

SEARCH PROFILE:

DEAN OF THE COLLEGE OF BUSINESS



INDIANA**TECH**

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THE OPPORTUNITY

Indiana Tech—a private, not-for-profit comprehensive university based in Fort Wayne, Indiana—seeks applications and nominations of outstanding leaders for the next Dean of its College of Business. This is an exceptional opportunity for an innovative, forward-thinking leader to advance the university's mission of delivering career-focused, hands-on education aligned with real-world workforce needs.

Indiana Tech is a comprehensive university known for its commitment to professional programs and world-class student support. With a strong emphasis on experiential

learning, the university seeks a Dean who will ensure that graduates enter the workforce years ahead of their peers, equipped with practical skills, innovative thinking and leadership acumen.

This is a pivotal moment to shape the future of business education at Indiana Tech. The university is seeking a dynamic, entrepreneurial leader who will champion academic excellence and ensure the College of Business continues to serve as a valuable resource for both students and regional employers.



INDIANA TECH

Founded in 1930 as an engineering college, Indiana Tech today is a comprehensive university with a core purpose of providing career-focused, professional programs of higher education. Indiana Tech is a four-year private, not-for-profit university regionally accredited by the Higher Learning Commission. Indiana Tech has cultivated a strong financial position over the last decade, a hallmark of a proactive business model approach to decision-making and sound fiscal stewardship.

The university's dedicated faculty and staff offer a rich mix of academic programming. Indiana Tech delivers programs on campus and online, leading to certificates and degrees at the associate, bachelor's, master's, and doctoral levels. Indiana Tech has three academic units: the College of Business; the Talwar College of Engineering and Computer Sciences, and the College of Arts and Sciences.

Nearly 1,500 undergraduate students (64% of which are student-athletes) attend our beautiful 50-acre residential main campus, which is adjacent to downtown Fort Wayne, the second largest city in Indiana. Over the last 20 years, Indiana Tech has played a key role in the revitalization of Fort Wayne, investing over \$120 million at our main campus, and over \$22 million at our Warrior Park athletic complex on the south side of the city.

More than 4,300 students are enrolled in the university's online programs at the undergraduate and graduate levels. Indiana Tech was an early adopter of online education and has steadily grown by developing innovative online programs for working learners. The university is committed to supporting its broad array of in person and online programming to ensure its future growth.

Dr. Karl Einolf assumed the presidency of Indiana Tech in July 2017, and has made raising academic quality, increasing retention and graduation rates, and improving the student experience as top priorities for the university. The on-campus student population has seen growth in enrollment, and

the campus has expanded its residence life services and facilities. Indiana Tech is in excellent financial condition, with minimal debt. The endowment has grown to over \$160 million, with net surpluses smartly reinvested over the last several years. On the Fort Wayne campus, several state-of-the-art buildings and facilities have been recently constructed or upgraded, and the campus has little deferred maintenance.

MISSION, JUST CAUSE AND CORE VALUES

MISSION

Indiana Tech provides learners with a professional education, prepares them for active participation, career advancement, and leadership in the global 21st-century society, and motivates them toward a life of significance and worth.

JUST CAUSE

We seek to empower every person in the world to increase their knowledge, build their skills, reach their fullest potential, and positively impact their community.

CORE VALUES

Respect: Treating all stakeholders fairly and equitably.

Commitment: Affirming an unceasing dedication to educating the whole learner.

Honesty: Demonstrating truthful behavior in an open environment.

Passion: Possessing a burning desire to fulfill its purpose, mission, and vision.

Integrity: Behaving consistently with mission and core values.

Belonging: Welcoming all to our community and allowing all voices to be heard.

The university's core purpose is to provide career-focused, professional programs of higher education.

INDIANA TECH FAST FACTS

*statistics are from our most recently completed academic year, 2024-25

Total enrollment

5,250

On-campus

1,441

Online

3,809

Undergraduate

4,130

Graduate

1,120

Post-graduate

135

Non-degree seeking

60

Students of color

33%

International students

13%

Male

49%

Female

51%

Pell-eligible students

55%

Students from Indiana

52%

Students from other U.S. states

34%

Undergraduate admissions acceptance rate

79%

Student-faculty ratio

13:1

Average class size

15

Full-time faculty

64

Adjunct faculty

331

Number of athletic teams

30 (Wolverine-Hoosier Athletic Conference, NAIA)

Nickname

Warriors

Mascot

Maximus, the Warrior

Colors

Orange and black





INDIANA TECH POINTS OF PRIDE

- To begin the 2025-26 academic year, on-campus enrollment is 1,461. The university is also experiencing record PhD enrollment at 156.
- Indiana Tech added a Doctor of Business Administration, a B.S. in Pharmaceutical Sciences and a B.S. in Environmental Studies to its program offerings to begin the 2025-26 academic year.
- Indiana Tech has partnered with several regional universities to provide broader educational opportunities for its students including an Accelerated Bachelor of Science in Nursing (with Huntington University and Parkview Health), a pathway to teacher licensure (with the University of Saint Francis), a pathway to PharmD (with Manchester University) and a pathway to law school (with Ohio Northern University, the University of Akron and the University of Toledo).
- The university pursues symbiotic corporate partnerships and has several in place with high-profile organizations throughout the United States.
- Building community on campus is a priority for Indiana Tech. The Office of Student Affairs offers more than 25 student organizations to get students engaged in their interests or careers and meet others on campus. In addition, the Office of Student Engagement presents more than 145 free events each year and oversees a robust intramural program that strives to entertain students and get them connected.
- Indiana Tech's cyber defense team, the Cyber Warriors, finished as the sixth-best team in the nation in 2025. The Cyber Warriors have won 18 Indiana state championships, including 11 straight. Indiana Tech is designated as a National Center of Academic Excellence in Cyber Defense (CAE-CD)—valid through academic year 2028—for its Bachelor of Science in Cybersecurity degree program.
- More than \$21 million is awarded annually in academic merit or performance scholarships, with automatic merit-based scholarships for first-year students reaching up to \$18,000. One-hundred percent of our on-campus undergraduate students receive institutional aid, such as scholarships or need-based grants.
- Indiana Tech has been designated a Military Friendly® School for 2025-26 by Viqtory, a service-disabled, veteran-owned small business (SDVOSB) that connects the military community to civilian employment, educational and entrepreneurial opportunities for a 14th straight year.
- In September 2025, Indiana Tech was recognized as one of the nation's Great Colleges to Work For®.
- Last year, Indiana Tech received a \$21 million grant from Lilly Endowment, Inc. to build Junction 36, a state-of-the-art advanced manufacturing and innovation center at the Electric Works campus near downtown Fort Wayne. Construction on this facility will begin soon.
- The Indiana Commission for Higher Education (Commission) has recognized Indiana Tech as a Tier 3 Collegiate Purple Star of Indiana designated institution for its commitment to supporting the United States military-affiliated student population from application to graduation.
- Historically, Indiana Tech graduates have made immeasurable contributions to society in a wide range of fields, including space exploration, aviation, technology, electronics, business and retail. Additionally, countless people all over the world have been employed by those who got their start at Indiana Tech, forged ahead with their entrepreneurial spirit and created companies of their own.
- Indiana Tech's athletic teams have earned 21 national championships over the years in men's and women's track and field, men's and women's bowling, men's ice hockey and women's lacrosse. In addition, 103 individual athletes have earned national championships in their respective sports.



FORT WAYNE AND THE REGION

Fort Wayne, Indiana, is the state's second-largest city and northeast Indiana's cultural hub. It is home to 270,000 citizens, 15 museums and art galleries, a philharmonic orchestra, a botanical conservatory, a nationally renowned zoo, semi-professional sports teams, awesome music venues, diverse dining options, a popular trail system and nearly 100 public parks.

An influx of investment over the past 15 years has turned Fort Wayne's downtown into vibrant destination that offers plenty of options for fun. The city's growth and progress have earned it several national recognitions for its outstanding quality of life:

- Fort Wayne is a four-time National Civic League All-America City (2021, 2009, 1998, 1983)
- U.S. News & World Report ranked Fort Wayne as the #1 most affordable place to live in the U.S. (2024)
- HomeSnacks found Fort Wayne to be the nation's sixth-best city to raise a family (2024)
- SmartAsset.com recognized Fort Wayne among the top cities for work-life balance (2021) and early retirement (2020)

To learn more about Fort Wayne and its accolades, go to visitfortwayne.com.



INDIANA TECH'S COLLEGE OF BUSINESS

Indiana Tech's College of Business immerses students in cutting-edge business practices and equips them with the skills necessary to establish successful careers in the global marketplace. Its students receive real-world instruction from world-class faculty who bring decades of industry experience into the classroom. In addition, the College of Business creates outside-the-classroom opportunities for students to learn from and network with respected businesspeople within the community.

College of Business students can upskill with a targeted certificate program, get their career started with an undergraduate degree or prepare for a next-level position with a graduate or doctoral degree. The college's dynamic learning environment delivers impactful education—on site or online—that prepares graduates to thrive in today's complex business environment.

The College of Business has received specialized accreditation for its business programs through the International Accreditation Council for Business Education (IACBE). In addition, the university's human resources program is endorsed by the Society for Human Resource Management and its project management program is recognized by the Project Management Institute as an Authorized Training Partner.

The Cunningham Business Center, home of Indiana Tech's College of Business, underwent a major renovation, which was completed in 2016. Additions during that project were the STAR Bank Enterprise Center, an innovative computer lab and classroom space that serves as the home of courses related to financial services and entrepreneurial studies; the Abraham and Ellen Smaardyk Center for Advanced Learning Technology, which features equipment for digital media production; and thoughtful "co-lab" classrooms, which were designed to foster collaboration and teamwork on projects.

In 2024, a Sport Management Lab was added to the building to supplement the university's growing Sport Management degree program. That classroom was enhanced with new technology, audio and video upgrades, including six 75-inch displays, and a completely modernized student seating arrangement. The new environment is better equipped for project-based discussions and activities, group-based work and executive-style presentations.

The College of Business consists of 17 dedicated faculty members, ranging from those with long tenures at Indiana Tech to several new faculty hired over the past three years to support program growth. The Associate Dean of the College of Business reports to the Dean. The Dean reports to the Vice President for Academic Affairs and is a member of the university's Senior Leadership Council.

Providing outstanding online education is an ongoing priority for the university. As such all three colleges are supported by the university's Online Learning Team consisting of the Dean of Online Learning, three Assistant Deans of Online Learning (One of these provides direct support to the College of Business), six Instructional Designers, and a team of six Student Support Advisors. This construct provides the necessary support needed for program growth and success.



QUALIFICATIONS/RESPONSIBILITIES OF THE DEAN

Indiana Tech seeks a new Dean of the College of Business who possesses vision and an entrepreneurial spirit – a leader who demonstrates a commitment to the mission and values of Indiana Tech, as well as student success, academic quality, and innovation in business education.

MINIMUM QUALIFICATIONS:

- Possess a PhD or other terminal degree in business or a related discipline.
- Strong academic background in teaching, service and professional activities that would merit appointment as a tenured professor in the university.
- Proven track record in academic administration, with specific experience in assessment processes, accreditation procedures, and new program development

PREFERRED QUALIFICATIONS:

- Industry experience is not required but is preferred.
- The ideal candidate will also have a demonstrated ability to cultivate external partnerships and engage with regional businesses and community stakeholders.

IN ADDITION, IT IS EXPECTED THAT THE NEXT DEAN WILL:

- Provide strong leadership and a dynamic vision for the College of Business that accelerates the college's success in the current and future landscape of higher education;
- Embrace and promote Indiana Tech's hands-on, applied learning approach, ensuring strong industry relevance and student engagement;
- Align college initiatives with the university's vision of being a recognized leader in workforce-ready education;
- Establish external industry partnerships for workforce development, student internships, advisory board service, and support for new programs;
- Communicate effectively with all constituents and serve as an articulate advocate for all College of Business programs to alumni, donors, and friends of the college;
- Encourage and engage in the growth of the college's external funding success through philanthropic development and grant applications;
- Lead actively, think strategically, foster a culture of results and nurture cohesion and community among faculty, staff and students;
- Ensure the College of Business meets IACBE designation standards and principles;
- Advocate for both on-campus and online learners and demonstrate a commitment to serving students;
- Promote excellence in instruction, course development, and effectively manage online programs;
- Support faculty in connecting students to internships, professional associations, and experiences, leading to strong post-graduate placements; and,
- Increase visibility of and enrollment in current and new programs.



APPLICATION PROCEDURES

APPLICATION PROCESS

Academic Search is assisting Indiana Tech with this search. We welcome inquiries, nominations and applications to be submitted by emailing IITBusinessDean@academicsearch.org. Applications should include the following PDF document attachments:

- In a letter of interest, please describe how you intend to help the university advance its mission in this position and explain how you are inspired by the university's vision and values.
- A detailed curriculum vitae.
- The names and contact information for five (5) professional references.

While the preferred date to submit applications is **October 24, 2025**, early submission is encouraged. Confidential discussions about this opportunity may be arranged by contacting senior consultant, Gabriel Esteban (Gabriel.esteban@academicsearch.org)

ABOUT ACADEMIC SEARCH

Academic Search is assisting Indiana Institute of Technology 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.

