



Indiana University of Pennsylvania
Dean, College of Arts, Humanities,
Media, and Public Affairs

Leadership Profile



The Opportunity

Indiana University of Pennsylvania (IUP) invites applications and nominations for the position of dean of the College of Arts, Humanities, Media, and Public Affairs. The university seeks an inspired and collaborative academic leader who will join a talented and energetic team of faculty, staff, and administrators committed to the college's focus on excellence in academic and creative practice and to the fundamental goal of nurturing student success.

Reporting to the provost and serving as a member of the university's academic leadership team, the dean will provide strategic leadership in academic programming, faculty development, advancement of scholarship and creative practice, fiscal stewardship, and external engagement. Success will require a collaborative and innovative spirit along with a commitment to student success that is central to the college's work.

The college seeks a visionary and experienced leader to play a vital role in this transformation, which will include expansion of interdisciplinary programs and external partnerships. To be successful in accomplishing these goals, the next dean will build meaningful academic connections across the university and in the community in order to promote education, scholarship, and initiatives that will prepare students to meet the needs of society as well as their expectations for personal growth in distinctive and impactful ways.



About the IUP College of Arts, Humanities, Media, and Public Affairs

The College of Arts, Humanities, Media, and Public Affairs at IUP prepares students to become creative thinkers, effective communicators, and engaged citizens who contribute meaningfully to their professions and communities. The college supports the university's mission by combining strong academic foundations with experiential learning, interdisciplinary collaboration, and public engagement that foster cultural, civic, and professional impact across the region and beyond. The college offers a diverse set of undergraduate, master's, and doctoral programs within its six departments: [Art and Design](#); [Communications Media](#); [Criminology and Criminal Justice](#); [History, Philosophy, Political Science, and Religious Studies](#); [Language, Literature, and Writing](#); and [Music, Theatre, and Dance](#). Faculty in these programs are dedicated to teaching excellence and student mentoring, engaging students in creative and scholarly work that addresses contemporary cultural, social, and civic issues. Faculty

members regularly engage students in research, performance, publication, and community-based projects that enhance both academic and professional development.

Experiential learning is central to the college's educational approach and is supported by a growing network of interdisciplinary programs, centers, and community-facing initiatives. Students participate in internships, applied research, creative productions, media projects, performances, exhibitions, and public service initiatives through partnerships with media organizations, arts and cultural institutions, government agencies, nonprofit organizations, and community groups. These opportunities allow students to develop professional portfolios, real-world experience, and leadership skills before graduation.

The college is supported by an array of specialized facilities that provide students with professional environments for creative production, performance, and public engagement. Major performances and campus events are staged in Fisher Auditorium, while theatre productions take place in Waller Hall on the main stage and in studio theatre spaces. Music students rehearse and perform in DiCicco Rehearsal Hall and throughout Cogswell Hall, which houses practice rooms, rehearsal spaces, and instructional studios. Art students have dedicated studios for painting, sculpture, ceramics, printmaking, graphic design, and digital media. Communications media students gain hands-on experience in the IUP-TV and WIUP-FM studios and in production labs. Complementing these academic spaces are the University Museum and Kipp Gallery, which integrate exhibitions and collections into coursework while enriching the cultural life of the campus and community.



Innovation and community engagement are further advanced through the college's STEAMSHOP makerspace and its expanding portfolio of arts outreach and signature programs. The STEAMSHOP provides an interdisciplinary environment in which students collaborate across art, design, media, and technology, utilizing 3D printers, laser cutters, digital fabrication tools, and collaborative project space to prototype ideas and explore creative problem-solving. The college also supports a Community Music School that provides music instruction and enrichment opportunities for youth and community members, strengthening regional access to arts education while offering IUP students valuable teaching and leadership experience.



The college's commitment to artistic excellence and public engagement is further reflected in the Lively Arts, the university's program that brings nationally and internationally recognized musicians, theatre companies, dance ensembles, and speakers to campus each year. Students benefit from direct exposure to professional artists through performances, master classes, and

workshops that complement their academic study. The energy of the college is also embodied in the IUP Marching Band, which performs at university events and athletic competitions, serving as a highly visible ambassador group for the institution while providing students with performance, leadership, and team-building experiences.

In addition, the college continues to expand interdisciplinary collaboration through initiatives such as the new Fusion Fellows program, which supports innovative, cross-disciplinary projects that integrate the arts, humanities, media, and emerging technologies. Together, these programs reinforce the college's role as a creative engine for the university and a cultural hub for the broader community, blending artistic expression, innovation, education, and public engagement.

The College of Arts, Humanities, Media, and Public Affairs plays a vital role in advancing institutional priorities related to student success, community engagement, and workforce readiness. Building on a strong tradition of academic excellence and public engagement, the college continues to expand interdisciplinary collaboration, community partnerships, and innovative program opportunities that respond to evolving societal and professional needs.



Qualifications

Required

- Earned terminal degree and evidence of scholarly or creative accomplishment in a discipline represented in the college, or a closely aligned field, commensurate with appointment as a tenured full professor
- Experience leading a complex academic unit with multiple disciplinary perspectives that comprise distinct approaches to scholarly and creative work as well as teaching practice
- Progressive senior academic leadership experience in higher education or related areas
- Demonstrated financial and operational management experience, including experience with personnel matters
- Evidence of commitment to inclusive, student-centered leadership

Preferred

- Experience overseeing a broad range of academic programs among the arts, humanities, media, and public affairs
- Experience advancing enrollment growth as well as improving retention rates, time-to-graduation, and post-graduation success
- Accomplishment in meaningful interdisciplinary program growth and effectiveness
- Experience working effectively within shared governance structures as well as collective bargaining
- Demonstrated success in engaging external constituencies to expand resources as well as to develop programs and partnerships
- Evidence of garnering external support in the form of fellowships, grants, and funded research or contracts
- Knowledge of emerging technologies, e.g., AI, as well as an understanding of its implications for transformation in the college and across higher education
- Experience managing an academic unit composed of multiple buildings and housing a broad range of specialized academic facilities
- Experience with professional and regional accreditation as well as academic program review



The successful candidate will demonstrate the following:

- Experience building cohesive teams, along with an ability to articulate and foster a shared and unifying vision across the college
- Strong communication and relationship-building skills, exemplifying a collaborative and transparent leadership style
- Awareness of both the threats and the opportunities presented by current trends facing higher education—specifically, but not limited to, enrollment, technology, and market expectations
- An ability to adapt in a dynamic environment, embracing data-informed decision-making
- Intellectual curiosity coupled with engaged listening and the willingness to learn from others

- Genuine enjoyment of the company of students, faculty, and staff, as well an inclination to be a model colleague and college citizen
- Capacity to build interdisciplinary partnerships and to promote innovation



Strategic Priorities for the Next Dean

The next dean will have the opportunity to do the following:

- Support faculty in the development of interdisciplinary programs and initiatives across the university and, in doing so, foster innovative and entrepreneurial initiatives
- Foster an environment of student learning that includes the assessment of student learning in both undergraduate and graduate education
- Expand existing graduate, as well as certificate and noncredit, revenue-generating programming
- Build an inclusive culture that fosters trust and collaboration across the college's various constituents
- Promote partnerships and collaboration with external partners in the arts and culture community, in school systems, in community and professional organizations, and in government agencies
- Support faculty scholarship and creative activity, along with applied research and the pursuit of external funding
- Work in collaboration with faculty, staff, and administration to carry out a vision for the college, demonstrating the leadership and team-building skills necessary to succeed in achieving that vision
- Strengthen alumni engagement and external investment in college initiatives

Key Responsibilities of the Dean

Strategic Academic Leadership

Provide visionary direction for program development, long-range planning, and enrollment strategy. Promote continuous improvement in assessment, learning outcomes, and instructional quality. Champion interdisciplinary education and cross-college collaboration.

Accreditation and Quality Assurance

Ensure ongoing accreditation excellence, regulatory compliance, and readiness for program reviews. Support quality improvement initiatives across all academic offerings.

Faculty Leadership and Shared Governance

Recruit, mentor, and retain high-quality faculty and staff. Support tenure, promotion, and professional development processes. Lead effectively within a shared governance structure and demonstrate familiarity with collective bargaining environments and collaborative decision-making processes.

Student Success and Inclusive Excellence

Promote recruitment, retention, progression, and career placement initiatives. Foster a welcoming and inclusive academic environment that supports diverse faculty, staff, and students.



Research and External Partnerships

Encourage scholarly productivity and external funding development. Build relationships with arts and culture organizations, government agencies, and community and professional organizations. Collaborate with University Advancement to cultivate philanthropic support and alumni engagement.

Administrative and Fiscal Stewardship

Provide transparent and data-informed fiscal leadership. Oversee budgeting, enrollment planning, staffing, and operational effectiveness. Align college priorities with institutional strategy.

Fundraising/External Funding Priorities

The dean will develop and implement fundraising strategies to obtain support for college initiatives, ensuring alignment with the college's mission and the university's strategic priorities. The dean will enhance and expand external support for the college in partnership with the college's development officer, advancement council, faculty, and staff. The dean will be responsible for articulating a compelling vision to donors, for engaging alumni, and for securing philanthropic, grant, and corporate support. The dean will also engage external stakeholders, including alumni, donors, employers, and community organizations, in meaningful interactions with the college to foster pride, advocacy, and financial support.

About Indiana University of Pennsylvania

Founded in 1875, IUP is a vibrant, comprehensive, research-based, teaching-focused, student-centered learning community. IUP combines the academic opportunities of a large university with the highly personalized and intimate learning-centered environment of a small college. More than 9,000 undergraduate and graduate students in six academic colleges are enrolled in IUP's accredited and nationally recognized programs, through which they enjoy traditional and nontraditional classroom experiences, engage in research and service activities with their faculty mentors, become lifelong learners, prepare for rewarding careers and productive lives, and develop leadership skills for effective citizenship.

IUP is accredited by the Middle States Commission on Higher Education and has received consecutive reaffirmations of accreditation since 1941.

The university offers a path for every passion and purpose—from bachelor's degrees in fields such as biochemistry, music education, criminology, accounting, interior design, and computer science to graduate programs in nursing, health services administration, business, clinical psychology, and more.

Not only does IUP offer an abundance of undergraduate and master's programs, but it is the only university in Pennsylvania's State System of Higher Education to offer doctor of philosophy degrees. Degree programs are offered in broader, more traditional fields, like philosophy and anthropology, to career-specific fields, like safety sciences and respiratory therapy.

IUP boasts the following:

- More than 90 undergraduate degree programs, combining rigorous classroom work with numerous internship, education abroad, research, and other experiential-learning opportunities
- A nationally renowned honors program with the Cook Honors College
- More than 40 graduate degree programs, including nine doctoral programs

Academic Colleges

- College of Arts, Humanities, Media, and Public Affairs
- Eberly College of Business
- College of Education and Human Services
- College of Health Sciences
- Kopchick College of Natural Sciences and Mathematics
- University College

IUP has achieved candidate status from the American Osteopathic Association's Commission on Osteopathic College Accreditation to open a *new college of osteopathic medicine*. The college is being created in response to Pennsylvania's, and especially rural Pennsylvania's, healthcare crisis, due in large part to the shortage of primary care physicians. IUP has chosen osteopathic medicine, because doctors of osteopathic medicine (DOs) traditionally pursue

careers in primary care, and many choose to practice in rural areas, where there is a critical shortage in Pennsylvania. Once established, IUP's medical college would be the only public college of osteopathic medicine in Pennsylvania and only the 11th nationwide.



University Accolades

IUP makes significant contributions to the economic and cultural strength of the region, the commonwealth, and the nation through education, scholarship, and service. A catalyst for social and economic mobility, the university is consistently recognized for excellence.

For more than two decades, IUP has held a spot in the Princeton Review's *Best Colleges* guidebook, which selects universities based on surveys and interviews with students. Schools in the guidebook are ranked in eight categories, including academics, admissions selectivity, and financial aid. Students interviewed for the publication recognize that IUP provides an "inexpensive" education replete with "respected" programs, it "delivers on its promises" with "truly stellar academic departments," and its faculty are "great, knowledgeable, and passionate about what they do." One student commented, "Professors feel like family and express that they genuinely care about the students outside of just the classroom situation. They see [us] as more than just students and aim to help us get the most out of IUP resources and time."

In addition, the following are examples of recent IUP recognitions:

- The *Wall Street Journal*/Times Higher Education College Rankings put IUP in the top 20 percent for student engagement, student recommendations, student interaction, and breadth of opportunities for involvement.
- IUP is one of only 41 Pennsylvania schools in *Forbes* magazine's "America's Best Colleges," which evaluates graduation rates, academic success, student debt, and postgraduate success.
- Research.com's "Best Colleges" rankings listed IUP as sixth in the state for Best Colleges and Most Affordable Colleges and ninth for Best Value Colleges.
- *Money* magazine chose IUP for its "Best College for You" list, based on quality of education (including graduation rates), affordability, and outcomes.
- *Washington Monthly* selected IUP for its annual "Best Bang for the Buck" listing.
- College Factual ranks IUP highly in 35 categories, including in the top 15 percent of universities for affordability.

- IUP was an inaugural recipient of the Pennsylvania National Guard Association's Guard Friendly Schools designation. This honor recognizes dedication and support to members of the Pennsylvania National Guard.
- Best Value Schools ranked IUP eighth in the state for the quality and value of its online programs.
- IUP made EduRef.net's "10 Most Affordable Accredited Online Colleges."

Campuses

Located in western Pennsylvania, IUP's Indiana campus has grown from 12 acres and one building in 1875 to 354 acres and 65 major buildings today. The IUP Student Cooperative Association not only owns and operates the Hadley complex adjacent to the Indiana campus, but it also owns and maintains a 280-acre outdoor recreational park a short distance away.

- Additional IUP sites are located in Punxsutawney, Armstrong County, and Allegheny County (Wilkins Township).
- The nationally recognized IUP Academy of Culinary Arts is in Punxsutawney.

The IUP Libraries system advances IUP's education and research mission by providing resources for its communities of successful scholars to explore, collaborate, and create knowledge in an inclusive and safe learning environment. The Libraries system consists of the Stapleton/Stabley library complex and the Orendorff Music Library. The system is part of the Keystone Library Network and the State System of Higher Education Library Consortium.

Faculty

At IUP, students work closely with their professors to achieve their goals. Nearly all classes are taught by faculty members, as opposed to graduate assistants.

- Four faculty members have been included in a list of the 300 highest rated by students in the US (Princeton Review).
- Faculty have won more than 60 Fulbright scholarships, allowing them to study and do research in more than a score of countries.
- Faculty research has been sponsored by institutions such as the National Science Foundation, NASA, the American Chemical Society, the National Institutes of Health, the Centers for Disease Control and Prevention, and the US Department of Education.

Research

A strong current of research and innovation flows through IUP—from faculty to graduate students to undergraduates. It is so strong that it has brought in millions of dollars in grant funding and has earned IUP a national research classification in the Carnegie Classification of Institutions of Higher Education. IUP is a doctoral university with a high research activity designation (Research 2: High Spending and Doctorate Production) and is one of only 97 public universities that share this honor. Substantial research has been done in the areas of

energy and environment, healthcare, education, business, microbiology, and safety sciences, among others.

Strategic Plan for 2020-28

The IUP Strategic Plan for 2020-28 is designed to transform the culture at IUP to enhance the student experience by fostering exceptional student centeredness. The transformation has included reordering resources to ensure that all students are engaged and can be successful at every point in their journey—transitioning to the university, while enrolled, and after their time at IUP.

Core Principles

1. Every student is a priority.
2. Promote the search for, production of, and dissemination of knowledge for the benefit of our students and society.
3. Provide a wide range of intellectual and professional opportunities for students that will assist them in developing their potential for becoming productive and responsible citizens.
4. Construct an environment of respect that encourages the growth of diversity, equity, and inclusion.
5. Respond to students and their needs when and where they are to enhance student satisfaction.
6. Design and re-engineer processes and procedures logically to improve ease of use for students.
7. Improve communication, collaboration, and engagement across the university, and with our alumni and community partners.

Impact Areas

Five impact areas are identified to support the IUP community in implementing the core principles for the IUP Strategic Plan for 2020-28:

- IUP Readiness
- Finding and Creating Community
- Post-IUP Success
- Academic Success
- Mental Health and Well-Being

Student Life

- Students benefit from the leadership, professional, service, and social opportunities offered by more than 150 student organizations, including 25 fraternities and sororities.
- IUP has been ranked sixth in student clubs and activities among colleges in the Mid-Atlantic region by College Insider.



Crimson Hawk Athletics

- IUP has a nationally competitive NCAA Division II athletics program that competes in the Pennsylvania State Athletic Conference.
- IUP Athletics sponsors 19 varsity sports at the NCAA Division II level, including eight varsity sports for men (baseball, basketball, cross country, football, golf, swimming/diving, and indoor and outdoor track and field) and 11 for women (basketball, cross country, field hockey, lacrosse, soccer, softball, swimming/diving, tennis, indoor and outdoor track and field, and volleyball).
- IUP Athletics offers competitive scholarships for varsity student-athletes and boasts state-of-the-art athletic facilities.

University Leadership

President Michael Driscoll

President Driscoll's leadership of IUP is guided by a commitment to being a student-centered university. Students are empowered to become the world's transformative leaders through high-quality academic programs, strong support structures, and interconnected, hands-on learning experiences outside the classroom.

Currently the longest-serving president in Pennsylvania's State System of Higher Education, President Driscoll was elected in 2017 to chair its Commission of Presidents/Commission for the Universities. He is a member of the NCAA Division II Presidents Council and the Indiana County Chamber of Commerce. He formerly served as a board member for the Center for Rural Pennsylvania, the Pennsylvania Economy League of Greater Pittsburgh (an affiliate of the Allegheny Conference), and, locally, Indiana Healthcare Corporation (now dissolved).

During his tenure, President Driscoll has focused on creating a student-centered educational environment. Since 2012, IUP has formed, among other initiatives, the President's Commission on Diversity and Inclusion, the Multicultural Center, the Military and Veterans Resource Center, the University College, and the Student Success Infrastructure, an organizational model that drives IUP closer to its goal of student centeredness by augmenting existing resources while standardizing and streamlining tools and processes.

Before his arrival at IUP in 2012, President Driscoll served as the executive vice chancellor and provost of the University of Alaska Anchorage, a position he took after serving in various posts at Portland State University in Oregon. He earned his PhD in 1988, his MS in 1985, and his BS in 1983, all in electrical engineering, from Michigan State University.

Provost and Vice President for Academic Affairs Lara Luetkehans

Provost Luetkehans has served in this capacity since 2021. She came to IUP as the dean of Education in 2013. Dr. Luetkehans is an academic leader whose career spans senior roles in university administration, educator preparation, instructional technology, and organizational innovation. She has built a national reputation for guiding academic transformation, fostering collaborative partnerships, and advancing student and faculty success across comprehensive and research institutions. Her professional interests center on how universities evolve in response to changing educational landscapes—particularly through technology-enhanced teaching and learning, interdisciplinary program development, and alignment of academic pathways with workforce and regional needs.

Dr. Luetkehans has long been engaged in national conversations about educator preparation and the future of learning. She has held significant leadership roles with the American Association of Colleges for Teacher Education and the Association for Educational Communications and Technology, has contributed to accreditation and policy initiatives, and has presented widely on issues related to innovation, rural workforce development, and institutional strategy. Her research explores technology integration in education, design for learning in evolving institutional contexts, and the organizational conditions that support sustainable innovation—work reflected in peer-reviewed publications, international/national presentations, and collaborative projects. Across her career, she has served as principal investigator or co-PI on numerous externally funded grants supporting educator development, global outreach, and community-focused initiatives.

She has been recognized with honors including the Educational Policy Leadership Center Alumni Award and the Presidential Award from the Association for Educational Communications and Technology. Dr. Luetkehans is also deeply committed to global and community engagement, leading initiatives that strengthen international partnerships, support teacher development worldwide, and advance regional collaboration in health, education, and workforce development. Before coming to IUP, she was a faculty member and department chairperson at Northern Illinois University. She earned her PhD in instructional design and technology from the University of Georgia, her MLS from Dominican University, and her BA from Loyola University Chicago.

About PASSHE

Pennsylvania's State System of Higher Education (PASSHE) was established on July 1, 1983, although the 10 universities that compose the State System have a much longer history. The mission of the System is as relevant today as it was at its founding: to increase educational attainment in the commonwealth; to prepare students at the undergraduate and graduate

levels for professional and personal success; and to contribute to the economic, social, and cultural development of Pennsylvania's communities, the commonwealth, and the nation. Combined, the universities enroll the largest number of Pennsylvania residents among all four-year colleges and universities in the commonwealth. With more than 80,000 degree-seeking students and thousands more enrolled in certificate and other career-development programs, the State System is a vital contributor to the Pennsylvania economy. Collectively, State System universities offer more than 230 degree and certificate programs in more than 530 academic areas. The universities have nearly 900,000 living alumni, the vast majority of whom reside in Pennsylvania.



About Indiana, PA

Indiana County, Pennsylvania, is located in the foothills of the Allegheny Mountains, just one hour east of Pittsburgh. It is home to an extensive Rails-to-Trails system, a variety of yearly festivals, and communities of Old Order Amish families. It is also the birthplace and childhood home of Hollywood actor Jimmy Stewart.

Indiana County hosts many fairs and festivals, including the Hoodlebug Festival, Pick-A-Dilly Herb Faire, and Historic Saltsburg Canal Days. These are just a few of the county's ethnic, cultural, and agricultural events. While these festivals happen only once a year, the county's trails can be enjoyed year-round. The expansive Rails-to-Trails system (abandoned railroads converted to multiuse paths) covers 64 miles. Trails in the area include the award-winning Ghost Town Trail (voted Pennsylvania's Trail of the Year 2020 by the Department of Conservation and Natural Resources) and the Hoodlebug, Blairsville Riverfront, and West Penn trails. Indiana County's 5,452 acres of parks and 792 acres of lakes offer more picturesque views. Additionally, the county is home to Yellow Creek State Park.

Known as the Christmas Tree Capital of the World, Indiana County offers families the chance to pick out a tree during the holidays and learn more about why the evergreen is used for these celebrations. The county has other types of farms as well, including dairy, fruit, and vegetable farms. While you're here, get to know other aspects of life in the county, including its Amish communities. Tucked away in a secluded section of northern Indiana County is Smicksburg, home to more than 300 Old Order Amish families. See the rolling farmland, hear the clatter of horses pulling buggies, browse the quaint shops, and taste the local cuisine. Shoppers can find

selections of pottery, locally made wine and cheese, country crafts, quilts, Amish furniture, and baked goods.

Several historical and interactive attractions make for fun educational experiences. At the Blairsville Underground Railroad History Center, hear the stories of children and adults who escaped slavery during the 1800s. Travel through time while visiting Indiana's 24 sites on the National Register of Historic Places, including four covered bridges. Learn more about famous people who have connections to the area. The Jimmy Stewart Museum holds many artifacts from some of the actor's most famous films: *Mr. Smith Goes to Washington*, *Harvey*, and *It's a Wonderful Life*. While in the area, you can also see his boyhood home, the church he attended, and a statue in his honor. To learn more about the region, please visit www.visitindianacountypa.org/about/.

Nominations and Applications

Representing AGB Search, Principal Concetta M. Stewart and Executive Search Consultant Tamara Jhashi, will be assisting Indiana University of Pennsylvania. Should prospective nominators or potential candidates have questions or wish to seek additional information, they are encouraged to email Dr. Stewart and Dr. Jhashi at DeanCAHMPA-IUP@agbsearch.com to arrange a time for a confidential conversation before submitting materials.

Applicants are requested to submit the following materials:

1. A letter of interest, which addresses specifically how the candidate's experiences and qualifications intersect with the Indiana University of Pennsylvania–Dean, College of Arts, Humanities, Media, and Public Affairs listed **Qualifications** (required and preferred), **Strategic Priorities**, and **Key Responsibilities** as outlined in the **Leadership Profile**;
2. A current **curriculum vitae**;
3. And a list of **five professional references** with email addresses, telephone numbers, and a brief explanation of your professional relationship. (References will not be contacted without prior authorization from the applicant.)

For full consideration, application materials should be submitted in PDF format through the AGB Search portal system accessible at [Dean-CAHMPA - IUP](#) by **April 2, 2026**. Please direct any questions regarding the application process to DeanCAHMPA-IUP@agbsearch.com.

**AGB
SEARCH**

Advancing Higher Education Leadership

 **Indiana University
of Pennsylvania**