

SEARCH PROSPECTUS:

FOUNDING DEAN - E.S. WITCHGER
SCHOOL OF ENGINEERING



MARIAN UNIVERSITY
———— Indianapolis ————®

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THE SEARCH FOR FOUNDING DEAN - E.S. WITCHGER SCHOOL OF ENGINEERING

Marian University-Indianapolis is a Catholic, comprehensive, regional institution of higher education dedicated to excellent teaching and learning in the Franciscan and liberal arts traditions, offering a multitude of undergraduate, graduate, and professional programs in liberal arts, sciences, business, education, medicine, and nursing. Marian University has experienced significant growth over the last decade and invites inquiries, nominations, and applications for its founding Dean of the E.S. Witchger School of Engineering. The Dean, which is an endowed leadership position reporting to the Provost, will work with the faculty, administration, staff, students, alumni, donors, and community leaders to create, develop and implement a bold vision for the future of the School of Engineering. The new Dean is expected to take office by July 1, 2021.

Working closely with the Provost, the Dean will promote Marian University's Catholic Franciscan mission and identity by modeling the Franciscan Sponsorship Values, honoring the legacy of the founding congregation, promoting unity in diversity, and integrating the Catholic Franciscan intellectual traditions in courses, programs, and services. The ideal candidate will be an individual who combines exemplary academic achievements in engineering with significant professional experience, strategic leadership ability, collegiality, collaborative and creative energy, and strong interpersonal and communication skills, as well as exhibits a genuine passion for the mission of the School of Engineering and the University. This position offers the opportunity to shape a new and innovative School of Engineering; to help create the School's vision and direction; and build a successful record of achievement in teaching, external relations, and scholarship.



ABOUT THE UNIVERSITY

Marian University is a distinguished Midwestern university founded in 1937 by the Sisters of Saint Francis, Oldenburg, Indiana. The University is proud to be the only Catholic university in Indianapolis and central Indiana and is in a strong position for continued success and furthering its outstanding reputation. The institution has achieved tremendous growth, currently serving the largest enrollment in University history, with close to 3,600 full-time equivalent students, including more than 2,400 undergraduate and 1,160 graduate students. Marian offers 40 majors, 46 minors, and 26 concentrations in liberal arts, sciences, business, education, medicine, and nursing with 153 full-time faculty and a student-to-faculty ratio of 14:1. Students hail from 45 states and 23 countries with more than 900 students living on campus in residence halls and apartments. The most popular majors are nursing, biology, management, marketing, and exercise science. Marian University provides scholarships and grants to 99% of full-time enrolled freshmen, offering \$7 million in total merit-based scholarships and \$37.1 million in total financial aid. Retention from first year to sophomore year is at an all-time high of nearly 84%. Students are increasingly being drawn from outside of Indianapolis, although the major catchment area remains central Indiana. Marian climbed in U.S. News & World Report's 2020 Midwestern rankings to be named #6 Most Innovative Regional University, #15 Best Value University, and #30 Best Regional University.

The institution has six schools and colleges: the Byrum School of Business; the College of Arts and Sciences; the Klipsch Educators College; the College of Osteopathic Medicine, the Leighton School of Nursing; and Saint Joseph's College of Marian University. Marian University opened its College of Osteopathic Medicine in 2013, making it the first new school of medicine in the state of Indiana in 110 years. In addition, the University established the Walker Center for Applied Ethics with the vital mission of advancing a more ethical world by improving and evolving the interdisciplinary teaching of ethics and by bridging the gap between research and organizational best practices.

President Daniel Elsener, Marian's visionary president of 19 years, and Executive Vice President and Provost Alan Silva embrace entrepreneurial

endeavors, model collaboration, advocate creative initiatives, and support the University's deans as they advance their individual schools and colleges. Fueled by a powerful vision of forming transformational leaders for service to the world, Marian University has been nationally recognized as one of the fastest-growing colleges and universities in America. The institution strives to provide an exceptional education to the University's students, bringing innovation to the critical professions of healthcare, education, business, ministry, as well as the larger wellbeing of the community and economy. Over the past 15 years, the campus has been transformed, with many bold initiatives and new buildings being constructed to accommodate these dynamic programs and the burgeoning student population, including facilities for health sciences, business, a student center, dining commons, graduate student apartments, a fitness center, and an arena/convocation center.

The University is a member of the National Association of Intercollegiate Athletics (NAIA). Approximately 38% of the traditional undergraduate student population are athletes and the institution has achieved significant success in athletics, including the creation of a football program that participated in three NAIA national championships in its first 10 years, winning twice. Marian's national champion varsity athletic programs include the 2016 and 2017 NAIA Women's Basketball Championship and more than 40 USA Cycling national championships.



HISTORY OF MARIAN UNIVERSITY

Marian University is sponsored by the Sisters of St. Francis, Oldenburg, a Franciscan religious community that celebrated 150 years of faith, leadership, and education in Indiana on September 15, 2001. Marian University grew out of the dedication and vision of Sister Theresa Hackelmeier and the Sisters of St. Francis, who established a school in Oldenburg, Indiana, in 1851. Marian College was founded in Oldenburg in 1936 and moved to Indianapolis in 1937. On July 1, 2009, Marian College became Marian University, a

comprehensive regional institution. Marian has committed to financing the Sisters' Legacy Fund, which will contribute mightily to the support of Marian's founders and the values and deep sense of mission that laid the foundation for the current success of Marian University. The University's mission conveys the dedication of the Marian community to its Catholic roots and affirms a commitment to the principles of Catholic Social Teaching and the Catholic Intellectual Tradition.

RESPONSIBILITIES AND OPPORTUNITIES

Reporting to Provost Silva, the Dean is charged with providing innovative leadership necessary to shape an exemplary School of Engineering that provides outstanding, innovative, and interdisciplinary academic programs; attracts stellar faculty members; and produces graduates who are transformative in their disciplines.

A major facility addition will be planned to house the E.S. Witchger School of Engineering attached to the existing science space. This addition will include labs, classrooms, and administrative offices and is expected to be completed in 2023. The Dean will work closely with University facility and financial officers in the design and construction of this new building addition.

The Dean should be a creative leader possessing the personal and professional skills to forge an innovative path for scholarship, teaching, and learning in the engineering discipline. The Dean is responsible for providing leadership and overall management of the School of Engineering, including hiring, mentoring and supporting faculty; enrollment strategy and growth; strategic planning; support for instruction and research; personnel evaluations; preparation and management of budgets; curriculum development; and, advancement.

With the School faculty, the Dean has the responsibility for development and oversight of the academic programs. Initial program offerings have not been finalized but, currently under

consideration, are electrical/computer engineering, mechanical engineering, chemical engineering, and mechanical engineering technology. The Dean will have an opportunity to help shape the academic program. The specific programs will be developed over the next few years, depending on faculty expertise and the availability of facilities and equipment. The Dean will also be responsible for compliance with requirements of the Higher Learning Commission (HLC). Although accreditation from the Accreditation Board for Engineering and Technology (ABET) cannot be obtained until the first graduate from the program, communication with ABET will begin immediately and program development will follow ABET criteria and guidelines.

The Dean is expected to develop extensive collaborative relationships with members of the University community to maximize resources. In addition, there is an expectation that the Dean promote and expand interdisciplinary collaboration that values a liberal arts education and fosters scholarly collaborations with other academic units at the University. Building a close collaborative relationship with the Dean of the College of Arts and Sciences will be important, since the engineering programs will be developed from the supporting structure of the Arts and Sciences as a part of degree completion requirements. There is a strong expectation that the new Dean will also build partnerships with the Indianapolis industry and business community.



QUALIFICATIONS

Interested candidates must have an earned doctorate in an engineering field and proven experience in an engineering academic leadership role that included budget management authority. Candidates with industry experience are welcomed.

The successful candidate should also possess the following qualifications:

- Actively engage the Catholic Franciscan mission and identity of Marian University by modeling the Franciscan Sponsorship Values; honoring the legacy of the founding congregation; promoting unity in diversity; and integrating the Catholic Franciscan intellectual traditions in courses, programs, and services;
- Desire and commitment to create and lead an engineering school founded on a liberal arts-based curriculum at a Catholic university that serves a diverse population of learners;
- Facilitate the recruitment, hiring, professional development, retention, and evaluation of an outstanding and diverse faculty and staff in accordance with University policies and procedures;
- Value the different roles of faculty members and support their commitment to teaching and mentoring as they continue their scholarship activities;
- Facilitate the recruitment and mentorship of an outstanding and diverse student body;
- Offer evidence of a proven record of developing and implementing a vision for the future of a complex organization and the managerial skills needed to promote a culture of competitive excellence in times of change and challenge;
- Provide effective oversight of the School's operating budget, demonstrate fiscal acumen, and be a skilled manager who will allocate resources in alignment with institutional and School priorities;

QUALIFICATIONS (CONT.)

- Demonstrate a record of prior experience in raising funds from individuals, corporations, and foundations;
- Demonstrate an understanding of professional and regional accreditation standards and practices to lead the School of Engineering and its related degree programs through successful accreditation processes;
- Display an ability to foster entrepreneurial thinking, support innovative initiatives, and an appreciation of interdisciplinary and experiential learning;
- Offer evidence of success in driving progressively increased levels of diversity among students, faculty, and staff and building/ sustaining an environment of inclusion;
- Offer evidence of personal ethics and integrity with a management philosophy focused on trust, loyalty, and mutual respect with faculty, staff, and students; an open-door administrative style that emphasizes transparency; and
- Demonstrate an ability to listen to all points of view and to solicit and support diverse perspectives; support and manage a collegial decision-making process respecting all stakeholders and leading to a strongly supported outcome.





PROCEDURES FOR NOMINATION AND APPLICATION

Marian University is being assisted by Academic Search. Confidential discussions may be arranged by contacting Ms. Maya Ranchod Kirkhope, Vice President for Consulting Services and Senior Consultant, at maya.kirkhope@academicsearch.org.

Applications should include the following in three separate Word attachments: 1) a thoughtful letter of interest addressing, as appropriate, the key responsibilities and qualifications outlined in this profile, 2) a current, long-form curriculum vitae (CV), showing relevant administrative responsibilities and accomplishments, and 3) a list of five professional references with names, phone numbers, email addresses, and a note explaining the candidate's working relationship with each. References will be called at a later stage and only with the candidate's foreknowledge. Inquiries, nominations, and applications should be sent to MarianDean@academicsearch.org. Please include the nominee's name, position, employer, and email address.

By University policy and search committee affirmation, all information from and about candidates will be kept in strict confidence in perpetuity. For full consideration by the search committee, applications should be submitted by **Monday, January 4, 2021**. For additional information about the institution, please visit www.marian.edu.

Marian University is an Equal Opportunity Employer. All individuals, including minorities, women, individuals with disabilities, and veterans are encouraged to apply.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Marian University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.



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