

JANET A. HILLIER

Professor Jan Hillier is retiring this year as a clinical associate professor at the Kelley School of Business, having bookended a remarkable career with two stints at Indiana University. After earning a B.A in Sociology from DePauw University and an M.S. in Counseling from Purdue, Jan discovered a passion for business and completed her M.B.A. and a Ph.D. in Organization Theory from IU. After graduation, she spent five years at the prestigious consulting firm McKinsey and Co., honing a strategic, system-oriented, problem-solving approach to her work. Over the next 25 years she went on to several roles as a management consultant and health care administrator, specializing in organization effectiveness, leadership development, and change management.

In the course of her career, Jan has been a psychotherapist, management consultant, and hospital vice president. She has been the architect of several organizational transformations, particularly in the health care sector. Her journey also included six years as a full-time faculty member at the Wake Forest Babcock Graduate School and serving on the board of directors of the Center for Emerging Leadership in Minneapolis, Minnesota.

To cap her career, Jan returned to the Kelley School at IU in 2009 and spent the last 10 years as a clinical associate professor, teaching a wide range of classes across multiple programs: undergraduate, MBA, Kelley Direct, and LAMP. Jan was also the founding faculty advisor and champion of an organization called 180 Degree Consulting (a student organization spawned by McKinsey & Co. and operating only in a select set of elite schools worldwide), where she shepherded many successful student consulting projects in the nonprofit sector.



In her time at IU, Jan had a great influence on students and colleagues. A few select testimonials include:

“One of the most remarkable and character-defining qualities about Jan is her sincere concern for others. This came through in the conscientiousness with which she approached her teaching responsibilities as well as the way in which she always offered both a sympathetic ear and active support to students and departmental colleagues whose life circumstances at the time may have been challenging. Jan reaches out to support people in large and small ways, and always in ways that communicate a genuine interest in others’ welfare and demonstrate her admirable strength, decency, and dependability as a person. These are the qualities that best define Jan Hillier for me.” (Jeff Covin, Glaubinger Professor at the Kelley School of Business and long-time colleague)

“Jan was close friends with my mother and she had a big early influence

on my decision to pursue my Ph.D.—and to do it in Organizational Behavior. Hearing stories from Jan about what an incredible field Organizational Behavior was, and how rewarding of a career academia is, inspired me to also pursue my Ph.D. For that, I will always be thankful to Professor Hillier.” (Anna Connors Lennard, assistant professor of Organizational Behavior, Oklahoma State University and undergraduate student at IU)

“What stands out most to me about Jan as an educator was how she was most sought and admired by our very best students. She cherished rigor and integrity and truth and never inflated grades or relaxed standards or pandered to students in any way. Not surprisingly, it was our highest performing students who most respected and appreciated her courses.” (Timothy T. Baldwin, chair, Department of Management and Entrepreneurship, Kelley School of Business)

“If I could give my daughter one gift, it would be the strength of character that Jan Hillier possesses. Jan embodies everything that a vibrant, successful, assertive woman should be.” (Katherine Ryan, co-director of Communication, Professional, and Computer Skills department and long-time colleague and collaborator)

Jan’s retirement plans include more time to read and reflect at her own pace and sharing the nurturing of a household full of pets with her husband, Craig Hamilton, a retired theatre professor. She leaves a legacy of bold and rigorous teaching, and a dedication to her students that will be dearly missed.

Timothy T. Baldwin