



**Dean
The Media School
Indiana University Bloomington
Bloomington, IN**

We seek to understand media in all of their historical and evolving aspects. We seek to train students to be ethical and creative practitioners in media fields, to produce and disseminate media products of the highest caliber, and to conduct research that analyzes media messages and their social impact.

- Media School Mission Statement

THE SEARCH

Indiana University Bloomington (IUB) seeks a trailblazing, dynamic, and entrepreneurial dean to lead the Media School (the School) into its next decade of growth and influence. Reporting directly to the provost, this media-focused dean will lead the School with an eye towards innovation deepening its successful teaching and research in media production, communication research, journalism, advertising, public relations, and cinema and media studies. The dean will lead the faculty in shaping a range of programs that build on the School's creative, analytical, and technological leadership to keep IU Media in the forefront of this rapidly changing field which is woven into the fabric of society giving this next dean the opportunity to create an impact that will reverberate through generations.

This is a defining moment for the Media School during a transition time for the University, higher education, and the field. Indiana University and its flagship campus have new leadership and there's an opportunity for the Media School to be an essential and integral part of the connective tissue of the entire institution and an essential partner in its national and global ambitions. With a push for more interdisciplinary programs across IUB, and media intrinsically combining the creative and the technological, the Media School is well positioned to be at the cutting-edge of partnerships in IUB's areas of expertise in the health sciences, medicine, environmental policy, business, the performing arts, architecture and design, law, and informatics and computing. There are abundant possibilities to build upon given the breadth and depth of media offerings at IUB. This is an exceptional opportunity for a creative and collaborative leader to grow the Media School's position within one of the nation's leading public, comprehensive, research universities with a historical commitment to impactful teaching and research in the field of media studies.

Formed in 2014, as a school within the College of Arts and Sciences, the Media School is comprised of the prestigious century-old journalism program, the half-century-old telecommunications program, and over fifty years of film and media studies housed in the communication and culture program. The nearly 2,000 Media School students can choose from multiple majors linked to faculty in Cinema and Media Studies, Communication Science, Journalism, and Media Arts and Production. The Media School has an important, long-standing partnership with the separate Radio/TV department, which operates IU's public radio and



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television stations. IUB's communications programs have ranked in the top 20 for the past four years in the Academic Ranking of World Universities.

The new dean, in collaboration with the 73-member faculty, will articulate a vision and strategic plan for the Media School that will strengthen interdisciplinary connections among the programs of the Media School and other schools of the university. This second deanship for the School follows the founding dean who served for the first seven years, with an interim dean being in place since 2020. The next dean will continue to build upon the foundation laid since 2014, fostering partnerships between disciplines, institutions, and creative entities in the region and in other locations where IUB is extending its presence nationally and globally.

The Media School has an endowment of more than \$29.5 million including 119 endowed funds to support faculty and students. The Media School dean will provide strategic leadership for the academic and administrative activities of the Media School, further its legacy of intellectual contributions and ongoing impact, and develop new streams of support for the Media Schools' diversity of scholarship and depth of student excellence. The next dean will be a compelling public face of the School, have a sophisticated understanding of the scholarly enterprise, demonstrate a record of collaborative leadership, bring vigor and passion for the Media School's educational and research mission, have significant depth of managerial experience, and be an effective fundraiser.

In this effort, Indiana University Bloomington has retained Isaacson, Miller, a national executive search firm, to assist a university search committee. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

INDIANA UNIVERSITY BLOOMINGTON

Founded in 1820, [Indiana University Bloomington](#) is the flagship residential, doctoral-extensive research campus of [Indiana University](#) (IU), with additional core components including its Indianapolis campus in the center of the capitol city, the highly ranked IU school of Medicine in Indianapolis, and several campuses and regional centers across the state. Indiana is committed to excellence; global engagement; inclusion and diversity; academic freedom; and meeting the changing educational and research needs of the state, the nation, and the world.

The Bloomington campus enrolls over 35,000 undergraduate and more than 11,000 graduate students who learn, explore, and grow in 22 thematic and academic living-learning centers, over 200 [research centers and institutes](#), and more than 200 bachelor's and [graduate programs](#) within its 17 [schools and colleges](#). [Diversity, equity, and inclusion](#) are core values of Indiana University, and Indiana has consistently increased the diversity of its entering class in recent years. Fourteen-percent of IU Bloomington students are Pell recipients, and the campus has pioneered efforts to support them with wraparound scholarship programs. In addition, the campus hosts a number of [programs and centers](#) to support students from diverse backgrounds.

IU Bloomington boasts the top-ranked environmental policy and management, public affairs, and nonprofit management graduate programs in the country. It has the world-renowned IU Jacobs School of



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Music and the number four ranked MFA theater program. IU Bloomington’s Kelley School of Business is ranked eighth in the 2022 *U.S. News and World Report* for Best Undergraduate Business Programs along with its many top-ten graduate programs. The Bloomington campus is also home to a number of recently formed and emerging schools and programs that are integral to its future, including: [The Luddy School of Informatics, Computing, and Engineering](#); the [Integrated Program in the Environment](#); “sibling schools” within the College of Arts and Sciences – the Eskenazi School of Art, Architecture + Design and the Hamilton Lugar School of Global and International Studies; and a recently completed \$557 million regional academic health center, [IU Health Bloomington](#). IU faculty, students, and alumni reflect the highest standards of their fields, bringing home prestigious [national and international awards](#), including Nobel and Pulitzer Prizes; Tony, Emmy, Oscar, and Grammy Awards; and Guggenheim and Fulbright Scholarships.

Indiana has a long and distinguished record of international engagement, beginning early in the history of the university and growing exponentially in the second half of the twentieth century. The campus offers instruction in more languages than any other American university. Indiana welcomes more than 6,000 international students from 140 countries, and one in three Indiana undergraduate students participate in a [study abroad experience](#) before they graduate.

Located just an hour south of the state capital in Indianapolis, Indiana is widely considered to be one of the country’s most beautiful college campuses. Many of the campus’s original buildings were constructed from limestone quarried just a few miles away, and the recent building program on campus has remained true to that heritage. Bloomington, a city of almost 86,000, stands among the highest-ranked college towns for quality of life in the nation. The century-old, 500,000 square-foot [Indiana Memorial Union](#) (IMU) is a center of campus life, typically hosting more than 17,000 events each year. The campus and the town are lively: there are more than 1,400 musical performances on the IUB campus each year. And the Musical Arts Center, the primary performance home of the Jacobs School of Music, is regularly compared to the Metropolitan Opera in New York City and is among the grandest collegiate performance venues in the nation.

Leadership

Pamela Whitten, President

Pamela Whitten became the 19th president of Indiana University on July 1, 2021.

A visionary scholar and accomplished educator and researcher, Whitten has held a variety of leadership roles, beginning at Michigan State University where she served as a dean for five years, and most recently as president of Kennesaw State University.

As IU’s first female president, Whitten assumes the helm at one of the nation’s leading research universities at a time of record-level research funding and philanthropic support.

Whitten holds a Ph.D. in communication studies from the University of Kansas, a Master of Arts in communication from the University of Kentucky, and a Bachelor of Science in management from Tulane University. She is an internationally recognized expert in the field of telemedicine. As part of her work in



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higher education, she additionally held leadership roles at the University of Georgia and the University of Kansas Medical Center.

Rahul Shrivastav, Provost and Executive Vice President

Rahul Shrivastav is Provost and Executive Vice President of the Indiana University Bloomington campus, a position he assumed February 15, 2022.

Throughout his career, Shrivastav has prioritized student learning. He has taught graduate and undergraduate courses across a range of topics, mentored doctoral students and post-doctoral fellows at the University of Florida and Michigan State University; and hosted Fulbright fellows from India, Jordan, and Brazil. In addition, he continues to have an active research program funded by grants from the National Institutes of Health.

Shrivastav's undergraduate and graduate training are in speech and hearing sciences from the University of Mysore, India. He received his doctoral degree in speech and hearing sciences, with a minor in cognitive sciences, from IU Bloomington.

To view the Dean's advisory board please [click here](#) and to read more about the organizational structure [click here](#).

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The Media School, formed in 2014 is one of three schools affiliated with the College of Arts & Sciences along with the Hamilton Lugar School of Global and International Studies and the Eskenazi School of Art, Architecture + Design. The College of Arts & Sciences has more than 120 departments, programs, centers, and institutes. The Media School Dean reports to the provost and collaborates with the executive dean of the College of Arts & Sciences with which it shares some administrative and support services.

The Media School is rooted in the long heritage of three programs at Indiana University: journalism, telecommunications, and communication and culture. These three areas of study have overlapped and dovetailed with one another throughout the last 100 years, reflecting the shifting communication theories and technologies of the times. Today, the Media School is comprised of four academic units: Cinema and Media Studies, Communication Science, Journalism, and Media Arts and Production.

Along with 11 concentrations, the approximately 2,000 Media School undergraduate students can choose from four degrees: BA in Journalism, BA in Media, BS in Game Design, and a BFA In Cinematic Arts. IUB's communications programs have ranked in the top 20 for the past four years in the Academic Ranking of World Universities and won [numerous awards](#).

The Media School holds 119 endowed funds with a total endowed value of over \$29.5 million. The Media School has a student population of 1,927 (1,852 undergraduates and 75 graduate students of which 25 are in master's programs and 50 in the doctoral program). In addition to the undergraduate enrollment, 338 IUB students are currently enrolled as Pre-Media. The Media School offers local, national, and



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international opportunities, which include internship opportunities in Los Angeles, employer visits in New York and Chicago, as well as partnerships with Peking University and the National University of Kyiv-Mohyla Academy.

To establish strong ties to public education and aid in enrollment, the Media School offers [pre-college programs](#) which are summer camps hosted on campus to middle and high school students from across the country. These programs include [Cinema Academy](#), [Game Development Camp](#), and the long-established [High School Journalism Institute](#).

Students

The Media School enrolls aspiring journalists, advertising and public relation professionals, film and television directors, game designers, video and sound engineers, film and television writers, and producers as well as dedicated film and media researchers in all facets of media. They hail from 38 states and 24 countries (84 international students), and they represent a broad spectrum of racial and ethnic identities as well as sexuality and gender-identity cultures. Sixty-one percent of the School's nearly 2,000 undergraduate and graduate students identify as female and 39 percent as male. Underrepresented minority students make up 17 percent of the Media School's student population, driven by significant recent gains in Hispanic and African-American enrollment. The School has an undergraduate retention rate from a student's first to second year of 90 percent and the four-year graduation rate is 72 percent.

There are over 20 student organizations offered that include [Arbutus](#), [IUSTV](#), [WIUX](#), and [American Student Radio](#). Students and alumni continue to be dedicated to the missions of the editorially independent, [Indiana Daily Student](#) (IDS), and the nonprofit, nonpartisan, [Arnolt Center for Investigative Journalism](#), established in 2019 by a \$6 million blended gift that funds an endowed chair, graduate fellowship, undergraduate scholarship, and an endowed operating fund. This is the largest gift in the history of the Media School. The Media School also houses seven centers and institutes—including the [Black Film Center/Archive](#), the [Institute for Communication Research](#), the [Center for Documentary Research and Practice](#) and the [Center for International Media Law and Policy Studies](#)—which are central loci for media research and practice in the Media School and across the IU campus.

IU students placed first in the Hearst Journalism Awards Program's national writing championship for seven out of the last ten years and there have been over 40 alumni who have won individual and team Pulitzer Prizes. Media School graduate students have recently located employment in such companies and universities as Electronic Arts, Tinder, Purdue University, University of Virginia, and The Ohio State University.

To see a full list of student awards (page 17) and a comprehensive list of how students can engage locally, nationally, and internationally (page 20) please [click here](#), for more details on graduate programs please [click here](#), for the Media School's Diversity Policy [click here](#) and to read the full diversity report please [click here](#).



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Faculty and Staff

The Media School employs 73 full-time faculty who are routinely honored for excellence in research, teaching, and creative work. Media School faculty awards include Provost and Herman B Wells Endowed Professorships, International Communication Association Fellow, Association for Education in Journalism and Mass Communication Emerging Scholar, national and regional Emmys, and the AEJMC “Birgit Wassmuth Excellence in Education” Visual Communication Teaching Award.

As of 2022, the faculty identified as 67 percent male and 33 percent female. The faculty has grown each year, while their tenure track versus non-tenure-track ratio has stayed relatively consistent (61 percent tenure-track and 39 percent non-tenure-track).

Staff members are a key component of the Media School experience. The 42 staff members manage everything from facilities to career advising, from advertising to enrollment, and budgeting to record-keeping. Staff not only ensure that the needs of the students and faculty are met, but they are facilitators and creators of an open and collaborative culture within the Media School. Many of the staff in the academic departments are also highly skilled, talented, and collaborative media specialists, a distinction that enhances the overall educational experience. Staff members are frequently the conduits of the Media School’s extensive outreach into the communities and are often the consistent points of contact for resolving student concerns.

To learn more about the Media School’s faculty, staff, and awards please [click here](#) (page 11).

Finances

Beginning in 2017-18, the Media School began operating under a responsibility center management (RCM) budget system. The Media School budget was separated from that of the College of Arts & Sciences, affording the school a greater degree of budgetary independence. Due to prior successes and conservative financial stewardship, the school has a healthy budget in place for with ample reserves to focus on new programmatic priorities.

The Media School’s base budget for the fiscal year 2023 is approximately \$17.3 million. Sources of revenue are undergraduate tuition at 72.8 percent, graduate tuition at 4.2 percent, state appropriations and appropriations from the provost at 16.8 percent, and program and course fees at 6.2 percent.

The Media School is strengthening its recruitment efforts and has been increasing its funding for undergraduate and graduate students. In fiscal year 2023, the school has designated approximately \$2.6 million for student financial aid, including scholarships, fellowships, and fee remissions.

Franklin Hall and The Radio-TV Building

The Media School is located in Franklin Hall which was built in 1907 and underwent a \$21 million renovation in 2014. It features a central commons, with a glass ceiling and interactive 24-foot-by-12-foot screen, the Beckley TV studio, equipped with eight HD cameras and connections to the Radio-Television Building and the Mark Cuban Center for Sports Media and Technology. It includes studios for student



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media and classroom production, game design labs, student media space for the IDS, Arbutus, IUSTV, WIUX, and American Student Radio, a screening room, research labs, and analysis space for the Institute for Communication Research, as well as audio and video production equipment for students to check out.

In 2017, Franklin Hall acquired motion capture technology, which allows student filmmakers and game designers to create digital animations based on live human actions, allowing for more lifelike representations. Each year since then, an ad hoc group of students and faculty has collaborated with other departments to produce an animated short film.

The Radio-TV Building is home to teaching studios, labs, and production facilities used by students. Its digital infrastructure was recently upgraded with new wiring, wireless networking, and broadband cable. It features Studio 5, a 2,800-square-foot teaching studio that recently underwent a \$1 million renovation and a production lab with equipment checkout and Macintosh workstations.

Additionally, the school's renowned [Black Film Center & Archive](#), located in the [Wells Library](#), is the only university center in the world dedicated entirely to the collection, preservation, curation, and programming of Black film.

For more about Franklin Hall and to take a virtual tour [click here](#).

ROLE OF THE DEAN

The dean has overall responsibility for defining the Media School's strategic priorities and that they are in alignment with [IUB2030](#) which outline the institutional goals for the next decade. The strategic priorities should be developed in collaboration with the school's faculty and staff; maintaining a faculty of international excellence and educational and research programs of the highest quality; attracting diverse and superb students; forging academic connections with other schools and departments within the university; attracting and managing the financial resources needed to implement the Media School's strategic vision; and maintain productive relationships with alumni and the local, national and global communities of communications scholars, researchers, and practitioners.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

Develop and execute an inclusive and forward-looking vision and plan for the Media School

The dean will create an inclusive and strategic vision that is future-focused and values multiple perspectives, nuances, and fields. The dean will utilize the strong professional and research faculty to help develop new models for preparing future communicators and scholars, reexamining curriculum, and exploring opportunities for interdisciplinary collaboration and new platforms for teaching and learning. The dean will promote a vision that serves as a model for innovation in research and content creation, and that leverages technological advances in all the mass communication fields the Media School represents. The dean will articulate and advocate for the vital role of journalism/journalists in a functioning, self-governing democracy—sorting information, understanding information, and seeking the



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truth. The dean will advocate for, and defend, the First Amendment and its protection of speech and press freedom.

Expand on the Media School's fundraising base and build key partnerships to expand the resource base.

The dean will work closely with university leadership and faculty to develop compelling opportunities to attract philanthropic support. The dean will be expected to continue to nurture loyal and generous donor relationships, while at the same time fostering new ones. Looking to the future, the next dean will need to expand on this solid foundation, building philanthropic bridges to alumni, donors, media leaders, and policymakers to tell the story of the Media School's successes and ambitions. The dean will also be expected to develop strategic and fruitful relationships with industry and community leaders.

Grow strategic partnerships and extend the reach of the Media School across the campus and to external collaborators.

The dean will promote and champion the work of the Media School on the local, national, and international stage. The dean will be expected to pursue innovation as integral to excellence and encourage faculty, staff, and students to engage in academic and artistic collaboration. Working in conjunction with the other deans and university leadership, the next leader will identify new opportunities for cross-disciplinary, inter-school partnerships and initiatives, and develop creative strategies for further student and faculty integration within the greater IUB community. Similarly, it will be important for the dean to be well networked across industry and academe and be able to broadcast the strength of the Media School on the national and international stage, developing beneficial partnerships and celebrating the success of the school with external audiences. Given the rich connection to industry within the Media School, an understanding of both industry and commitment to the work of higher education will be important. The dean will also seek a commitment to building partnerships from the local to the international levels that will be key to extending the impact of the Media School.

Demonstrate a commitment to diversity and foster a culture of equity, inclusion, and belonging across the Media School.

The dean is charged with providing the staffing and infrastructure to support teaching, learning, and research. The successful candidate will be adept at supporting the recruitment, retention, and professional development of a diverse faculty and staff. The same is true for supporting a diverse and representative student body. IUB remains committed to increasing the diversity of its undergraduate and graduate student body and to grow diversity in the faculty and staff ranks to reflect that of the student body. The dean will nurture a culture that upholds equity, inclusion, and belonging as pillars inherent in the heart of the institution. With respect to research and teaching, in collaboration with the Media School's faculty and staff, the dean will ensure that the curriculum reflects the true breadth and diversity of the present-day media in all the facets represented within the Media School.



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Adeptly and skillfully manage the Media School's financial resources and facilities

The Dean will be empowered to enhance the financial strength of the Media School while exercising creativity and ingenuity to establish valuable new revenue streams. The dean will grow funding to support faculty in their teaching and scholarship, student fellowship, and financial aid, ease the administrative burdens on faculty and staff, invest in the latest technology and equipment, and enable long-term capital planning. There is also a significant opportunity to build upon the online degrees and courses that the Media School offers.

Develop and execute a plan to recruit and retain the next generation of world-class faculty and continue to build excellence in scholarship and research.

Recognizing the vibrancy in both the professional and research faculty the dean will explore innovative options for collaboration and integration, and support the professional development of faculty and staff at all levels. The dean will showcase and champion the good work being done by the Media School faculty and help foster more collaborations and interdisciplinary projects between research and professional faculty.

QUALIFICATIONS AND CHARACTERISTICS

Indiana University seeks a dean of the Media School who is ambitious for its success and a broad-based thinker who has superb communication and interpersonal skills, demonstrated administrative abilities, a deep commitment to social justice and civic engagement, and a style that promotes transparency and engenders trust and respect. Non-academic candidates are welcome and should be able to demonstrate appreciation and understanding of the role, culture, and importance of the academic mission of the Media School. Candidates should have a history of administrative leadership, the ability to build and cultivate consensus, and accomplishment in creating and supporting a climate of community, understanding, and mutual respect. The search committee understands that while no single candidate may have all the ideal qualifications, it seeks candidates with the following experience and abilities:

- Demonstrated professional and/or scholarly accomplishment;
- A record of innovative leadership in scholarship, pedagogy, and administration in a complex and highly-matrixed environment;
- A deep commitment to the liberal arts, sciences, and humanities that appreciates those disciplines for their inherent value; intellectually sophisticated thinking; and deep engagement with the fields represented at the Media School;
- A champion of rigorous scholarship and inquiry across the disciplines of the Media School; a demonstrated ability to build a culture and infrastructure to encourage and support research and creative activity;
- A demonstrated commitment to shared governance, transparency in management, and data-driven decision making;
- Demonstrated commitment to student success;
- Experience with strategic planning;



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- Financial acumen with a track record of finding efficiencies and building and sustaining organizational resilience;
- A deep commitment to diversity, equity, and inclusion;
- Exceptional communication and interpersonal skills;
- Record of success in fundraising, grant development, and cultivation of external professional partnerships;
- Demonstrated success engaging with the public and external constituencies, including alumni, media and communications professionals, and influencers;
- Demonstrated support for traditional and emerging technologies and the development of leading-edge curricula;
- Evidence of significant and active contribution to the creation and growth of innovative programs;
- Experience working across disciplines and with diverse interest groups;
- Experience in faculty and staff recruitment and development and sensitivity to the unique needs of a diverse community of practicing professionals;
- A proven tolerance and nimbleness when faced with ambiguity;
- Personal and professional integrity.

TO APPLY:

The preferred start date of the Dean is July 1, 2023. Review of candidates will begin immediately; applications received by March 8, 2023 will be given full consideration, but the search will remain open until a suitable candidate is found. At a minimum, candidates should have a record of accomplishment as an academic or a practitioner in a field represented at the Media School with a combination of education and/or professional experience to support a tenured appointment; such a record may include scholarly success, engagement with students, or other experiences that may qualify them to lead a Media School in a renowned R1 university.

All inquiries, nominations, and applications (including—as separate documents—a cover letter, resume, and list of references) should be directed in confidence to Gale Merseth, Vijay Saraswat, and Stephanie Simon online via <https://www.imsearch.com/search-detail/S8-860>.

Gale Merseth, Partner
Vijay Saraswat, Partner
Stephanie Simon, Associate
Isaacson, Miller

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.