



## **Indiana University Northwest**

### **Chancellor Position Profile**

Indiana University invites nominations and applications for the position of Chancellor, Indiana University Northwest. The Chancellor exercises broad responsibilities for all aspects of the academic, student, financial, development, and administrative dimensions of the campus, in coordination with university administration and the other Indiana University regional campuses. IU seeks an energetic, dynamic individual to lead and engage its faculty, staff, students, alumni, donors, and community in what promises to be an exciting era for the institution and community. The position reports to the Vice President for Regional Campuses and Online Education, Ken Iwama, who reports to IU President, Pamela Whitten.

#### **Indiana University Northwest: An Overview**

One of seven Indiana University campuses, IU Northwest leads its region as the premier urban campus dedicated to serving the needs of more than 3,000 students from the state's most diverse and industrialized region. At the start of the fall 2023 semester, the campus experienced a 12 percent increase in undergraduate beginner student enrollment.

As both an individual campus with its own identity *and* a part of Indiana University, IU Northwest develops its own programs while benefitting from the resources and initiatives made possible by Indiana University—from state-of-the-art technology to IU resources devoted to student success, entrepreneurship, research, mental health, and more. IU Northwest is a distinctive and productive part of a thriving Indiana University.

The campus employs approximately 520 faculty and staff: more than 320 faculty members from throughout the U.S. and the world, and more than 200 full-time staff members with a variety of professional experiences.

Striving for Student Success, our dedicated faculty and staff create an environment that puts education, innovation, and community at the forefront. This incredibly powerful combination helps the campus, our city, state, and region by preparing our students to meet challenges yet to be imagined.

IU Northwest's incredible energy and synergy are well noted. The campus was recently recognized as the 2024 Best Adult Educational Institution in Northwest Indiana (by the readers of *The Times of Northwest Indiana*.)

The 43-acre campus in the city of Gary's Glen Park neighborhood plays a vital role in the economic development of the Northwest Indiana region. Located 30 miles from Chicago, IU Northwest is easily accessible to the Chicago metropolitan area. IU Northwest's campus is continuously ranked as one of the safest in the state.

IU Northwest is committed to enhancing the quality of life in the most diverse, urban, industrialized region of the state through high-quality IU degree programs, incorporating excellence in teaching, learning, research, and creative activity; strong liberal arts and sciences programs and professional disciplines; and diversity, inclusion, and civic engagement.

IU Northwest positions students to be leaders with more than 75+ undergraduate, graduate, and pre-professional degree options available through schools and academic divisions. IU Northwest is especially known for excellent programs in the Schools of the Arts, Education, Business and Economics, and Colleges of Arts and Sciences and Health and Human Services, and the strong relationship with the [IU School of Medicine-Northwest-Gary](#), the region's only medical school, which is located on the campus. The campus has made significant investments to expand its online course offerings in many disciplines to provide students flexible learning options.

The many dimensions of diversity that characterize the campus's more than 3,000 students make IU Northwest distinctive, even among IU regional campuses. Approximately 73 percent of students are female, 26 percent of degree-seeking students are attending part-time, 33 percent are aged 26 years or older, 50 percent of degree-seeking students are students of color, and approximately 39 percent of students are first-generation. IU Northwest is proud to be designated a Hispanic-Serving Institution with 28 percent of students identifying as Hispanic/Latinx. The campus is IU's most diverse and serves many adult learners, as well as younger students who have "adult" commitments, balancing the competing demands of college, work, and family responsibilities. In fact, 83 percent of IU Northwest seniors work while earning their degrees, and one-third of graduating seniors work over 30 hours per week.

More than 80 percent of IU Northwest students receive financial aid, of which 50 percent receive some form of gift aid. Scholarship assistance raises the bar of excellence in recruiting and retaining exceptional students, while easing students' financial burden.

Faculty members at IU Northwest are leading experts in their fields, with 74 percent of full-time faculty having attained the highest degree available in their field. Professors bring personal attention (14:1 student-to-faculty ratio) and passion for engaging students in research and experiential learning opportunities aided by the resources of Indiana University. Approximately 29,000 IU Northwest alumni are making important professional contributions in fields ranging from business and law to health care and education.

IU Northwest's varsity athletic teams are members of the National Association of Intercollegiate Athletics (NAIA) Chicagoland Collegiate Athletic Conference. IUN fields teams in women's volleyball, men's and women's basketball, cross country, and soccer while offering a variety of intramural athletics and club sports.

## History

IU Northwest has been a separately accredited campus of Indiana University since 1967; however, its history dates back to 1921 when IU offered its first extension classes in Lake County. Today's campus in Gary's Glen Park neighborhood is a result of land acquisitions by IU beginning in 1955. The construction of Raintree Hall and the Moraine Student Center (1969), Hawthorn Hall (1976), the John W. Anderson Library/Conference Center (1980), Marram Hall (1991), the Savannah Center (2000), Cedar Hall (2000), Dunes Medical/Professional Building (2006), and Arts & Sciences Building (2017) constitutes the campus of today. The campus's original building was Tamarack Hall, opened in 1959. Tamarack Hall was closed in 2008 and later demolished after extensive flooding caused irreparable damage.

## Governance

The IU Northwest campus values a tradition of shared governance. The Chancellor works closely with campus constituents to ensure the governance model operates effectively. The new Chancellor will continue to foster a climate in which deliberations are inclusive and decisions timely. The Chancellor will work closely with IU Northwest's Board of Advisors to further strategic planning, community engagement, and economic development, among other priorities. The Chancellor will also work closely with faculty and professional staff to advance initiatives that support students' success, such as the campus food pantry, mentoring opportunities, and internships.

IU Northwest is a regional campus of Indiana University. Indiana University is not a system, but a single university with seven campuses. Indiana University is led by one president, Pamela Whitten, and a single Board of Trustees. The regional campuses report to Ken Iwama, IU's Vice President for Regional Campuses and Online Education. Academic degrees are granted by the university, and the university establishes fundamental policies across all functional areas. However, Indiana University has traditionally granted individual campuses considerable flexibility in applying university policy and developing academic programming to fulfill their region-specific needs. Indeed, responsiveness to mission and region is a core strength of the Indiana University regional campuses.

## Mission

We are Indiana University in Northwest Indiana, a diverse body of faculty, staff, and students committed to inclusivity, academic excellence, and student success. We provide high-quality undergraduate and graduate education by engaging our communities and performing innovative research and creative activities. We offer the advantages of a large university while providing personalized attention within a supportive campus community.

## Vision

We are the region's forward-thinking leader in higher education that collaborates to advance learning, personal and professional growth, economic development, social justice, inclusivity, equity, cultural enrichment, and a healthy, sustainable community.

## Values

- Student Success: We value growth, transformation, inspiration, and achievement to ensure all students have the opportunity to reach their highest potential in an environment conducive to learning.
- Integrity: We value ethical principles and professional standards. We value authenticity, civility, and transparency in our communications, interactions, and operations.

- Academic Excellence: We value excellence in teaching and learning, innovative research and creative activities, and the pursuit and application of knowledge as we engage and collaborate with our campus community, region, and beyond.
- Community Engagement: We value working together across the region to enrich lives and promote a better future for the mutual benefit of all.
- Diversity, Equity, and Inclusion: We value diversity in all its dimensions and the pursuit of equitable and socially just practices to promote an inclusive community in which individuals are respected, supported, and learn from one another.

### Strategic Plan

IU Northwest works in alignment with the University-wide strategic plan, [IU 2030](#). The core priorities of the plan are:

- [Student Success and Opportunity](#)
- [Transformative Research and Creativity](#)
- [Service to Our State and Beyond](#)

### Diversity, Equity, and Inclusion

Indiana University Northwest is committed to creating a welcoming, inclusive, and respectful campus community where everyone can thrive and do their best work—a place where all are treated with civility and respect. IU Northwest believes diversity among humans means variety, beginning with individual differences and proceeding to such characteristics as race and ethnicity, age, gender, sexual orientation, religion, physical and learning ability, class, and other socioeconomic factors. In addition, understanding and accepting this variety requires respect for both self and others who have differing views and practices.

Furthermore, in recognizing the differences and similarities between IU Northwest and others, we increase our understanding of how we construct our cultural and world views.

Within this context, academic excellence can exist only when the totality of human variety is taken into account, and when the university experience is harnessed to study and, whenever possible, to strengthen the capacity to redress any social and cultural inequities that were historically constructed along the demarcations of our diversity. Flowing from this understanding are a number of manifestations of excellence such as:

- Developing the richest and deepest of teaching and learning experiences through rational discourse and critical thinking.
- Leveraging the entire campus community toward reaching its fullest potential through discovery, creativity, and engagement.
- Fostering caring, competent, and authentic interpersonal interactions with a variety of persons.
- Redressing any historic and current inequities of opportunity in our educational institutions, our region, and our nation.

### Economic Impact

IU Northwest and the daily lives of Hoosiers are inextricably intertwined. Through economic engagement activities, IU Northwest connects its intellectual and creative resources with strategic opportunities that

not only align educational programs with the workforce needs of the region, but the regional campus also provides a foundation to foster continued economic growth.

On an annual basis, IU Northwest generates a flow of spending that has a major impact on the regional economy. The impacts are captured by the regional campus' operations, construction, visitor, and student spending activities. As impressive as these numbers are, they are further enhanced by IU Northwest's core mission of producing knowledgeable, creative, and entrepreneurial graduates—with the most contemporary skills—who keep the IU Northwest service area's talent pipeline full. Therefore, the greatest economic impact of IU Northwest stems from the added human capital—the knowledge, creativity, imagination, and entrepreneurship—found in its alumni, two-thirds of whom stay local after graduating.

While attending IU Northwest, students gain experience, education, and the knowledge, skills, and abilities that increase their productivity and allow them to command a higher wage once they enter the workforce. The employers of IU Northwest alumni enjoy the fruits of this increased productivity in the form of additional non-labor income (i.e., higher profits).

IU Northwest was recently recognized by Third Way, a national policy institute, in their annual Economic Mobility Index report as having the highest economic mobility index score — or strongest return on investment — for students in Northwest Indiana.

Specifically, IU Northwest was featured within the top 20 percent of United States-based institutions for having an EMI score of 30.5 percent, a calculation that considers if a student can finance their education sustainably and receive a demonstrated return on investment from their college credential.

### **Community Engagement and Investment**

The campus's students, faculty, and staff annually contribute hundreds of thousands of service hours back to the local communities, demonstrated through coursework and projects that are integral to the academic experience and connect students with their communities. Behind these numbers are countless tales of how IU Northwest students have inspired—and been inspired by—the community. Here is a short list of projects:

- Each summer, more than 70 rising sixth, seventh, and eighth-grade students from Lake and Porter counties attend Kids College, a two-week simulated college experience. The camp is made possible due to a grant from Lilly Endowment Inc. through its initiative, Indiana Youth Programs on Campus.
- The School of Business and Economics, in partnership with the City of Gary, provides local small business owners with the opportunity to participate in the StartUp Business Success Workshop, an intense, four-week certificate program. The course teaches participants critical business skills such as marketing, financial management, customer segmentation, and business plan development to assist them in building their businesses and seeing success.
- For more than 30 years, the SOBE Volunteer Income Tax Assistance (VITA) program has been providing free electronic tax filing of federal and state returns to local families. Students are trained and certified by the IRS to help community members complete and file their tax returns. Annually, the program helps about 200 families obtain approximately \$200,000 in total refunds.
- Each year, IU Northwest hosts multiple community fairs to provide the public with access to resources, information, and opportunities, such as the annual Community Wellness Health Fair and the Employment and Internship Fair.

- The IU Northwest Center for Innovation and Scholarship in Teaching and Learning (CISTL) provides leadership, encouragement, and support for quality teaching and learning. CISTL's professional development activities, services, collaborations, and research fellowships are designed to invite, value, and reward faculty excellence in teaching.
- Building and sustaining community since 2004, the Center for Urban and Regional Excellence (CURE) at Indiana University Northwest engages the University and the community in the creation of positive, sustainable and impactful programs and initiatives. CURE works collaboratively with organizations in all sectors to promote continued learning, solution-based interaction and mutually beneficial partnerships in our communities. To learn more, visit <https://northwest.iu.edu/cure/index.html>.

### Points of Pride for IU Northwest

- IU Northwest is one of only two Hispanic Serving Institutions in the state of Indiana and the only Regional Campus of Indiana University to receive that distinction.
- IU Northwest School of the Arts, housed in the \$45 million Arts and Science Building, boasts a strong community arts presence and prestigious faculty with direct ties to the cultural fabric of Chicago and Northwest Indiana.
- [Student Support Services](#) is a federally funded TRIO unit. Eligible students may seek academic support services to facilitate their retention and graduation from IU Northwest.
- The highly successful School of Business and Economics (SOBE) STARS Peer Mentor Program supports first-year, first-generation students by providing them with purposeful connections, motivational encouragement, academic support and resources, and a comfortable environment for them to ask questions, seek guidance, and share their successes.
- Annually, IU Northwest faculty members publish about 100 scholarly articles and 25 books or book chapters. They participate in upwards of 75 exhibits, shows, performances, and other creative activities, while also presenting at more than 100 professional conferences globally. The Teacher-Scholar environment creates a powerful academic culture that fosters an active commitment and engagement to designing stimulating learning experiences for the benefit of our IU Northwest students. Students regularly participate in research projects typically reserved for graduate students. The result of this professional commitment benefits not only IU Northwest students' academic experiences, but also the community, by sharing these intellectual riches through public exhibitions, presentations, and community-based education.
- The School of Nursing has been ranked number one in the state of Indiana and received the designation of "[Best RN Program in Indiana](#)" from Registered Nursing.org. The program maintains near 100% passing rates on national licensure and certification exams (97% national licensure for 2024).
- 67 percent of IU Northwest pre-professional students are accepted to medical school, compared to 42 percent nationwide.
- 42 percent of students in 2021—2022 graduated with no student loan debt.
- 77.7 percent of graduates are employed one year out.

### Finance

The annual operating budget for IU Northwest is \$57 million, of which approximately 46 percent is derived from tuition and fees and 38 percent from state appropriations. In recent years, the level of state support has gradually declined to current levels. Due to sound financial stewardship from all areas of IU Northwest, the campus's finances are stable.

IU Northwest has made strategic investments to enhance advancement and fundraising programs, as part of a University-wide, multi-million dollar comprehensive campaign that focuses on student success, faculty innovation, an innovative learning environment, and sustaining a healthy community.

The State of Indiana Commission for Higher Education adopted performance-based funding in 2003 which has evolved over time to provide incentives to improve in specific metrics, which have included student completion milestones, number of graduates, student persistence, and on-time graduation rates. Further information can be located at: <https://www.in.gov/che/3148.htm>.

Tuition revenue at IU Northwest stays at the institution, and the campus' state appropriation is a line item within the state of Indiana budget. IU Northwest, like all campuses, contributes to the specified cost of services provided by Indiana University. The state appropriation includes outcomes-based performance funding. Campuses are evaluated on the basis of a series of performance metrics which determine additional allocations from the state. Four-year graduation rates, degree progress benchmarks, adult enrollment, and completion, the number of STEM graduates, and the number of Pell-eligible students who graduate are a few of the metrics used to determine performance dollars for public universities in Indiana. IU Northwest has shown increases in all the above metrics in the past few years and benefited from performance funding.

Among the primary responsibilities of the new chancellor will be to assemble the resources necessary to attract and maintain a first-rate faculty, to continue providing programs of high quality, and to allocate them in accordance with the mission of the campus, in consultation with individual units and the faculty. Strategic allocation of resources to foster growth is an important challenge for a new chancellor.

### **Philanthropy**

The philanthropic productivity of IU Northwest is a collective pool of funds from individuals (alumni and friends), corporate partners, and private foundations. In direct partnership with the Director of Development (DOD), an IU Foundation employee, the Chancellor will collaborate on all fundraising strategies inclusive of identification, cultivation, solicitation, and stewardship of all major gift donors and prospects.

For fiscal year 2025, a goal of \$800,000 has been established. Key priority areas of support include but are not limited to expanding programmatic support and naming opportunity for the School of Business and Economics, renovation of the existing space and equipment in the simulation lab for the School of Nursing and establishing a robust experiential learning (internship) program.

At the close of fiscal year 2024, IU Northwest celebrated its highest earning philanthropic productivity in five years with \$1.4 million secured in private support.

### **Facilities**

IU Northwest's campus, located in Gary, is comprised of 17 buildings on 43 acres, including a dedicated student center and eight academic buildings, such as the ultramodern \$45 million Arts & Sciences Building. Other buildings include the Dunes Medical/Professional Building and the John W. Anderson Library Conference Center, among others. The campus also offers plenty of green space for outdoor study and play.

### **Faculty and Academics**

The IU Northwest full-time, resident faculty numbers include 143 individuals who have a passion for teaching and take pride in their collective reputation as excellent teachers, researchers, practitioners, and

artists. They are assisted in their teaching responsibilities by experienced part-time faculty drawn from neighboring academic institutions, area businesses, local government, and non-profit agencies. There is a strong teacher-scholar culture at IU Northwest, where both good teaching and productivity in scholarly and creative activity are highly valued.

The faculty of IU Northwest maintains a faculty governance body, the Faculty Organization, that operates on the basis of university-wide policies for shared governance and academic affairs (<http://policies.iu.edu/policies/categories/academic-faculty-students/index.shtml>). Committees established by the Faculty Organization guide the conduct of the academic program at IU Northwest in a tradition that encourages faculty members to recommend policy in all areas affecting their interests and those of their students.

Academic excellence is at the heart of curriculum content and disciplinary scholarship that creates the high-quality educational experience to which Indiana University and IU Northwest are committed. The academic programs at IU Northwest include more than 1,000 sections offered in five academic Schools and Colleges.

- [College of Arts and Sciences](#)
- [School of Business and Economics](#)
- [School of Education](#)
- [College of Health and Human Services](#)
- [School of the Arts](#)

Degree programs at IU Northwest include associate degrees, undergraduate and graduate certificate programs, bachelor’s degrees, and master’s degrees. In addition, overseas study programs and summer sessions are available.

IU Northwest has invested in the expansion of online learning as a campus priority. The campus’s flexible, innovative online learning environment makes higher education more accessible to students who may not always be able to meet in a traditional classroom.

The mission of the Office of Academic Affairs is to advance the primacy of the academic mission in order to promote and ensure the highest levels of excellence within the campus’s academic programs by supporting student-centered teaching and learning environments, encouraging the dissemination of knowledge through research and creative activities, and by recognizing the importance of service and engagement with the many communities IU Northwest serves.

### Accreditation

Indiana University Northwest is accredited by the Higher Learning Commission and has been accepted as an Open Pathway institution.

Specific program accreditations are as follows:

Program	Accrediting Body
BS and MS in Nursing	Indiana State Board of Nurses; Accreditation Commission for Education in Nursing



AS and BS in Health Information Management	Commission on Accreditation for Health Informatics and Information Management (CAHIIM)
AS and BS in Radiography	Joint Review Committee on Education in Radiologic Technology (JRCERT)
BS in Dental Hygiene; Certificate in Dental Assisting	American Dental Association Commission on Dental Accreditation
BS and Master's in Business Administration (MBA)	Association to Advance Collegiate Schools of Business
BS in Elementary Education; BS in Secondary Education; MS in Elementary Education, MS in Secondary Education, and MS in Educational Leadership	Council for the Accreditation of Educator Preparation
Bachelor of Social Work (BSW) Master's in Social Work (MSW)	Council on Social Work Education
BA-ACS and BS in Chemistry	American Chemical Society
Master's in Public Affairs (MPA)	Network of Schools of Public Policy, Public Affairs, and Administration (NASPAA)

### Northwest Indiana

The campus of IU Northwest in Gary is adjacent to 240 acres of wooded parkland, including the Little Calumet River Prairie and Wetland Preserve, which was restored by IU Northwest faculty and staff. The campus is bound on the north by an interstate expressway (Interstate 80-94), on the east by a major north-south artery (Broadway-Indiana 53), on the west by the Gleason Park Golf Course, and on the south by residential housing. Additionally, the campus is situated 15 minutes from the Indiana Dunes National Park, the 61<sup>st</sup> national park. It is a 15,000-acre park bordering 15 miles of the southern Lake Michigan shoreline (<https://www.nps.gov/indu/index.htm>). Northwest Indiana is the state's second-largest urban area after the Indianapolis metropolitan area.

The Region is culturally diverse and comprised of Lake, Porter, LaPorte, Newton, and Jasper counties in Indiana. The northern, urban portion of Northwest Indiana is noted for its heavy industry, including steel manufacturing. The Region's population has shifted dramatically over the last 20 years, as suburban communities such as Schererville, Crown Point, and Valparaiso have seen significant growth.

Northwest Indiana is only 30 miles from the Chicago metropolitan area, which opens up a world of opportunities for cultural experiences for residents. The proximity to Chicago also plays a substantial role in economic development and the revitalization of the Greater Gary area. The proximity to Chicago presents so many opportunities for the next IU Northwest Chancellor to establish essential partnerships with industries, government agencies, and community partners. Gary also offers excellent proximity to Lake Michigan and offers excellent opportunities for families in the area.

### Indiana University: An Overview

With seven campuses serving over 90,000 students, Indiana University is one of the nation's oldest and largest state universities. It was founded in 1820, only four years after Indiana achieved statehood. More than 83 percent of Indiana's population lives within 50 miles of one of the seven campuses.

The institution is governed by the Trustees of Indiana University, who are charged with policy and decision-making authority, granted by the Indiana General Assembly, to carry out the programs and missions of the University. The university is led by President Pamela Whitten and other university officers, with a chancellor on six of the campuses and a provost at the Bloomington campus.

In addition to the IU Northwest campus, Indiana University is comprised of the following core campuses:

- Indiana University Bloomington
- Indiana University–Indianapolis

And the following regional campuses:

- Indiana University East (Richmond)
- Indiana University Kokomo
- Indiana University South Bend
- Indiana University Southeast (New Albany)

Indiana University also offers courses through facilities in Elkhart, Columbus, Fort Wayne, and several other sites throughout the state. Indiana University operates year-round with two academic semesters and summer school programs of varied lengths, depending on the campus. In 2022-23, 23,814 degrees were awarded throughout the university.

Indiana University has 5,905 full-time faculty or lecturer-rank appointees and generates over 1,163,000 credit hours.

Approximately 66 percent of all students are Indiana residents. The total university budget for 2023-24 is nearly \$4.2 billion, coming from the Indiana General Assembly, student instructional fees, student housing and dining income, government and private gifts and grants, revenue from hospitals, and other income from sales and services. This budget includes nearly \$2.4 billion for unrestricted funds, over \$1 billion for restricted fund groups, over \$517 million for auxiliary and service fund groups, and \$264 million in medical practice funds. Indiana University has more than 774,000 living alumni worldwide.

The Indiana University Foundation maximizes private support for Indiana University by fostering lifelong relationships with key stakeholders and providing advancement leadership and fundraising services for campuses and units across the University.

Indiana University prides itself on being open to serve the people of Indiana.

- The seven campuses offer more than 1,500 IU degree programs.
- Current university-wide enrollment is approximately 91,000 students.
- 47 percent of degree-seeking undergraduates at four-year public universities in Indiana are Indiana University students.
- Indiana University provides thousands of services for the people of Indiana.

The typical course load for faculty is four courses, though many faculty have a one-course release for research. Of the nine Trustees, the Governor of the State appoints five and the alumni elect three. A full-time student, appointed by the Governor, fills the ninth slot for a two-year period.

The president is appointed by the trustees to be the chief executive of the university. Pamela Whitten became Indiana University's nineteenth president on July 1, 2021.

More information about Indiana University may be found on its website: <https://www.iu.edu/>

## Position Requirements and Qualifications

The Chancellor is the Chief Executive Officer of Indiana University Northwest and reports to the Vice President of Regional Campuses and Online Education. The Chancellor works closely with the Vice President and senior administration of Indiana University. On the Northwest campus, the Chancellor's senior cabinet team includes the Executive Vice Chancellor for Academic Affairs, the Interim Vice Chancellor for Enrollment Management & Student Affairs, the Vice Chancellor for Finance, the Executive Director of Facilities and Operations, the Regional Chief Information Officer, and the Chief of Staff.

The Chancellor will lead IU Northwest in advancing its contributions to fulfilling the mission of Indiana University. In addition, the Chancellor will guide IU Northwest in commitments to excellence in teaching and scholarship, student-centeredness, service learning, and engaged citizenship. The Chancellor will provide strong leadership in achieving current goals and also establishing new and ambitious ones to move the campus forward.

The new Chancellor will demonstrate:

- Deep understanding of and respect for academic values and the traditions of higher education, as well as the ability to grasp and manage the demands of the market and the new forces of technology that have an impact on all universities today.
- Capacity to articulate a broad vision for the IU Northwest campus within Indiana University and among the Indiana University regional campuses, which will allow the campus to leverage the strengths of the university and build on its unique strengths and position. A leader who will recognize and contribute positively to the amazing diversity at IU Northwest who will demonstrate experience and leadership in diversity and inclusion.
- Thorough understanding of the importance of strong enrollment management strategies in a highly competitive environment.
- Leadership experience as an executive officer in a complex organization, preferably in higher education, with demonstrated success in mentoring and developing executive level employees through team building and professional development initiatives.
- Ability to build support and marshal resources for various initiatives and to achieve goals through appropriate engagement with the campus community.
- Ability to attract the external resources necessary not only in relation to the budget but also to achieve a higher level of institutional success.
- A Commitment to shared governance and shared decision-making inclusive of faculty, staff, and students.
- Commitment to serving and advocating for students and to the establishment of a student-centered atmosphere with a focus on access, affordability, and student success.
- A leader who genuinely enjoys working with people and has a commitment to faculty and staff development.
- Commitment to athletic programs.
- Familiarity with the complexities of leading a regional campus within a university-wide system,

and the ability both to serve the needs of the campus and region, and to work collaboratively with faculty, students, community, and the president and senior officers, as well as with other regional campuses.

- Ability to connect with and collaborate with business and community leaders and understand regional relevance.
- Continue to establish community partnerships and opportunities that will benefit the city of Gary and the surrounding communities that will build upon a solid foundation of momentum and energy that has been strengthened in recent years.
- Commitment to advancing the IU Northwest mission as an engaged campus, including articulating views and values that build partnerships and collaboration with local and regional entities in the Northwest Indiana region.
- Ability to work effectively with legislative leaders.
- Ability to strengthen alumni relations and engage graduates.
- A transparent leadership and communication style.
- Ability to be strategically innovative.
- Credentials and characteristics that will earn the respect of the academic community.
- Personal qualities include energy and creativity, leadership, integrity, selflessness, effective listening skills, negotiating skills, creative problem solving abilities, the ability to be decisive and yet respectful of the deliberative process, patience, humor, and trustworthiness.

Strong candidates will have a demonstrated record of leadership as an executive officer in a complex organization, preferably in higher education, including a passion for student success. A deep knowledge and understanding of the academic mission and fundraising are strongly preferred. Candidates should demonstrate strategic thinking and also possess outstanding interpersonal and communication skills, be collaborative and creative, and be able to articulate a vision to diverse audiences.

#### Required Position Qualifications

- Terminal Degree.
- Demonstrated record of increasing leadership responsibilities.
- Experience managing complex budgets.
- Demonstrated experience working with external constituencies.

*This is a full-time position that will be performed on site in Indiana. Salary is commensurate with experience with a generous benefits package.*

#### Application Instructions

The confidential review of applicant materials will begin in November 2024 and will continue until the position is filled. Application materials should include a letter describing your interest in and qualifications for the position and a CV/resume. Applications and letters of nomination should be sent electronically to:



Steve Leo, Managing Director  
Brian Bustin, Senior Associate  
Storbeck Search  
[IUNWChancellor@storbecksearch.com](mailto:IUNWChancellor@storbecksearch.com)

## **Non-Discrimination Notice**

*Indiana University is an equal employment and affirmative action employer and a provider of ADA services. All qualified applicants will receive consideration for employment based on individual qualifications. Indiana University prohibits discrimination based on age, ethnicity, color, race, religion, sex, sexual orientation, gender identity or expression, genetic information, 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. Questions or complaints regarding Title IX may be referred to the U.S. Department of Education Office for Civil Rights or the university Title IX Coordinator. [See Indiana University's Notice of Non-Discrimination here which includes contact information.](#)*

## **Annual Security Reports**

*The Annual Security and Fire Safety Report, containing policy statements, and crime and fire statistics for all Indiana University campuses, is [available online](#). You may also request a physical copy by emailing IU Public Safety at [iups@iu.edu](mailto:iups@iu.edu) or by visiting IUPD.*