



Dean, School of Nursing

Leadership Profile

October 2024

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WittKieffer

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The Opportunity

Indiana University (IU) seeks an innovative, strategic, and collaborative leader with a distinguished scholarly profile to serve as the next Dean of the School of Nursing. Since its founding in 1914, Indiana University School of Nursing (School) has evolved into one of the largest nursing programs in Indiana that offers a full range of academic degrees from BSN to doctorate. The School has undergone various stages of growth and development from focusing on undergraduate education, to extending undergraduate and graduate nursing education throughout the state. The School's master's and DNP programs were named among U.S. News & World Report's "Best Graduate Nursing Schools 2024". The School's bachelor's program was ranked in the top 25 "Best Colleges" by U.S. News & World Report and the #1 BSN program in Indiana.

Reporting to the Provost, the new Dean will build on the current success of the School and its faculty and take it to the next level of its development as a national leader in practice, research, teaching, and service. The new Dean, working with the faculty, staff, students, alumni, and partners throughout IU, will provide intellectual leadership and strategic direction for the future of nursing scholarship, so that the School will maintain a prominent role regionally, nationally, and internationally in addressing the critical needs of the profession. The Dean will work collaboratively with other IU schools/colleges to develop interdisciplinary opportunities for research, teaching, and practice that will help address the unique health care priorities for the region.

Tracing its roots back to 1820, IU has evolved into an influential educational institution, with core campuses at IU Bloomington and Indiana University-Indianapolis. Today, IU spans seven campuses and two regional centers across the state and partnerships around the globe. A home for world-class academics, IU includes top-ranked business and music schools, the world's first school of philanthropy, the nation's first school of informatics, and the country's largest medical school. IU's hundreds of academic programs are among the world's best, always looking toward what's next.

We seek a Dean with a strong record of collaborative and transparent academic leadership; a person of high integrity and an entrepreneurial leader. We are looking for a person with a record of national and international leadership in research and education, and a commitment to academic excellence. Our next Dean should have prior administrative experience gained within an academic setting; proven success in external funding; and credentials that merit appointment at the rank of full professor in nursing. Minimum requirements are a PhD or similar research-intensive degree from an accredited institution with a graduate degree in nursing.

The national executive search firm WittKieffer has been retained to assist Indiana University in this search. Information about how to nominate a candidate or to apply for this opportunity can be found later in this document in the section entitled "Procedure for Candidacy."

Organization Overview

Indiana University School of Nursing

Mission

Through education, practice, advocacy, research, and collaboration, Indiana University School of Nursing prepares nurses with the knowledge and resources to transform the health of the communities we serve.

Vision

We envision a future where Indiana University nurses are at the forefront of efforts to eliminate health care disparities and ensure that everyone has access to safe, effective, and compassionate care.

School Profile

Administrative Structure/Budget

The School is composed of campuses in Bloomington, Columbus, Fort Wayne, and Indianapolis. All campuses share a curriculum and governance structure. The School has 129 full time faculty (32 tenured/tenure track, 3 endowed chairs, 49 clinical track) and 104 adjunct faculty. Seventy-two full-time staff members support the School across the campuses.

Academic Programs/Enrollment

The School offers bachelor's, master's, and doctoral degree programs as well as advanced certificate programs for nursing professionals. In the fall of 2024, the School had a total of > 2,000 students registered across the undergraduate and graduate programs, 1,200 students on pre-Nursing tracks, as well as multiple continuing education courses and certificate programs. The School's bachelor, master's, and doctor of nursing practice degree programs are accredited by the Commission on Collegiate Nursing Education. IU School of Nursing was the first school in the nation to be designated by the National League for Nursing as a Center of Excellence in Nursing Education in two categories: Advancing the Science of Nursing Education (2012-2026) and Promoting the Pedagogical Expertise of Faculty (2006-2026). The School recently received a \$16 million gift from IU Health, which has facilitated a \$7.7 million renovation to expand and modernize spaces for hands-on learning and has helped grow the first year class in Indianapolis by 51% over the last two years.

Bachelor's Programs

- Traditional BSN
- RN to BSN program as a statewide consortium
- Accelerated BSN Program for Non-Nurses

Master's Programs

- Adult-Gerontology Clinical Nurse Specialist
- Nursing Education
- Nursing Leadership in Health Systems

Doctoral Degree Programs

- PhD in Nursing Science
- Post-BSN to DNP Nurse Practitioner
- Post-MSN DNP

Certificate Programs

- Teaching in Nursing Graduate Certificate
- Post-MSN Graduate Certificate

Research

Advancing research and scientific discovery is a core mission for the School. The School's research faculty and students are thought leaders in their areas and lead efforts to break ground on new solutions to improve patient outcomes and address health care's biggest challenges in Indiana, nationally and across the world. Ranked 14th in NIH funding for public schools of nursing, the School's research addresses patients across the lifespan and is divided into five key areas: serious illness care; nursing education science; health and community systems; quality of life and chronic condition management; and prevention and health promotion. In FY 2023-2024, the School had \$4.2 million in external funding of which \$3.4 million is in NIH grants. The School seeks a Dean who will support its mission to move up in ranking to 10th for NIH funding among public schools of nursing.

Role of the Dean, School of Nursing

This is an opportunity for a visionary leader to build on the current success of the School and its faculty and take to the next level of its development as a national leader in teaching, research, practice, and service. The new Dean, working with the faculty, associate deans, staff, students, alumni, and community partners, will provide intellectual leadership and a strategic sense of the future of nursing education, in order that the School can take a prominent role nationally in addressing the critical needs of the profession.

Responsibilities of the Dean include, but are not limited to, the following:

- Serve as a strong, and effective leader and advocate for the School of Nursing.
- Foster collaborative partnerships with other colleges and schools within the University, corporations and with the broader community.
- Advance the reputation and visibility of the School locally, nationally, and internationally.
- Work closely with faculty, staff, and administrative team to realize the strategic objectives of the School.
- Sustain and strengthen a research environment that supports the intellectual work of the faculty and is conducive to multi-disciplinary partnerships and continued extramural funding.
- Support excellence and innovation in undergraduate and graduate education and the development of students and student support.
- Value and promote a collegial, inclusive, and diverse working and learning environment for staff, faculty, and student populations.
- Ensure compliance with accreditation standards; interpret and implement academic regulatory compliance along with the Associate Deans.
- Obtain resources to support the programs and initiatives of the School through private and public fundraising.

Key Relationships

Reports to: Provost in Indianapolis

Direct reports: Executive Associate Dean, Academic Affairs; Executive Associate Dean, Research; Executive Associate Dean, Faculty Affairs; Associate Dean IU Bloomington; Associate Dean IU Fort Wayne; Associate Dean IU Indianapolis; Assistant Dean of Financial and Resource Management; Special Assistant to the Dean-Policy; Director of Communications; Director of Development; Executive Director of Administration

Opportunities and Expectations for Leadership

The following goals and objectives have been identified as priorities for this position:

Build a bold vision for the future and engage the support of the faculty, staff, students, alumni, and the community

Building on the School's strong foundation, the Dean, in collaboration with the faculty, will articulate a compelling vision and corresponding strategic plan that will ensure that the School is viewed among the premier nursing programs regionally, nationally, and internationally as well as being viewed nationally as a leader in nursing education and research, committed to academic and clinical excellence.

The Dean will evaluate the School's current organizational structure, resources, and management, making appropriate changes as deemed necessary to support its continued growth. The Dean will engage faculty in assessing the curriculum and identifying the changes, enhancements, and additions that should be made to address current demand as well as the emerging needs of a rapidly evolving health care environment. This includes exploring interdisciplinary programs with other IU colleges and schools as well as with institutions in the region and serving as a leader with the School of Medicine Dean in the university's Interprofessional Practice and Education Center. The Dean will also identify opportunities to increase the School's revenue and funding.

The Dean will promote unity and engagement, invigorating the faculty, students, and staff through creation of a vibrant, inclusive vision for a distinguished and contemporary School of Nursing, fostering a community that inspires and empowers each of its members to achieve their full potential, enabling the School as a whole to do the same. The Dean will develop a cohesive team among the School's faculty and staff, building an "esprit de corps" and making all members feel they are an essential part of the School by seeking their input and by continuing to advance an environment based upon respect, compassion, and trust. The Dean will set clear expectations, holding faculty and staff accountable to established measures.

Advance Scholarship and Research

Building upon the School's current research activity, the new Dean will foster innovative research and scholarship that contributes to the visibility of IU's R1 Carnegie Classification. The Dean will maintain a strong culture of research and scholarship among the School's faculty, providing a supportive environment that fosters research activity, facilitates achieving sponsored research funding, and promotes new research programs. This will include providing mechanisms to support early career investigators developing programs of research and mentoring for faculty in their research efforts. The Dean will identify opportunities for interdisciplinary collaboration with other colleges and schools within the University, as well as with clinical partners and other external organizations, fostering the development of synergistic relationships that will contribute/advance IU's research enterprise.

Recruit and Retain Strong Faculty and Staff

IU's School of Nursing faculty are accomplished in their areas of expertise and continually strive for success at all levels. The Dean will continue developing a faculty of distinction, establishing the highest standards in faculty recruitment, appointment, tenure, and promotion to enhance consistent excellence in teaching, research, and clinical practice. This will include identifying recruitment needs to support curriculum changes and program expansion at the junior, mid-level, and senior faculty levels, retaining and recruiting faculty with strong records in education, clinical practice, and research. The Dean is also expected to recruit for existing endowed chair positions while expanding the number of endowed chair positions available in the School. The Dean will support the ongoing professional development of the faculty, especially

mentoring junior faculty and encouraging all faculty to be active and valued participants in curriculum evaluation and new program development.

The Dean will also support the professional development of staff, providing opportunities for them to enhance their skills and prepare them for additional roles within the School as well as for opportunities for advancement across IU.

Continue Strong Clinical Partnerships

The Dean will ensure strong partnerships with the leadership of the School's clinical partners, demonstrating entrepreneurship and innovation regarding how the School can help to address the health care needs of the state. This will include fostering strong partnerships with chief nursing officers and other leaders within the clinical partners and proactively identifying future opportunities to expand the School's programs that will address regional, national, and global workforce demands. The Dean will develop and maintain collaborative relationships with the leadership of local, regional, and national clinics, hospitals, health systems, and other health care organizations to provide sites for student clinical rotations and other experiential learning opportunities in the field.

Advocate for the School

The Dean is expected to be a prominent and effective advocate for the School within IU, as well as within the larger community. Serving as the executive representative of the School, the Dean will foster collaborative relationships with senior leadership throughout IU, establishing ways to align University priorities with those of the School. The Dean will seek opportunities to strengthen communications between the School's faculty and those of the other IU schools and community. It is expected that the Dean, School of Nursing will work closely with other deans at IU to ensure that the University's mission is met with a collaborative approach.

Act as the "face and voice" of the School

The Dean is expected to bring prominence to the School by actively participating in local, regional, state, and national health care and academic organizations (e.g. local hospitals, health departments, AACN, CCNE and other accrediting bodies, professional nursing organizations at the state, national and international levels). The Dean will lead efforts to identify ways in which the School can increase its visibility to prospective students and faculty regionally as well as nationally.

The Dean will seek opportunities to increase philanthropic support to provide scholarships and to support research, playing a significant role in fund raising and friend raising for the School. The Dean will actively participate in development efforts to increase private support from individuals, foundations, and corporations for initiatives that promote the quality of education as well as the continued quality of faculty research and clinical practice. The Dean will build new strategic alliances and create a culture of philanthropy among alumni. This will include leading the School to meet its goal for IU's comprehensive campaign scheduled to launch in July 2025.

Candidate Qualifications

Education/Certification

- A Ph.D., or similar research-intensive degree from an accredited institution with at least one graduate degree in nursing.
- Eligible for licensure as a registered nurse in Indiana.
- Record of achievement in research, education, and service which merits appointment as tenured Professor within the IU School of Nursing.

Knowledge and Work Experience

- Minimum of five years of experience in academic nursing and higher education administration.
- National reputation as an academic leader who has a demonstrated record of achievement.
- Strong, sustained, and progressive record of senior leadership and administrative experience in support of students and faculty in research, teaching, and service excellence gained within an academic nursing setting.
- Successful experience managing budgets in an academic institution.
- Deep understanding and preferably prior involvement in an active research program or history of a successful program of funded research.
- Keen insights into the range of key issues and opportunities in the nursing profession, nursing education, research, health care policy, and delivery.
- Ability to manage an academic organization and work effectively and collaboratively with community leaders, interdisciplinary professionals, and colleagues within a university, across multiple campuses.
- Ability to identify, recruit, retain, and develop outstanding faculty and staff.
- Ability to raise funds from interested donors for endowments, to support scholarships, professorships, chairs, and programs.
- The ability to work well at all levels in a complex and diverse environment, fostering a spirit of collaboration with faculty, colleagues, and administrators.
- Demonstrated sustained success in building partnerships and relationships across academic disciplines, administrative units, and with external communities.
- Outstanding judgment and the capacity to set and communicate priorities and to lead the School forward.
- Experience implementing interprofessional educational activities.

Leadership Skills and Competencies

- A persuasive communicator with strong interpersonal skills who is an empathetic, respectful listener who can create an atmosphere that allows individuals to flourish within the context of IU's strategic plan. Works effectively with individuals at all levels within IU and can identify and align key stakeholders to their cause.
- A visionary thinker who is committed to the missions of IU and the School, is committed to growing and developing faculty, staff, and students, and is aligned with achieving prestige through the success of the School and its members.
- A team player and effective consensus builder who demonstrates a collaborative approach in working closely with members of the School and other constituents, including administration within IU, as well as outside organizations and individuals.
- A skilled negotiator and self-confident individual who is not afraid of criticism or challenge and can effectively manage conflict; is able to work with multiple stakeholders to achieve a common goal.
- A decision-maker with a commitment to achieve set goals and to establish a culture of responsibility and fairness.
- A confident manager and team builder with strong organizational and business skills who knows how to achieve goals in complex, evolving environments.
- A scientific expert with demonstrable success leading a progressive, high-impact program of research supported by extramural funding. Strong record of mentoring early- and mid-stage research faculty members to develop their own research programs and secure funding.
- A mentor with strong coaching skills to nurture the development of faculty into accomplished researchers, educators, and practitioners.
- An educator who is passionate about academic excellence and student success and enjoys interchange with students and faculty.
- An individual of the utmost integrity with high levels of energy, maturity, and flexibility and a reputation for fairness and idealism.
- A builder of organizations, teams, and programs; a developer and promoter of the strengths of the School and of individual colleagues.

Indiana University

Overview

Founded in 1820, Indiana University is one of the nation's leading public research universities, with 930+ academic programs, nine university campuses and nine School of Medicine campuses. Since its founding, Indiana University has helped students create brighter futures while also driving innovation, from breakthroughs in DNA technology to cancer research to trailblazing cultural programs and resources. Indiana University is home to top-ranked business; public and environmental affairs; education; law; arts and sciences; and music schools, as well as the world's first school of philanthropy, the nation's first school of informatics, and the country's largest medical school.

Its hundreds of academic programs are among the world's best, and the university is always looking toward the horizon, thinking about what's next. Indiana University takes pride in the quality of education provided, whether a student is enrolled in courses at a core campus, at a regional campus or center, or through IU Online. Most recently, 16 graduate programs from IU ranked among the nation's top 10, with 32 graduate programs in total ranking in the top 20 graduate programs and specialty areas nationwide.

The university's campuses are united by IU 2030: The Indiana University Strategic Plan, an aspirational vision for a bold and ambitious future focused on student success and opportunity, transformative research and creativity, and service to the state of Indiana and beyond.

Indiana University has a total budget of approximately \$4.2 billion with approximately 7,500 full-time faculty, 12,000 full-time staff, and nearly 93,000 students. In addition, Indiana University is one of only seven public universities in the nation with a AAA credit rating from both Moody's Investor Service and S&P Global.

IU Bloomington is a member of the Association of American Universities (AAU), Association of Public & Land-Grant Universities (APLU). As Indiana's largest public research university, Indiana University is one of the state's largest employers, with one of every 26 jobs in Indiana supported by IU.

IU locations

Beginning with its roots in Bloomington, Indiana, IU is now a major multi-campus university system with locations across the state and the world. The statewide IU system includes five additional campuses, two regional centers, and nine School of Medicine campuses across Indiana.

The **core campuses** in [Bloomington](#) and [Indianapolis](#) give students the opportunity to choose a traditional setting or a big-city environment.

The **regional campuses** offer 4-year IU degrees and graduate degrees in small-campus environments throughout the state. **Regional centers** of IU Indianapolis include IU Columbus and IU Fort Wayne.

- [IU East](#)
- [IU Kokomo](#)
- [IU Northwest](#)
- [IU South Bend](#)
- [IU Southeast](#)
- [IU Columbus](#)
- [IU Fort Wayne](#)

Nine **IU School of Medicine campuses** across Indiana offer a variety of working and learning environments where students can pursue a career in medicine.

IU's numerous international engagements allow students and faculty to pursue their goals through partnerships across the globe. Through IU's **Global Gateways**, universities, institutes, and organizations around the world work with IU to create opportunities for research, partnerships, conferences, workshops, overseas study, and internships.

- [ASEAN Gateway Bangkok](#)
- [China Gateway Beijing](#)
- [Europe Gateway Berlin](#)
- [Ghana Gateway Accra](#)
- [India Gateway New Delhi](#)
- [Mexico Gateway Mexico City](#)



IU2030: The Indiana University Strategic Plan

United by an aspirational vision for IU's third century, *IU 2030: The Indiana University Strategic Plan* outlines an ambitious and shared path, reaffirming the university's rightful place within the highest tier of American public higher education.

IU leadership is committed to closely tracking and sharing the university's progress toward achieving IU 2030 goals as part of the plan which was launched in April 2023. The dashboards are available here:

<https://strategicplan.iu.edu/outcomes/index.html>

The three foundational pillars are:

Student Success and Opportunity

A commitment to affordability and a student experience that equips graduates for resounding success in the workplace and beyond.

Transformative Research and Creativity

A commitment to the pursuit of discovery, creativity, and innovation that improves communities and changes lives.

Service to Our State and Beyond

A commitment to engagement, partnership, and collaboration that strengthens the vitality of Indiana, the nation, and the world.

The Community

Indianapolis, Indiana

Indianapolis is the capital city and the economic and government center of Indiana. Encompassing a metropolitan population of 1.9 million, it is the 15th-largest city in the nation. This will be the primary office location for the Dean of the School of Nursing.

This diverse city boasts a high quality of life, reasonable cost of living, and easy commutes. Indianapolis has six thriving cultural districts, each offering a distinct mix of shopping, dining, and entertainment. Named "the biggest and boldest step by any American city" by Project for Public Spaces in New York City, the \$63 million Indianapolis Cultural Trail is an internationally acclaimed eight-mile biking and walking trail that connects all six of [Indy's Cultural Districts](#). Indy is one of the country's most walkable cities, with numerous parks, paths, and recreational amenities promoting a healthy and active lifestyle.

Indianapolis is home to outstanding cultural institutions and companies such as Eli Lilly & Co, Roche Diagnostics, and Dow AgroSciences. Indianapolis, often called Indy, is home to the Indiana Pacers (NBA), Indiana Fever (WNBA), and the Indianapolis Colts (NFL). The city is widely recognized for hosting the Indianapolis 500 - the world's oldest 'major four' automobile race which takes place each year on Memorial Day weekend. Indianapolis also regularly hosts major sports events such as the NCAA Final Four.

The Indianapolis Airport was the world's first complete aviation campus to earn LEED-certification. Indianapolis International Airport is approximately 15 minutes from downtown. The first new international airport in America designed and built after September 11, 2001, Indianapolis International Airport was named the best airport in North America by Airports Council International for seven consecutive years. Traveling to and around Indianapolis is easy, convenient, and affordable. Known as the Crossroads of America, Indy is within a day's drive of over half of the country's population.

Community engagement is built into IU Indianapolis' 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. IU Indianapolis is just blocks away from the Indiana Government Center, and adjacent to White River State Park, home of the NCAA National Headquarters, the Indiana State Museum, and the Indianapolis Zoo.

Procedure for Candidacy

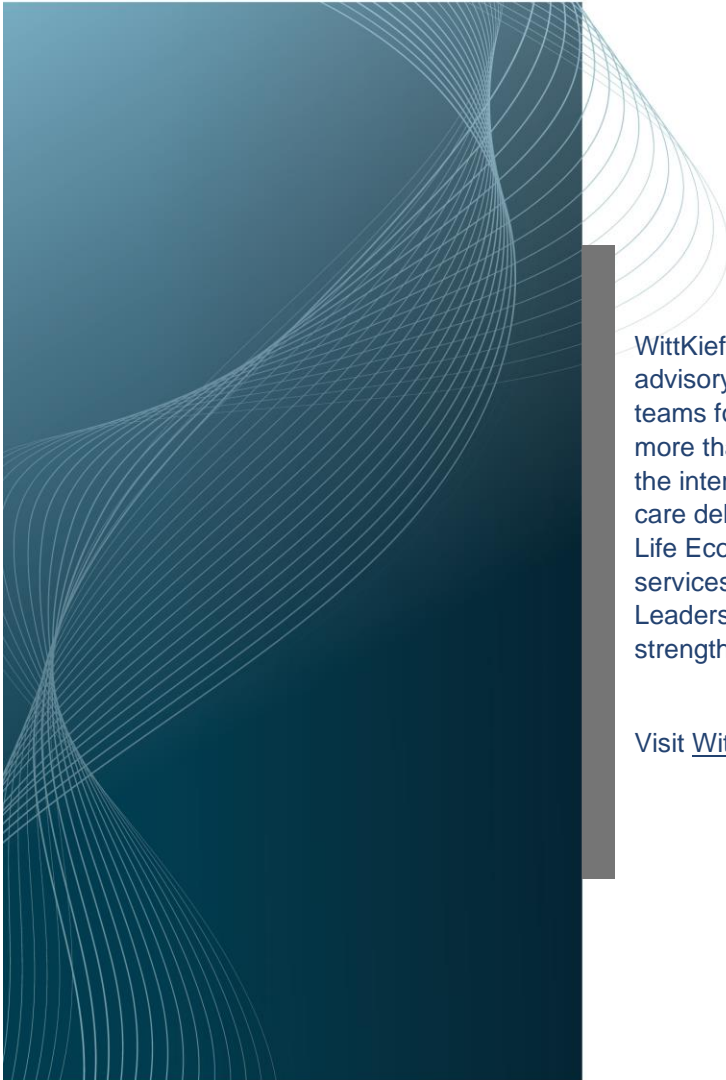
Inquiries, nominations, and applications are invited. Review of applications will commence immediately and continue until the position is filled. Candidates should provide a *curriculum vitae* and a letter of application that addresses the responsibilities and requirements. These documents should be sent electronically via e-mail to Indiana University's consultants, Claudia Teschky and Diane Smith, at IUDeanNursing@wittkieffer.com.

Confidential inquiries and questions concerning this search may be directed to Diane Smith at 267-766- 0410 or Claudia Teschky at 630-575-6172.

Indiana University Indianapolis is an equal opportunity/affirmative action/equal access institution, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veterans status or any other characteristic protected by law.

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