

C. Randall Powell

C. Randall Powell, known by all his friends and colleagues as Randy, has been described in many and uniquely different ways: entrepreneur, technologist, author, educator, trainer of people, thought-leader, tireless worker, compassionate leader, fundraiser. Randy's imprint will endure at the Kelley School, as well as within his lifetime career services profession.

Deeply rooted in Indiana, Randy Powell, after earning an Associate Degree in Electrical Engineering from the University of Kentucky, completed his Bachelor of Science degree in Business Production Management (1964) and M.B.A. in Personnel and Organization Behavior (1966) at IU, and a Ph.D. at The Ohio State University (1973).

Randy was first employed at IU in 1963, during his time in the M.B.A. program, as a computer programmer. In 1966 he was appointed to faculty. It was here that he was discovered by Professor Doug Snider, whom Randy credits as his mentor. One of the earliest deans of the career services profession, Professor Snider, then head of the school's Business Placement Office (BPO), encouraged Randy to pursue his Ph.D. Upon Doug Snider's untimely death, Randy was appointed BPO director, a heady responsibility for a relatively young man. The energetic Randy Powell led the BPO from 1975 to 2003. Beginning in 1983 Randy was titled Assistant Dean for Company Relations and Director of Business Placement. From 2003 to retirement, Randy stepped aside from his administrative responsibilities and assumed the role of clinical faculty teaching his specialty career courses to Kelley School undergraduates.

While leading the BPO, a brand he personally created and others emulated, he applied his technology interests and aptitudes to the career services function. Randy's computerized systems were built "in house" during the early 1980s. Innovation was spurred by his ability to persuade leading technology companies to provide increasingly more sophisticated hardware, which Randy's team of programmers could then use to deliver his grand ideas of intricate scheduling systems, detailed databases, and quality page publishing. All this resulted in the very best career services tools in the market.

In addition to being a pioneer in career services technology, Randy is rightfully proud of those he hired and trained during his 30 years as BPO leader. His protégés include professionals who later led career services offices at the University of Tennessee, Miami University, Yale, Southern Methodist, Illinois State, and George Washington, plus the current directors of the Kelley School's Undergraduate and Graduate Career Services Offices.

Randy's passion for career services touched thousands of students, untold numbers of corporate recruiters, and the many people who directly worked with and for him. His impact on people and the profession went well beyond the bounds of IU. He was a founding member and thoughtful leader of International Placement Directors, an informal discussion group representing top-20 business schools. He was president of the Midwest College Placement Association in 1979. Randy's textbook, *Career Planning Today* (1981), was republished in four subsequent editions. Students and employers alike will forever remember Randy's POOPS sessions, where students learned about career opportunities through panel discussions led by industry representatives.

As a teacher Randy designed and taught the compulsory career management courses, X420 (seniors) and X220 (sophomores). Given the length of his career, Randy may have had greater exposure to more undergraduates than all his colleagues. He lectured, using his textbook, complex slides, and frequent references to the latest Web sites. He taught at the speed of light. Randy also taught internationally, particularly in Finland, where he spent many summers. In appreciation, he received an honorary degree in 1966 from the Helsinki School of Economics.

The Kelley School was a founding member of the Consortium for Graduate Studies in Management, and Randy Powell and Dean Jack Wentworth were early and influential leaders. The consortium, a group of prestigious business schools that financially sponsor minority M.B.A. students, has been of mutual benefit to both the Kelley School and consortium fellows. Randy was a longtime board member, effective fundraiser, and passionate believer in this cause. Today the Kelley School remains an active, supportive member of the consortium.

On a lighter side, Randy will be forever remembered for the length and volume of dictations that others typed and distributed on his behalf. His dictations were often sent to colleagues and staff who happened to be located only a few steps away. Of course, Randy's "stream of ideas" epistles were typically responded to, particularly by faculty, with equally long, carefully articulated counter arguments. Evidently, Randy saw no value in brief correspondence. Only a self-confessed workaholic like Randy could sustain such a practice.

Randy Powell's abiding passion has been to create career opportunities for students. This unique caring drove all that he created and accomplished. His career services passions will undoubtedly continue, as well as his successful entrepreneurial interest in real estate investment. Randy will be missed.

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