



INDIANA COMMISSION *for* HIGHER EDUCATION

CALL FOR CANDIDATES FOR THE INDIANA COMMISSIONER FOR HIGHER EDUCATION

Dear Candidate:

The Indiana Commission for Higher Education has established a search committee to identify candidates for the position of Indiana Commissioner for Higher Education. This search committee is charged with identifying, reviewing and evaluating candidates for the position and making recommendations to the Indiana Commission for Higher Education for their consideration.

Pursuant to IC 21-18-5-4, the Indiana Commission for Higher Education is the authorized body to approve and appoint the Indiana Commissioner for Higher Education as its Chief Executive Officer.

Submissions will be accepted via email and regular or express mail until **Saturday, January 15, 2022**, and must include the enclosed form and all requested materials. Submissions postmarked or received via email after midnight will not be accepted. Submissions may be directed to:

Commissioner Search Committee
Indiana Commission for Higher Education
101 West Ohio Street, Suite 300
Indianapolis, IN 46204
Email: candidates@che.in.gov

Following the initial review of all submissions, the search committee will conduct two rounds of interviews (virtual and in-person) of all finalists in February. The appointment of Commissioner will be announced in mid-March.

Candidates may view additional information about the application process for the Indiana Commissioner for Higher Education online at che.in.gov/CommissionerSearch.

Thank you,

Members of the Commissioner Search Committee



INDIANA COMMISSION *for* HIGHER EDUCATION

INDIANA COMMISSION FOR HIGHER EDUCATION OVERVIEW

History and Responsibilities

Created in 1971 by an act of the General Assembly and signed into law by then Governor Edgar Whitcomb, the Indiana Commission for Higher Education (Commission) celebrates 50 years of service to the State of Indiana.

The general purposes of the Commission, assigned by law, are to:

- Define the educational missions of public colleges and universities;
- Plan and coordinate Indiana's state-supported system of post-high school education, taking into account the plans and interests of independent colleges and universities;
- Advocate for and implement policies that impact multiple campuses, including transfer policies, student success initiatives and other recommendations based on annual reports;
- Review both operating budget and capital budget appropriation requests from public institutions;
- Set non-binding targets for tuition and mandatory fees;
- Approve or disapprove for public institutions the establishment of any new branches, campuses, extension centers, colleges or schools;
- Approve or disapprove for public institutions the offering of any additional associate, baccalaureate or graduate degree or certificate program of two semesters or more in duration;
- Review all programs of public institutions and make recommendations to the governing board of the institution, the Governor, and the General Assembly concerning the funding and disposition of these programs;
- Distribute student financial aid from state aid programs (\$390 million annually); and
- Organize and staff the Board for Proprietary Education and the Graduate Medical Education Board.

The role of the Commission is to ensure Hoosiers receive a high-value, quality education and Indiana's colleges and universities are focused on policies to ensure quality, access, completion and affordability. As a coordinating agency, not a governing board, the Commission does not have authority relating to the management or operations of Indiana's public and independent colleges and universities. These responsibilities remain exclusively vested in institutional governing boards.

The Commission also maintains strong working relationships with other state agencies and organizations, including the Department of Education, the Department of Workforce Development, the Indiana Economic Development Corporation and members of the General Assembly. Additionally, the Commission works closely with the Governor's Workforce Cabinet, the Indiana Chamber of Commerce and other organizations which promote postsecondary outcomes aligned with workforce needs.

Commission Members

The Commission consists of 12 lay citizens who are each appointed by the Governor for terms of four years; each Congressional district must be represented. In addition, the 1990 legislature added a student and a faculty representative who are appointed by the Governor for terms of two years. No member while serving his or her term may be an employee of or serve on the governing board of any educational institution in the State of Indiana. Furthermore, members may not be employees or officials of the State of Indiana or any political subdivision thereof.

In addition to monthly meetings, Commission members serve on one of three committees: Academic Affairs and Quality; Budget and Productivity; and Student Success and Completion. The current [Commission members](#) can be found on the Commission's website.

Indiana's Strategic Plan for Higher Education and Metrics for Success

In December 2019, the Commission adopted its fourth strategic plan, [Reaching Higher in a State of Change](#), which provides a vision and a blueprint for action as Indiana approaches the Big Goal that at least 60 percent of Hoosiers to have a quality credential beyond high school by 2025. The plan's three priorities—**completion, equity and talent**—reflect the Commission's steady commitment to reaching the Big Goal in a way that supports all Hoosiers as well as the state's workforce and evolving economy. The Commission organizes these priorities and metrics through the [Blueprint for Change](#), the action items and strategies that the Commission will be fiercely advocating for over the coming years. The Commission will issue an annual Reaching Higher in a State of Change [report card](#), measuring progress using the following key metrics:

- **Educational Attainment**, measured by progress toward the Big Goal. Throughout a decade of strategic plans, attainment has remained the foundational goal for the Commission. The Commission will assess the college-going rate, on-time and extended-time college completion rates and the completion rate specifically for adult learners.
- **Career Relevance and Preparation**, measured by progress toward 100 percent of postsecondary programs requiring an experience that has career relevance, such as an internship, apprenticeship, work-based learning opportunity or research project. Currently, only 78 percent of Associate and Baccalaureate programs at public institutions require an experience with career relevance as part of the degree plan, and the Commission will be working with postsecondary partners and employers to discuss how more career relevant opportunities can be embedded in postsecondary programs.
- **Economic Impact**, measured by progress toward Indiana becoming a leading Midwest state for median household income. Indiana must consider how this work impacts real Hoosiers. The Commission will measure economic impact by looking at median household income, adjusted for cost of living, with a goal to become a leading Midwest state in this metric by 2030.

Commissioner's Role and Responsibilities

Pursuant to IC 21-18-5-4, the Indiana Commission for Higher Education is the authorized body to approve and appoint the Commissioner as its Chief Executive Officer.

The Commissioner leads a 50-member staff and provides internal management and external leadership to build a more effective higher education system ensuring Hoosiers receive a high-quality education. The Commissioner's primary responsibility is to provide leadership and direction to meet the Commission's mission and purpose. More specifically, the Commissioner's responsibilities include the following:

- Oversee personnel, financial and office functions, including direct supervision of associate commissioners and selection of all employees;
- Plan Commission meetings and advise Commission members on activities through regular contact and in partnership with Chair;
- Develop and implement the state's higher education strategic plan;
- Partner with the Governor and the General Assembly to ensure an effective and affordable higher education system, including the coordination of the higher education legislative agenda;
- Advance the state's strategy for a high-quality, high-value higher education system utilizing Indiana's outcomes-based funding formula;
- Represent the Commission on higher education matters with all partners, including colleges and universities, policymakers, state agencies, employers and other constituencies;
- Oversee the administration of the state's financial aid programs; and
- Carry out other responsibilities as assigned by the Commission members.

Qualifications, Knowledge and Abilities

- Appropriate education and training, including a degree from an accredited institution of higher education;
- Demonstrated senior leadership abilities in previous roles;
- Excellent communication skills, including oral, written and listening skills;
- Proven success in fiscal oversight, budget planning and funding models
- Knowledge of higher education system, issues, trends and practices;
- Ability to work across state agencies, especially with K-12 and workforce agencies;
- Innovative and visionary style of leadership;
- Ability to collaborate with diverse constituents; and
- Excellent organizational and strategic skills.

Submission Deadline

The call for candidates will close on **Saturday, January 15, 2022**. Submissions will be accepted via email and regular or express mail and must include the enclosed form and all requested materials. Submissions postmarked or received via email after midnight will not be accepted. Submissions may be directed to:

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NAME _____

ORGANIZATION _____ POSITION _____

ADDRESS _____

P.O. OR STREET

CITY

PHONE _____

STATE

ZIP

HOME ADDRESS _____

P.O. OR STREET

CITY

PHONE _____

STATE

ZIP

CELL PHONE _____

EMAIL ADDRESS _____

EDUCATION _____

In five pages or less, please provide the following information:

1. **Statement of Interest** reflecting your expertise and interest in educational policy issues
2. **Statement of Qualifications** on leadership experience, professional activities, and service activities that demonstrate your ability to further the Commission's three priorities—completion, equity and talent
3. **Response** to the following questions:
 - a. At a time when education beyond high school is more important than ever, the value of higher education is increasingly called into question. What is contributing to this skepticism and as Commissioner, how would you increase the higher education value proposition for Hoosiers?
 - b. What are the key priorities for a coordinating board and what levers can be used to reach the state's 60% attainment goal?

In addition, please provide a **Curriculum Vitae** or **Resume** that demonstrates your experience and qualifications to lead the Commission.

The State of Indiana is an Equal Opportunity Employer offering competitive benefits, including generous retirement contributions, insurance coverage for medical, dental and vision, various life insurance options and substantial paid leave.