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**SEARCH PROSPECTUS:** Dean of the Byrum School of Business
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 and offers a multitude of undergraduate, graduate and professional programs. Marian University has experienced significant growth over the last decade and is seeking a dynamic and committed leader to serve as Dean of the Byrum School of Business. The Dean has the primary responsibility for enhancing the quality of, and advocating for, the Byrum School; growing enrollment; building new academic programs; ensuring strong management and oversight of existing academic programs; managing budgets effectively; and strengthening external partnerships. The next Dean will work with the faculty, administration, staff, students, alumni, donors, and business leaders to strategize and implement a bold vision of the Byrum School’s future. The new Dean is expected to take office by July 1, 2019.
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 3,600 full-time equivalent students with more than 2,430 undergraduate students. The institution 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 40 states and 34 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 80%. Students are increasingly being drawn from outside of Indianapolis, although the major catchment area remains central Indiana.

Marian’s visionary president of 18 years, President Daniel Elsener, and newly appointed 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.
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.

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. In addition, Marian will open 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. Marian is currently searching for an Executive Director of the Walker Center who will be a strong partner, along with the other deans, as well as the new Byrum School dean.
The Byrum School is committed to preparing transformational leaders for the future through an engaged learning model that leads to superior outcomes and a positive reputation in the community. The hands-on, high-engagement curriculum begins preparing students for the business world from day one, exposing students to actual businesses and allowing them to analyze and solve problems for local companies. The home of the Byrum School is the Paul J. Norman Center, a high-tech, state-of-the-art facility that opened in January 2018. The Byrum School has received specialized accreditation for its business programs through the International Accreditation Council for Business Education (IACBE) – the last accreditation review was in July 2017.

Business majors at Marian University can earn one of five bachelor’s degrees (Accounting, Business Analytics, Finance, Management and Marketing) that can be paired with six business concentrations—or majors and minors outside of business—according to their individual career goals and aspirations. Graduates enjoy job placement rates that are consistently near 100% for professional employment within six months of graduation. The Byrum School has collaborated with more than 100 corporations and nonprofit organizations throughout the state on projects ranging from business and market research to consulting on special projects and initiatives.

Total enrollment in the Byrum School of Business is 342 students; management is the largest major. Byrum School students are about 77% male and 23% female; 82% are Indiana residents and nearly 22% are minority; almost 50% are student-athletes. There are 10 full-time faculty members. The Byrum School has an active and dedicated Board of Visitors comprising alumni, Indianapolis business executives, and central Indiana civic leaders who help Marian University advance the School of Business mission.
The Dean should be a visionary leader possessing the personal and professional skills to lead the Byrum School into a new era of scholarship, teaching, and learning. The Dean reports directly to the Provost and is charged with providing innovative leadership necessary for the Byrum School to attain its vision and mission. The Dean is responsible for providing leadership and overall management of the Byrum School, including enrollment growth; strategic planning; support for instruction and research; personnel evaluations; preparation and management of budgets; curriculum development; and fundraising. The Dean is expected to develop extensive collaborative relationships with members of the University community to maximize resources, and to expand interdisciplinary collaboration that values the liberal arts education at the core of effective business practices. The new Dean will also continue to build partnerships with the Indianapolis business community.

The current Dean will be retiring at the end of the academic year and has set the stage for a new Dean to help move the Byrum School to the next level. In order to move the School forward, a key to the Dean’s leadership effectiveness will be to quickly establish a full understanding of the people, programs, and relationships that constitute the Byrum School community.
**Brand:** Build the Byrum School’s global brand as a leader in experiential education and expand current programs to national and international stature.

**Strengthen Enrollment:** Enhance the Byrum School’s culture of excellence by continuing to attract and retain the best students.

**Community Engagement:** Be an effective advocate for the Byrum School and a partner with the Business community and Board of Visitors to develop awareness of the regional workforce needs and secure internships, class projects, and job placements for students in addition to supporting the fundraising effort.

**Budget Management:** Oversee the School’s operating budget, demonstrate fiscal acumen and be a skilled manager who will allocate resources in alignment with institutional and School priorities.

**Funding:** Increase current revenue and develop new revenue streams; provide leadership for the Byrum School’s development and fundraising goals.

**Diversity:** Increase diversity among faculty, staff, and students to reflect local and regional demographics and enrich the learning and teaching environment.

**Academics:** Ensure that undergraduate programs are rigorous and competitive; enhance the use of instructional technology; support online course offerings; and prepare students for success in the global business arena by expanding study abroad programs, international business internships and career placement resources. Explore and develop new undergraduate and graduate programs.

**Marketing:** Convey to prospective students a clear understanding of how the Byrum School’s reputation for top-ranked programs will positively impact their education, improve their competitiveness in the job market, and launch their successful careers.

**Interdisciplinary:** Promote interdisciplinary programmatic and scholarly collaborations with other academic units at the University. Work in concert with other members of Marian’s administration and various departments while functioning as a spokesperson for the Byrum School of Business; establish a strong collaborative relationship with the newly appointed Director of the Walker Center for Applied Ethics to create new opportunities and forge a number of joint initiatives.

**Faculty and Staff:** Value faculty and follow best practices in recruiting and retaining faculty, supporting faculty development, and maintaining clear and appropriate standards for tenure and promotion; value the different roles of faculty members and support their commitment to teaching and mentoring as they continue their scholarship activities. Increase opportunities for staff input in order to grow their valuable role throughout the School.

**Communication:** Develop regular and dependable communication channels among staff and faculty; build an integrated, cohesive organizational structure that encourages departments and committees to work together productively.
The Search Committee has identified the following attributes they seek in the next Dean of the Byrum School of Business:

- A terminal degree in a business discipline and significant administrative experience in a business school, or an equivalent combination of education and experience;
- Recognition as a distinguished leader in business or academia with an appreciation for teaching and scholarship, including an exceptional record of achievement that will warrant an appointment as a faculty member, as appropriate to experience and credentials;
- 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;
- Prior experience desired in raising funds from individuals, corporations, and foundations;
- An understanding of professional and regional accreditation standards and practices to lead the Byrum School of Business and its related degree programs through successful accreditation processes;
- With evolving market demands, an ability to foster entrepreneurial thinking, support innovative initiatives and an appreciation of interdisciplinary and experiential learning;
- Demonstrable ability to speak to the Catholic mission, identity and Franciscan values of Marian University in a compelling way;
- Success in driving progressively increased levels of diversity among students, faculty, and staff and building/sustaining an environment of inclusion that reflects the contemporary global business community;
- The highest 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;
- Demonstrated 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;
- An engaging personality, excellent communication skills, and a consensus-building, goal-centered management approach that encourages success, emphasizes accountability, and produces measurable outcomes.
Marian University is being assisted by Academic Search, Inc. Confidential discussions may be arranged by contacting Ms. Maya Ranchod Kirkhope, Senior Consultant, at mrk@academic-search.com or 703-380-9195.

Applications should include: 1) a thoughtful letter of interest addressing, as appropriate, the key priorities and attributes 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 as an e-mail attachment in Microsoft Word format to MarianDean@academic-search.com.

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 Friday, May 3, 2019. Additional information about the institution can be found at https://www.marian.edu.

Notice of Nondiscrimination
Marian University does not discriminate on the basis of race, ethnicity, color, sex, gender, gender identity, sexual orientation, religion, creed, national origin, age or disabilities in the selection of administrative personnel, faculty and staff, and students.

In the 2019 U.S. News & World Report rankings of top colleges across the nation, Marian University climbed significantly in three key categories:
- #10 Most Innovative Regional University (Midwest)
- #24 Best Value University (Midwest)
- #38 Best Regional University (Midwest)

The Wall Street Journal included Marian among the top 10 Indiana private colleges in its 2016 rankings.

Indianapolis
- The City of Indianapolis is ranked #5 in the nation for "high tech industry job growth" and #11 among the nation's "best cities for young professionals" by Forbes.
- With a critical mass of innovative digital technology companies like Salesforce, Emarsys, and others, Software.org ranked Indiana #2 in software job growth in 2017.
- Indianapolis was on the 2018 short list for Amazon's new headquarters, along with Chicago, Los Angeles, Boston, New York City, and Atlanta.
- According to Airbnb.com, Indianapolis was one of only two American cities to top Airbnb's "hottest destinations" around the world in 2018.
- Travel + Leisure named Indianapolis one of America’s Favorite Cities.
- With a critical mass of innovative digital technology companies, Indy is the fifth-fastest growing city in the United States for high-tech job growth according to Forbes.
- Home of hundreds of major employers in business sectors like biosciences, pharmaceuticals, logistics and distribution, and advanced manufacturing.
- Known as the “Crossroads of America,” two-thirds of the United States population can drive to Indy in 10 hours or less.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Marian University - Indianapolis in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academic-search.com/.

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