

SEARCH PROFILE:


VICE PRESIDENT FOR ACADEMIC AFFAIRS



INDIANA**TECH**

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Indiana Institute of Technology seeks a Vice President for Academic Affairs to serve as the Chief Academic Officer for all Colleges within the University, including the traditional in-person and online modalities. The incoming Vice President will be responsible for overall direction and leadership of the academic functions of the University within the authority delegated by the President. They will partner with other Vice Presidents to promote student success; recruit, retain and engage students; monitor institutional efficiency and effectiveness; and foster connections between academic programs, student experiences, external partnerships, and stakeholders. They will also assist the President in carrying out the mission of the University.

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 Vice President for Academic Affairs.

LEADERSHIP AGENDA FOR THE NEXT VICE PRESIDENT OF ACADEMIC AFFAIRS

- Serve as an advisor and resource to the President on all academic matters.
- Provide leadership and supervision for the planning, organizing, and coordinating of academic affairs while achieving institutional goals and objectives.
- Establish and implement short and long-range organizational goals, objectives, strategic plans, policies, and operating procedures; monitor and evaluate programmatic and operational effectiveness and effect changes required for improvement.
- Develop new innovative academic programs, in collaboration with the Deans, to meet the needs of industry and society. Maintain and improve existing academic programs to remain current and relevant for industry needs.
- Champion a high-quality and successful student educational experience at Indiana Tech.
- Collaborate with the Deans to support and provide oversight for all accreditation efforts within traditional, adult, and online educational programs.
- Develop, prioritize, and lead strategies for the division to improve retention and promote student success among students.
- Foster and support a culture of collaboration and engagement within Academic Affairs.
- Cultivate and advance effective pedagogical practices among faculty.
- Build an inclusive community and encourage close collaboration among faculty and staff throughout the institution.
- Promote a participative and collaborative academic governance system.
- Support and maintain high standards in hiring, tenure, and promotion decisions.
- Attract new faculty and staff and engage them in the work of improving and enriching the campus.
- Provide ongoing support, development, and supervision to the Academic Affairs departments, including each of the Colleges, Registrar, Library, Online Learning, Teaching Excellence Center, and Academic Youth Programs.
- Provide guidance to faculty in their pursuit of outside funding from federal, corporate, and foundation resources.
- Develop an annual operating and capital budget in conjunction with the President and Cabinet. Monitor financial results within the approved budget and adjust as necessary.
- Engage in the wise allocation of limited resources while supporting the ongoing needs for faculty teaching, academic program development, and technology.
- Maintain a visible profile on campus and with external constituencies and engage with the faculty, students, alumni, and staff. Anticipate and stay abreast of emerging issues and remain professionally active.
- Support the vision, mission, and strategic plan of Indiana Tech.
- Serve as a member of the President's Cabinet and Senior Leadership Council.
- Perform additional duties as assigned.



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

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.

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.

INDIANA TECH FAST FACTS

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

Total enrollment	International students	Average class size
5,250	13%	15
On-campus	Male	Full-time faculty
1,441	49%	64
Online	Female	Adjunct faculty
3,809	51%	331
Undergraduate	Pell-eligible students	Number of athletic teams
4,130	55%	30 (Wolverine-Hoosier Athletic Conference, NAIA)
Graduate	Students from Indiana	Nickname
1,120	52%	Warriors
Post-graduate	Students from other U.S. states	Mascot
135	34%	Maximus, the Warrior
Non-degree seeking	Undergraduate admissions acceptance rate	Colors
60	79%	Orange and black
Students of color	Student-faculty ratio	
33%	13:1	





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 Victory, 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.



THE OFFICE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Reporting to the Vice President is the Dean of Business (search currently in progress), the Dean of the Talwar College of Engineering and Computer Sciences, the Dean of Arts and Sciences, the Dean of Online Learning, the Registrar, and the Executive Assistant to the Vice President. The Director of the Library, the Director of the Writing Center, the Director of International Student Academic Engagement, and the Director of the Teaching Excellence Center (TEC @ Tech) also report to the Vice President for Academic Affairs.

POSITION QUALIFICATIONS:

Minimum qualifications:

- Five to ten years of directly related leadership experience in higher education required, preferably in academic leadership at the Dean or Vice President level.
- Experience with the education of traditional-aged and working adult students through career-focused programs delivered in multiple modalities (in-person, online, accelerated, and hybrid).
- Terminal degree and strong track record of teaching and administration.

Preferred qualifications:

- Ability to manage multiple priorities, including visionary leadership for Academic Affairs and collaborative work across the institution.
- Experience in inclusively engaging staff, Deans, Program Directors, Chairs, and faculty in the work of the university.
- Demonstrate leadership in setting academic standards and ensure the faculty's ability to meet those standards.
- Ability to foster an environment and support systems to maximize student learning and remain responsive to student needs
- Experience in developing and managing an operational and capital budget.
- Support the academic mission through management and effective stewardship of the budget.
- Actively participate in faculty meetings and ensure delivery of quality academic programming.
- Ability to establish trust and respect between the faculty and staff.
- Experience leveraging technology and its use in teaching and administration.
- Ability to communicate effectively and be an active listener.
- Willing to embrace a collaborative working style with the President, leadership team, and administrative staff.
- Ready to be a visible and articulate spokesperson to internal and external audiences.
- Ability to represent and reflect the President's vision for academic matters.



APPLICATION PROCEDURES

APPLICATION PROCESS

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

- A letter of interest that describing your qualifications for the position.
- A detailed curriculum vitae.
- The names and contact information for five (5) professional references.

While the preferred date to submit applications is **November 3, 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.

