies), 99 adjuncts (91 social work, 8 labor studies), and 62 staff members across its campuses. There are 11,676 living alumni, of whom approximately 70% live in Indiana. The School is currently in the middle of a Bicentennial Campaign in which it has exceeded its goal and raised over \$1 million dollars with 27 months remaining in the campaign.

The IUSSW has been successful in using its reach to make an impact on many lives. Through the Child Welfare Education and Training Partnership, IUSSW has been awarded grants and the opportunity to work with the National Child Welfare Workforce Initiative (NCWWI) and the Indiana Department of Child Services (DCS). The IUSSW also provides training, consultation, and evaluation services to the Indiana Family and Social Services

Administration, Division of Mental Health and Addiction. In addition, the School partners with the U.S. Department of Veterans Affairs for research on treatment approaches for Post-Traumatic Stress Disorder. The IUSSW collaborates with the U.S. Health Resources and Services Administration to educate and train professionals and paraprofessionals in behavioral health. These types of relationships enhance education, but also give IU students, faculty, and staff throughout the state the chance to make a difference in the lives of children, families, and adults who need their support.

The IUSSW has an international impact, as well. One faculty member currently conducts research involving street children in Bangladesh. The School partners internationally to provide service learning experiences for students in countries such as Croatia, India, and South Korea. A few students have completed their final MSW field placements in South Africa.

The mission of the IUSSW is excellence in education, research, and service to promote health, well-being, and social and economic justice in a diverse world. Its vision is to be an exemplary university and community-based collaboration advancing social and economic justice, empowerment, and human well-being in a changing global landscape. Supporting environmental justice is also an essential goal of the school. The School's underlying values include social and economic justice, diversity, effectiveness, empowerment, excellence, and integrity. For more information, visit <https://socialwork.iu.edu/>

Awards

The IUSSW's faculty have won numerous awards for scholarship, teaching, and leadership. Dr. Irene Queiro-Tajalli has been named one of the Outstanding Hispanic social workers by the National Association of Social Workers, and has won the Indiana Torch Bearer award for her years of leadership at IU and in the community. Several of the School's faculty were named Outstanding Leaders and others have received the IUPUI Glenn Irwin award for their dedication and involvement at IUPUI. The faculty have also received university-wide awards such as the Herman Frederic Lieber Memorial Award for teaching excellence and the Thomas Ehrlich Award for Service Learning. Richard Reed, who earned his BSW and MSW degrees at the IU School of Social Work, went on to work as a special advisor to President Obama, and received IU's Distinguished Service Alumni Award.

Doctoral Program (PhD)

The development of leadership in social work is at the core of the doctoral program at Indiana University School of Social Work. Advanced research and scholarship are woven through a comprehensive program to prepare students for leading roles in areas such as social work education, social welfare, policy analysis and development, administration, social work practice, and advocacy. The PhD program is built around a flexible interdisciplinary model which includes a carefully integrated series of didactic and experiential learning opportunities. And, while solidly grounded in the profession of social work, doctoral students may take advantage of the rich learning experiences available in other disciplines throughout the university.

The mission of the IUSSW Ph.D. program is to prepare research-oriented scholars and innovative educators and leaders imbued with the knowledge, values, and skills necessary to advance health, well-being, and social and economic justice in a diverse world. The vision of the IUSSW Ph.D. program is to graduate inter-professional scholars, educators, and leaders with cutting-edge theoretical and methodological expertise who advance social justice in a changing global landscape.

The Doctor of Philosophy program currently has 36 enrollees (including pre-doc) and is offered in Indianapolis both full and part time. It is the only PhD program in social work in Indiana.

Master of Social Work (MSW)

The Master of Social Work degree at IUSSW is the highest-ranked MSW program in the state of Indiana and is ranked in the top 11% of MSW programs nationwide. It has been accredited by the Council on Social Work Education (CSWE) since 1923.

The education students receive in a Master of Social Work (MSW) program provides them with the skills they need to choose a career within the broad area of social work at both the micro and macro levels. The MSW curriculum includes three distinct levels through which students progress toward the advanced degree in social work: foundation courses, a concentration in Clinical and Community Practice, and a variety of practice areas. IUSSW offers practice areas across the campuses that include Children, Youth & Families; Health; Leadership; Mental Health & Addictions; and, Schools. Both the Richmond Campus and MSW Direct, the School's online master's program, offer Special Practice Areas in Social Work, which provide students with an opportunity to explore and develop expertise with practice issues that intersect with populations and agencies.

MSW Direct is the IUSSW's completely online distance education program. MSW Direct is accredited under the auspices of the MSW Program. MSW Direct has the [fourth largest enrollment](#) of distance education programs at Indiana University. MSW Direct uses a rolling admissions process with three enrollments periods each year, and all courses within the degree are taught each semester. MSW Direct coursework is developed and delivered in-house and does not contract with external parties for any part of its Program. All courses within the MSW Direct Program are ADA accessible, adhere to interactive standards of Indiana University, and implement nationally recognized principles of online course development. Recently, MSW Direct began offering innovative e-social work practice and tele-behavioral health coursework within its practice area.

The MSW program enrolls around 900 students (267 are in the MSW Direct Online program) and is offered at the campuses in Indianapolis, Bloomington, Richmond, New Albany, Fort Wayne, Gary, South Bend, and IU Online.

Bachelor of Social Work (BSW)

The program prepares students for generalist social work practice, is based on a strong liberal arts curriculum, and provides a foundation for life-long learning. The BSW is accredited by the Council on Social Work Education (CSWE). In a recent survey completed by BSW graduates, 100% of respondents were either employed or students continuing to pursue the next level of their education ([Indiana University - Purdue University Indianapolis, First Destination Survey 2016](#)).

The BSW provides a competency-based education. Through a rigorous course of study, students develop the ability to demonstrate ethical and professional behavior; engage in practice which respects diversity and difference; advance human rights as well as social, environmental, and economic justice; engage in research informed practice; and, assess, intervene and evaluate practice with individuals, families, groups, organizations and communities.

In addition to highly effective faculty and classroom and online experiences, the BSW program offers an extensive internship opportunity where students work in agencies, learn from experienced social workers, and discover what they would like to do upon graduation. The BSW Program enrolls about 900 students and is offered at the campuses in Indianapolis, Bloomington, Richmond, Gary, and South Bend.

Pre-Doc Exploratory Option

The School of Social Work offers a PreDoc Exploratory Option designed for students who would like to explore their interest in doctoral education. PreDoc students may complete up to 9 credit hours in Ph.D. coursework, all of which apply toward the Ph.D. degree if the student later applies and is accepted into the Ph.D. program. The PreDoc option not only provides qualified students with an opportunity to "test the waters" before they submit a formal application to the Ph.D. program, but also provides time for the student to prepare an application dossier, including the completion of a scholarly product and the GRE Test results.

Participation in the Pre-Doc Option does not guarantee acceptance into the Ph.D. Program at IUPUI. It does, however, provide a unique opportunity for students to explore that possibility.

Certificates and Continuing Education

The Certificate in Child Abuse and Neglect provides additional pathways for preparation to students interested in careers in public child welfare as well as in supporting children and families vulnerable for child abuse and neglect. Students must be already enrolled in an undergraduate program at IUPUI to be eligible to apply for the certificate.

The Certification for Alcohol & Drug Abuse Counseling is for the student pursuing a concurrent degree in any area. It is also appropriate for the student who has completed a degree and wishes to have a concentrated study in this area. It provides a practice-oriented knowledge base in both concepts and applications. The major objectives of the certificate program are: preparation of students for employment in substance abuse treatment settings; increase students' awareness and understanding of alcohol and drug abuse in society; provide current information on alcohol and drug abuse treatment and practice; and, provide current information, knowledge and skills in working with substance abusers and their families. Certificates are offered at the campuses in Indianapolis and Richmond.

The school also offers continuing education on current and emerging social work issues.

Labor Studies

With over 60 years of leadership in the field of Labor Studies and Labor Education, Indiana University continues to pioneer innovative and quality educational opportunities in this field. The program caters to students with diverse backgrounds and educational needs – from adult learners to traditional students – in the areas of work, the workplace, organized labor, labor and social movements, the impact of global markets, and changing institutions. The Department of Labor Studies joined the IUSSW in 2007.

The Department of Labor Studies prepares students to assume leadership roles in the workplace and in communities. The program is designed as an interdisciplinary major for college students and working adults seeking a university-level education.

The mission of the Department of Labor Studies is to

- Provide credit and non-credit university-level education for current and future workers to increase knowledge, understanding, and critical thinking about work and labor organizations within today's global context;
- Broaden access to the university for working-class and other underserved constituencies, providing opportunities for life-long learning and college degrees;

- Collect, systematize, and create new knowledge in collaboration with our students;
- Examine the global socio-economic system and the impact of its inequalities on working people;
- Promote respect for workers and understanding of working class histories, experiences, perspectives and knowledge; and
- Empower our constituents to be engaged citizens and social and political agents of change who will create a more just and equitable world of work.

The vision of the Department of Labor Studies is to be the leading, collaborative program in labor and work issues in interdisciplinary scholarship, education, training, and empowerment nationally and internationally.

The Department of Labor Studies offers the following options: Associate of Science in Labor Studies (AS-LS), Bachelor of Science in Labor Studies (BS-LS), Certificate in Labor Studies, and a minor in Labor Studies. Labor Studies courses are offered on all IU campuses and all courses are available online. Currently, there are 35 labor studies majors and approximately 350 students taking labor studies classes.

Indiana University-Purdue University Indianapolis (IUPUI)

IUPUI's Mission

Indiana University–Purdue University Indianapolis (IUPUI), a partnership between Indiana and Purdue Universities, is Indiana's urban research and academic health sciences campus.

IUPUI's mission is to advance the state of Indiana and the intellectual growth of its citizens to the highest levels nationally and internationally through research and creative activity, teaching and learning, and civic engagement.

By offering a distinctive range of bachelor's, master's, professional, and Ph.D. degrees, IUPUI promotes the educational, cultural, and economic development of central Indiana and beyond through innovative collaborations, external partnerships, and a strong commitment to diversity.

IUPUI Overview

IUPUI is Indiana's urban research and academic health sciences campus and a national leader in life sciences research, civic engagement, service learning, and first-year experiences. Created in 1969 as a partnership between Indiana and Purdue Universities, IUPUI is one of the eight campuses of Indiana University.

From the start, IUPUI was designed to be an integral part of a revived Indianapolis, the state capital and now the 14th largest city in the nation. Many separately located schools were gathered to form a new campus on 512 acres immediately adjoining a lively downtown, three blocks from the state capitol and next to an area that is home to museums, a zoo, and NCAA headquarters. IUPUI has been a major contributor to the city's ascendancy, just as the city's cultural development, high quality of life, and reasonable living costs have helped IUPUI attract outstanding faculty, staff, and students.

Ranked as a Tier 1 school in *US News and World Report's* rankings of "best national universities," IUPUI also ranked 16th nationally in *US News's* new measure of institutions' commitment to undergraduate teaching in 2016. With about 30,000 students and more than 2,500 faculty, \$343 million in research expenditures, and a \$1.3 billion operating budget, IUPUI is one of the Midwest's largest research campuses as it approaches its 50th

year. IUPUI has won national awards for its health and life sciences programs, first-year experience, learning communities, service learning, international partnerships, diversity efforts, and [outcomes assessment](#).

IUPUI is a comprehensive campus of 17 schools and two colleges. About half of the campus's faculty are clustered in the health sciences – medicine, dentistry, nursing, optometry, health and rehabilitation sciences, and social work. Several schools – Business and Informatics & Computing, for example – operate jointly on Indiana University's Bloomington and Indianapolis campuses. Two schools – Science and Engineering & Technology – grant Purdue degrees. The IU School of Medicine, co-located with IUPUI, has a statewide reach with nine medical education campuses located in Bloomington, Evansville, Fort Wayne, West Lafayette, Muncie, Gary, South Bend, Terre Haute, and Indianapolis – its main campus. The Indiana University School of Dentistry is located on the IUPUI campus and is the only dental school in Indiana.

IUPUI is governed as part of Indiana University (IU), which has campuses in Bloomington, where the president's office is located, Richmond, Kokomo, Gary, South Bend, New Albany, Columbus, Fort Wayne, and Indianapolis. Indiana University is governed by a nine-member board of trustees, which meets six times a year on the campuses around the state. University President Dr. Michael A. McRobbie and the board of trustees appoint and supervise the leaders for each of Indiana University's campuses. Dr. Nasser H. Paydar was appointed IUPUI's chancellor in 2015 and serves simultaneously as executive vice president of Indiana University. He is IUPUI's fifth chancellor, and has been an IU faculty member in addition to serving in various administrative and executive leadership positions since 1985. Chancellor Paydar has an 11-person cabinet, led by his second-in-command, Kathy Johnson, Executive Vice Chancellor and Chief Academic Officer. In keeping with its urban mission, a community Board of Advisors meets bimonthly with IUPUI officers. Click for more information about the [IUPUI Administration](#).

IUPUI's mission is "to advance the State of Indiana and the intellectual growth of its citizens to the highest levels nationally and internationally through research and creative activity, teaching and learning, and civic engagement." In an accompanying vision statement, IUPUI seeks to be a "leading research institution recognized for the success of its students, its advances in health and life sciences, and its intellectual, economic, and cultural contributions to the well-being of the citizens of Indianapolis, the state of Indiana and beyond."

An elected Faculty Council has a central role in assuring faculty participation in IUPUI's institutional governance. There is an active elected Staff Council, student government association, and various administrative councils. Once a month, the chancellor meets with the academic deans and vice chancellors as a group. The schools rely heavily on central facilities, such as the library and cross-campus IT services managed by Indiana University. Cross-school collegiality is enhanced by monthly deans' meetings.

IUPUI's enrollment of about 30,000 includes 8,000 in graduate or professional programs. Of the undergraduates: 93% are Indiana residents, 56% are female, 26% self-classify as a domestic minority, and 4% are international. Effective Fall 2016, IUPUI implemented a banded tuition approach whereby full-time undergraduate students enrolled in on-campus degree programs and all non-degree undergraduate students will pay the same amount for their basic tuition when taking between 12 credits and 18 credits, rather than pay a per-credit rate. In-state students will pay a flat tuition rate of \$4,127.50 per semester; out-of-state students will pay \$14,363.70, while students in several neighboring Midwestern states will pay 150% of in-state tuition for undergraduate programs. Overall enrollment continues to increase along with residential options for students. North Hall, providing 700 beds, opened in Fall 2016. Altogether, IUPUI offers 250 degree programs; all professional and pre-professional programs have earned programmatic accreditation. The institution itself is accredited by the Higher Learning Commission.

The [IUPUI campus strategic plan](#), “Our Commitment to Indiana and Beyond,” reaffirms the campus’s mission as interconnected to the city of Indianapolis and the state of Indiana, as well as to continued national and global engagement to improve the quality of life in communities worldwide. The following strategic goals and objectives are identified:

- Promote undergraduate student learning and success;
- Increase capacity for graduate education;
- Transform online education;
- Optimize our enrollment management;
- Leverage our strengths in health and life sciences;
- Accelerate innovation and discovery through research and creative activity;
- Deepen our commitment to community engagement;
- Strengthen internationalization efforts;
- Promote an inclusive campus climate; and,
- Develop faculty and staff.

Building on the strategic plan, Chancellor Paydar recently launched the Welcoming Campus Initiative, with the goal of transforming the physical environment and culture of the campus to make IUPUI a truly welcoming campus for visitors, students and employees alike.

The [Bicentennial Strategic Plan for Indiana University](#), approved by the Board of Trustees in December 2014, includes eight strategic priorities that will be addressed between now and IU’s bicentennial in 2020. The plan provides a roadmap for IU’s efforts to remain among the best public research universities.

Responsibility Centered Management (RCM)

Indiana University is known nationally for its implementation of “responsibility centered management” (RCM), which it began in 1989. Virtually all tuition, research, and other revenues flow directly to academic units; IUPUI deans are responsible for generating and managing their revenue streams, including those for tuition, research, gift, and fee income. The ability to carry forward unspent operating dollars and reserve funds from year to year enables deans to engage in multi-year planning and budgeting. Likewise, at the campus level, IUPUI and its sister campuses bear responsibility for their own budgets and fundraising.

Indianapolis

Indianapolis, encompassing a metropolitan population of 1.9 million, is the 14th largest city in the nation and is the state’s capital. This diverse city boasts a high quality of life, reasonable cost of living, and is also home to outstanding cultural institutions, several professional sports teams, and companies such as Eli Lilly & Co, Roche Diagnostics, and Dow AgroSciences.

Community engagement is built into IUPUI’s curriculum and the campus is an integral part of the Indianapolis community. Its location in the heart of Central Indiana facilitates working closely with government, business, and other community organizations and enhances collaboration in research, education, economic development, and numerous cultural initiatives. IUPUI is just blocks away from the Indiana Government Center, and adjacent to White River Park, home of the NCAA National Headquarters, the Indiana State Museum, the Indianapolis Zoo, and the Eiteljorg Museum.

The Opportunity

The next dean of the Indiana University School of Social Work (IUSSW) will lead a nationally recognized system school, will be an effective champion for the role of social work and its programs on the IU campuses and throughout the state, and will harness the strengths and commitment of the faculty, staff, and students to be the catalyst for a compelling vision of the future of social work at Indiana University.

The dean reports to Nasser Paydar, IUPUI Chancellor, through Kathy Johnson, the Executive Vice Chancellor and Chief Academic Officer of IUPUI. Given that IUSSW is a system-wide school, the dean works collaboratively with the academic and administrative leaders while advocating for the programs on all IU campuses where the school has a presence. Reporting directly to the dean are the Associate Dean, Director of External Affairs, Director of Fiscal Affairs, Development Director, Assistant Research Professor, Director of Information Technology, Department of Labor Studies Chairperson, Child Welfare Education and Training Partnership Director, and Assistant to the Dean. Here is the [IUSSW organizational chart](#).

IUPUI is seeking a Dean of Social Work who will embrace the following priorities

- **Be a leader in addressing state and national issues:** The IUSSW has a strong history of partnering with the communities and working collaboratively with the state and legislature to address important issues related to social work and to provide solutions. The next dean has the opportunity to be a leader in creating a response to major issues, such as the opioid epidemic and children's mental health, and to position the School to serve as an expert consultant to the state for policy making in areas that relate to social work.
- **Inter-professional education:** As a health sciences campus, IUPUI has created an environment where the schools can work together to promote common interests and create programs to best serve the students and community. This includes co-training social work students with students in medical fields such as nursing, medicine, dentistry, and optometry to simulate real-world career experiences. The next dean will have the opportunity to join the leaders of other schools to look for ways to ensure IU students are receiving an education that prepares them to serve at the forefront of the future of health care.
- **Innovative curriculum and delivery:** The IUSSW has a track record of offering innovative and important social work programs and providing students with a variety of options to pursue their education. For example, the IUSSW is in the process of rolling out a new e-social work practice and tele-behavioral certificate that will be the first of its kind in the nation. The next dean will continue to look for ways to innovate the curriculum and programs offered, as well as how they are delivered.
- **Research productivity:** As a professional school, the IUSSW contributes great work in the areas of scholarship, as well as service. The School is well positioned to be influential in how social work is delivered in the state of Indiana and beyond. Continuing to produce strong research from the School will provide additional avenues of impact for giving hope and changing lives. The next dean will utilize IUPUI's strength as an urban research campus, while promoting research and encouraging and supporting faculty in their scholarship.
- **Collaboration and Inclusion:** The IUSSW family is made up of a diverse group of faculty, staff, administrators, and students who support the School's mission, its students, the communities it serves, as well as each other. The next dean will continue to foster a culture of support, mutual respect, participation, and collaboration and ensure a diverse and inclusive environment for all.

- **Strategic Planning and Visioning:** As the IUSSW continues to be an important contributor to the field of social work in higher education, in Indiana, and beyond, the next dean will have the opportunity to create a strategic plan that will allow the School to further define its areas of leadership, partnership, and vision for the future.

Responsibilities

The main responsibilities for the Dean of the School of Social Work include, but are not limited to

- Leading the faculty, lecturers, staff, and students inclusively across seven IU campuses, including articulating the School's strategic vision and shared goals and strategically building overall diversity;
- Overseeing the budget within a responsibility centered management (RCM) environment;
- Guiding the academic curriculum across all programs, and continuing to deliver innovative, effective educational programs and delivery options;
- Maintaining a collegial and collaborative atmosphere across the School which values diversity and inclusion, as well as scholarship, teaching, and service;
- Understanding and balancing the needs of all of the School's campuses;
- Hiring, mentoring, and retaining high-quality and diverse faculty;
- Working collaboratively with the other deans and looking for opportunities to partner, such as inter-professional education programs;
- Ensuring accreditation through the Council on Social Work Education (CSWE) is maintained;
- Being a strong external partner who can address social service workforce issues statewide and advocate for social justice in vulnerable communities across the state and nation;
- Interacting with local community leaders, as well as the state legislature and other government leaders;
- Partnering with the School's development director to build relationships and fundraise on behalf of the School; and,
- Working effectively with the leadership across all of the IU campuses where the School has a presence and being present on each campus as needed, such as the various campus commencements.

Qualifications

Candidates for the Dean of the School of Social Work should demonstrate the following qualifications and traits

- Academic qualifications and achievements consistent with an appointment as a tenured, full professor in the School;
- An MSW degree and a doctorate in social work or related field;
- Significant administrative experience; and,
- A strong understanding of budgetary models.

Preferred Qualifications and traits include

- A demonstrated commitment to diversity and inclusion;
- The capacity to be nimble and responsive to state and market changes related to social work;
- Current administration experience supervising staff and faculty;
- Experience with strategic planning and collaboratively setting shared goals;
- A strong understanding and/or experience with responsibility centered management (RCM);

- Outstanding written and oral communication skills and the ability to listen, engage, negotiate, and persuade;
- The ability to serve as an advocate for the School to internal and external constituencies, including experience with development activities and relationship-building;
- The capacity to work collaboratively with partner campuses;
- Experience with supporting faculty research and building an infrastructure to support scholarship;
- A commitment to develop and support state-of-the-art online course delivery;
- A history of proactive advocacy for social justice issues that impact vulnerable and marginalized communities;
- A servant leadership style, which emulates the importance of service in the social work field and empowering others;
- A leader who is respectful, kind, and approachable; and,
- A demonstrated ability to be collaborative, inclusive, and a strong team player.

Application Process

Steve Leo, Partner and Lindsay Allison, Associate, of Storbeck/Pimentel & Associates, are assisting the search committee and IU. To apply, please submit a current curriculum vitae, a letter of interest, and a list of 3-5 references. Questions, requests for other information, and all written nominations and applications should be sent by email to: IUSSWDean@storbecksearch.com

Indiana University is an equal opportunity and affirmative action employer, and a provider of American Disabilities Act services. All qualified applicants will receive consideration for employment without regard to age, ethnicity, color, race, religion, sex, sexual orientation or identity, marital status, national origin, disability status, or protected veteran status. Indiana University does not discriminate on the basis of sex in its educational programs and activities, including employment and admission, as required by Title IX.