



**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.

-IUB the Media School Mission Statement

THE SEARCH

Indiana University Bloomington (IUB) seeks a trailblazing, media-focused dean to lead the Media School into its next ambitious chapter. The Media School is well-positioned to continue deepening its successful teaching and research impact in media production, communication research, journalism, advertising, public relations, and cultural studies, while at the same time, nurture continued and new growth that will set the school as a widely recognized leader in the higher education media landscape. The ideal candidate will seize the advantages and talents within the Media School and raise it to national and global prominence.

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 television stations.

The dean, in collaboration with the 72-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 with other schools of the university. The dean will foster partnerships between disciplines and institutions and creative industries in the region, and in other locations where IUB is extending its presence nationally and internationally.

The Media School has 114 endowed funds with a total endowed value of over \$27 million. Reporting to the provost and in partnership with the executive dean of the College of Arts & Sciences, the Media School dean will provide leadership for the academic and administrative activities of the Media School, further its legacy of contributions and its ongoing impact, and develop new streams of support for the Media Schools' diversity of scholarship and depth of student excellence. The ideal candidate will have a sophisticated understanding of the scholarly enterprise, demonstrate a record of collaborative leadership,



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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 Indiana University – Purdue University Indianapolis (IUPUI), 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 34,000 undergraduate and more than 11,000 graduate students who learn, explore, and grow in more than 300 bachelor's and graduate [programs](#) and with access to more than 200 [research centers and institutes](#) across 17 [schools and colleges](#). [Diversity, equity, and inclusion](#) are core values of the entire Indiana University system, and Indiana has consistently increased the diversity of its entering class in recent years. A large number of Indiana students are Pell recipients, and the campus has pioneered efforts to support them with [additional financial resources](#). 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 Music and the number five ranked MFA theater program. The IU Kelley School of Business is ranked eighth by *U.S. News and World Report* for Best Undergraduate Business 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](#); and a soon-to-be-open \$557 million regional academic health center, [IU Health Bloomington](#). IU faculty, students, and alumni aspire to 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 approximately 6,500 international students from 127 countries, and one in three Indiana undergraduate students participate in a [study abroad experience](#) before graduating.

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



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true to that heritage. Bloomington itself, a city of almost 87,000, 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.

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

John Applegate, Interim Provost and Executive Vice President

John S. Applegate is interim provost and executive vice president of the Indiana University Bloomington campus, a position he assumed on July 1, 2021. He has served in senior university roles since 2007, most recently as executive vice president for University Academic Affairs. As interim provost and executive vice president, he is the chief academic officer of IU's flagship residential and research campus, with overall responsibility for the campus's operations. He continues his previous university-wide role in public safety.

As a faculty member in the Maurer School of Law, Applegate was appointed as Indiana University's first presidential fellow in 2006, a role through which he served both president emeritus Adam Herbert and president emeritus and university chancellor Michael McRobbie.

A distinguished environmental law scholar, Applegate joined the IU faculty in 1998. He was named the Walter W. Foskett Professor of Law in 2002, and the Calamaras Professor of Law in 2020. Applegate served as the school's executive associate dean for academic affairs from 2002-2009. He holds a law degree from Harvard Law School and a bachelor's degree in English from Haverford College.

Rick Van Kooten, Executive Dean of Arts and Sciences

Rick Van Kooten, who first joined IU Bloomington as an assistant professor in 1993, became the executive dean of the IUB College of Arts and Sciences on July 1, 2019. Before this appointment, he served for five years as chair of the Department of Physics and four years as the IU Bloomington vice provost for research,



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working across the campus as a passionate advocate for scholarly activity. During his tenure, research infrastructure for intelligent systems engineering was established, and funding for humanities research expanded significantly, as the campus secured grants from many sources, including the Luce and Mellon foundations and the National Endowment for the Humanities. While growing up in Canada, Van Kooten was most interested in science. He earned his undergraduate degree in engineering science from the University of Toronto and a Ph.D. in physics from Stanford University.

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, created in 2014, is one of three schools inside the College of Arts & Sciences along with the Hamilton Lugar School of Global and International Studies and the Eskenazi School of Art, Architecture, and Design. The College of Arts & Sciences has more than 120 departments, programs, centers, and institutes. The Media School Dean reports to the provost and works in partnership with the executive dean of the College of Arts & Sciences.

The Media School brought together the prestigious 100-year-old journalism program, the half-century-old telecommunications programs, and over 50 years of IU film and media studies most recently housed in the communication and culture program. The merger of these three units was created by former provost, Lauren Kay Robel, in response to enrollment challenges affecting public liberal arts education nationwide and to reinvent media education for the digital age. The Media School aims to provide students with a relevant and distinct pathway into the liberal arts and to a range of professional careers.

The Media School faculty is organized across four units: Cinema and Media Studies, Communication Science, Journalism, and Media Arts and Production. Offering ten undergraduate concentrations, five MS professional areas, and an MA and PhD in Media Arts and Sciences, students can customize their degree in 170 ways to fit their career goals and aspirations.

In its seven years of existence, the Media School has averaged a total student population of 1,977 (1,886 undergraduate and 91 graduate students of which 25 are in the master's programs and 66 in the doctoral program). The Media School offers local, national, and 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](#).

The Media School awards more than \$475,000 in scholarships, both need and merit-based, to undergraduates annually. The Media School programs are world-ranked, accredited, and award-winning. IUB's communications programs, largely based in the Media School, have ranked in the top 10 for the past



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three years in the Academic Ranking of World Universities—placing sixth in 2018, seventh in 2019, and eighth in 2020. The rankings are based on the number and quality of research publications, as well as the number of faculty who have won major awards.

Students

The Media School is comprised of 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 every state in the nation (1,190 Indiana residents and 677 non-resident domestic) and three countries (169 international students from China, South Korea, and India), and they represent a broad spectrum of racial and ethnic identities as well as sexuality and gender-identity cultures. Sixty-two percent of the almost 2,000 undergraduate and graduate students identify as female and 38 percent as male. In the last seven years, the Media School has seen tremendous growth in the Hispanic student population from 53 in 2014 to now 177 in 2021. The Media School has seen similar growth in the African-American student population from 39 in 2014 to now 89 in 2021. Since its formation, undergraduate retention has risen consistently to the most recently reported rate of 90 percent. The average undergraduate student to teacher ratio is 16 to one and the average student graduates in 4.15 years.

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 financially and 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 and its legacy units. The Media School also houses seven centers and institutes—including the [Black Film Center/Archive](#), the [Institute for Communication Research](#), and the [Center for Documentary Research and Practice](#)—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 ten years, including 2020, and there have been over 35 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](#).

Faculty and Staff

Staff members are a key component of the Media School experience. The 39 staff members manage everything from facilities to career advising, from advertising to enrollment, and budgeting to record-



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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.

The Media School employs 72 full-time faculty who are routinely honored for excellence in research, teaching, and creative work. In 2019, faculty awards included International Communication Association Fellow, Association for Education in Journalism and Mass Communication Emerging Scholar and Mass Communication Emerging Scholar, National and Regional Emmys, AEJMC Birgit Wassmuth Excellence in Education Visual Teaching Communication.

The faculty as of 2021, identified 65 percent male and 35 percent female. The faculty has grown each year, while their tenure track versus non-tenure-track ratio has stayed relatively consistent (46.75 tenure-track and 23.75 non-tenure-track).

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

Finance

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 2021-22, with ample reserves to focus on new programmatic priorities.

The Media School's base budget for the fiscal year 2022 is approximately \$24.3 million. Sources of revenue are undergraduate tuition at 74.2 percent, graduate tuition at 4.3 percent, state appropriations and appropriations from the provost at 15.4 percent, and program and course fees at 6.1 percent. The primary areas of expenditures are compensation, which consists of salaries and benefits for faculty and staff at 58.7 percent, graduate financial aid at 1.8 percent, campus and university assessments at 29.2 percent, and other various expenditures at 10.3 percent.

The school also has designated and restricted accounts that are budgeted annually and funded by either endowment earnings or cash reserves. Expenditures in those accounts total approximately an additional \$2.7 million and are for compensation at 44.9 percent, financial aid for undergraduate and graduate students at 32.9 percent, and other various initiatives at 22.2 percent.

The Media School is strengthening its recruitment efforts and has been increasing its funding for undergraduate and graduate students. In both 2021-22 and 2022-23, the school has designated approximately \$780,000 for student financial aid.



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The Media School along with the wider university took on key initiatives during the Bicentennial Strategic Plan which publicly launched in 2015. Some of the highlights from that campaign include the Media School raising nearly \$13 million, establishing the Arnolt Center for Investigative Journalism, and received gifts to name two spaces in Franklin Hall, including the Ken and Audrey Beckley Studio and Ed Spray Control Room. The Media School established 25 new scholarship funds, including traditional, study abroad, and internship support. Fifteen of those funds are endowed.

To read the full list of accomplished initiatives during the Bicentennial Strategic Plan [click here](#) (page 15) and to read more about partnerships and collaborations [click here](#).

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 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 media and classroom production, game design labs, student media space for the IDS, Arbutus, IUUSTV, 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.

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, 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



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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 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 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.



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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.

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:



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- 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;
- 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:

Review of candidates will begin immediately and continue until an appointment is made. All inquiries, nominations, and applications (including—as separate documents—a cover letter, resume, and list of references) should be directed in confidence online via www.imsearch.com/8040.

Gale Merseth, Partner
Vijay Saraswat, Managing Associate
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 without regard to age, ethnicity, color, race, religion, sex, sexual orientation, gender identity or expression, genetic information, marital status, national origin, disability status or protected veteran status.