A G E N D A

PRESIDENTIAL SEARCH PREPARATION COMMITTEE
Points of Pride/Job Description Characteristics Ad Hoc Working Group
2:00 p.m. - Tuesday - May 15, 2018
225 Altgeld Hall

1. Call to Order and Attendance
2. Verification of Appropriate Notification of Public Meeting
3. Meeting Agenda Approval
4. Review and approval of minutes from April 26, 2018
5. Public Comment
6. Work Group Leader Comments/Announcements
7. Update and discussion:
   a. Discussion of Points of Pride document
   b. Discussion of President’s Profile document
8. Other Matters
9. Adjournment

*Individuals wishing to make an appearance before the Board should consult the Bylaws of the Board of Trustees of Northern Illinois University, Article II, Section 4 - Appearances before the Board. Appearance request forms will be available in the Board Room the day of the meeting. For more information contact Kathleen Carey, (kjahns@niu.edu) Recording Secretary to the Board of Trustees, Altgeld Hall 300, DeKalb, IL 60115, 815-753-1273.

Anyone needing special accommodations to participate in the NIU Board of Trustees meetings should contact Kathleen Carey, (815) 753-1273, as soon as possible.
Meeting of the
PRESIDENTIAL SEARCH PREPARATION COMMITTEE (PSPC)
OF NORTHERN ILLINOIS UNIVERSITY
Points of Pride/Job Description Characteristics Ad Hoc Working Group
April 26, 2018

1. CALL TO ORDER AND ROLL CALL
The meeting was called to order at 2:04 p.m. by Work Group Leader Linda Saborio in Room 203 Altgeld Hall. A roll call was taken. Members present were George Slotsve and Linda Saborio. Also present included staff support members to the committee: Abby Dean, ex officio, and Jodi Tyrrell, recording secretary, Acting General Counsel, Greg Brady and Dan Voigt. Members absent were Montel Gayles.

2. VERIFICATION OF QUORUM AND APPROPRIATE NOTICE OF PUBLIC MEETING
Acting General Counsel Brady indicated the appropriate notification of the meeting had been provided pursuant to the Illinois Open Meetings Act. Mr. Brady also advised that a quorum was present.

3. MEETING AGENDA APPROVAL
G. Slotsve made a motion to approve the meeting agenda and seconded by L. Saborio. The motion passed to approve the agenda.

4. REVIEW AND APPROVAL OF MINUTE FROM APRIL 16, 2018
G. Slotsve made a motion to approve the minutes from April 16, 2018. L. Saborio seconded the motion and the minutes were approved.

5. PUBLIC COMMENT*
No requests for public comments were received.

6. WORK GROUP LEADER COMMENTS/ANNOUNCEMENTS
Group leader Saborio indicated that she had met with Abby Dean to discuss the direction of the Points of Pride document and that she had shared the Presidential Profile to make sure that it connects with what Abby was working on.

7. UPDATE AND DISCUSSION
a. Discussion of Points of Pride Document
Abby reported that Mr. Barsema had reached out to her to make sure that she had what she needed. She also noted that she is in the process of hiring assistance with the digital design. The content strategy is to refresh already written information that has been used for recruiting faculty and students. Abby was able to share a draft of the document.

b. Discussion of President’s Profile Document
Linda said that she had reviewed the previous Presidential search document along with John Butler’s suggestions for preferred qualifications. Once these documents are in a more final form it will become apparent what should be in which document Points of Pride or Presidential Profile.
8. OTHER MATTERS

No other matters were discussed.

9. NEXT MEETING DATE

The next meeting date is Tuesday, May 15, 2018 at 2:00 p.m.

11. ADJOURNMENT

A motion was approved to adjourn the meeting at 3:17 p.m.

Respectfully submitted,

Jodi Tyrrell
Recording Secretary

In compliance with Illinois Open Meetings Act 5 ILCS 120/1, et seq, a verbatim record of all Northern Illinois University Board of Trustees meetings is maintained by the Board Recording Secretary and is available for review upon request. The minutes contained herein represent a true and accurate summary of the Board proceedings.
Northern Illinois University

Presidential Profile
The mission of Northern Illinois University is to promote excellence and engagement in teaching and learning, research and scholarship, creativity and artistry, and outreach and service.
Your Future. Our Focus.

**Northern Illinois University** is a thriving community of dedicated faculty, staff, students, alumni, local residents, and friends. Together, we support the goal of providing upward social mobility to our students as well as the opportunity to make an enduring impact on our future.

Our institution is seeking a dynamic and strategic individual to serve as university president. This individual will enhance the university’s growing reputation as a leading public and national research university, and build on the institution’s substantial strengths in academics, engagement, and outreach.

Here at NIU, we are wholeheartedly dedicated to our **mission**: to promote excellence and engagement in teaching and learning, research and scholarship, creativity and artistry, and outreach and service. Our **vision** is to be the premier student-centered, research-focused public university, contributing to the advancement of knowledge for the benefit of the people of the region, the state, the nation, and the world.

In pursuing our vision and fulfilling our mission, NIU values:

- A community of diverse people, ideas, services, and scholarly endeavors in a climate of respect for the intrinsic dignity of each individual
- Access for a broad spectrum of students to high quality undergraduate, graduate, and professional programs that prepare them to be lifelong learners and productive, socially conscious citizens
• Engaged teaching and learning that evolves from the synergy of research, artistry, and service
• Student success supported through academic and co-curricular programming and activities
• A system of shared governance that incorporates input from faculty, staff, and students in decision- and policy-making
• Commitment to a public purpose addressing regional, state, national, and global challenges and opportunities

Since NIU waschartered in 1895, it has been the recipient of numerous prestigious national rankings and recognitions that have highlighted academic achievements across the university. These are proud honors for NIU because they confirm some of the principles we value most. For example, NIU’s ranking of 150th for National Universities and among the top 200 national universities for Social Mobility (131), Research (194), and Service (136) by the Washington Monthly demonstrates our commitment to providing students with cutting-edge curriculum while also inspiring them to give back to their communities. Ranked in the top 10% for Social Mobility by Payscale.com, the university remains dedicated to its mission of making a college degree accessible and achievable for everyone.

We have grown into a world-class university that attracts students from around the globe while still primarily serving Illinois. Our strategic location just 65 miles west of Chicago provides our faculty and students with the opportunity to build exceptional national and international partnerships with such industries as Fermilab in Batavia, IDEAL Industries in Sycamore, and Argonne National Laboratory in Argonne, as well as with the legendary Moscow Art Theatre in Russia. NIU also houses in our new Stevens Building the largest osteology collection in the Midwest. Our research, artistry, and scholarship enterprises address complex, real-world challenges both in our region and across the world in such diverse countries as Mexico and Myanmar. With our growing Honors Program, we continue to attract the brightest students by providing them with robust learning opportunities, faculty research experiences, and connections to help launch their careers.

Most important, we value a sense of pride in being a Huskie and belonging to the Huskie family. Our system of shared governance and community engagement has led to the creation of a distinct culture at NIU, one that encourages collaboration between researchers, students, staff, community members, alumni, and friends of NIU. We embrace our diversity and understand the importance of maintaining connections between people, and we seek a president who will build on NIU’s accomplishments by understanding those who have contributed to NIU’s success.

4 | Northern Illinois University Presidential Profile
Leading the Next Generation of Huskies

To advance NIU as the premier student-centered, research-focused public institution, we expect our next president to place particular emphasis on the following five strategic imperatives that will continue to shape our institution and offer promising success to our students, faculty, staff, and community:

1. **Envision and embrace NIU as a leader in higher education**: The next president will build on the momentum of NIU’s growing reputation and strengthen NIU’s accomplishments as a national public, doctoral research university. NIU is classified by the Carnegie Foundation as a Doctoral/Research University-Extensive and as a “High mobility; high research university” by the Brookings Institute. NIU is also a member of the Association of Public and Land-grant Universities (APLU) and the Universities Research Association, Inc. (URA), and has nationally accredited programs that meet the highest standards of academic quality and rigor. The next president must be able to articulate a clear vision that features Huskie academic achievements at national and international levels, to encourage and support opportunities for grant development, and to bolster a vigorous research climate. Understanding of NIU as a proud member of the NCAA Division 1 FBS athletic program and as the only Illinois athletic program in the Mid-American Conference is also required.

2. **Define and implement the necessary steps to strengthen our recruitment efforts**: The next president will effectively promote the NIU brand, increase NIU’s presence both locally and globally, and support outreach to non-traditional and historically underrepresented student populations. The president will champion NIU as a leading 4-year institution in Illinois to serve first-generation students and provide upward social mobility. By
offering competitive scholarships, building on NIU’s presence at off-site campuses and centers as well as NIU’s outstanding experiential learning/high impact educational practices, and supporting and encouraging innovative instructional design and technology in the classroom, the president will advance NIU as a compelling, diverse, and cutting-edge university.

3. **Become a recognized leader for NIU**: The next president will maximize efforts to embrace the role of “the face and voice” of NIU. This includes an increase in endowment efforts, the ability to strengthen alumni relations and build bridges with regional communities, and the talent to advocate successfully for higher education among state and federal legislators, executive branch leadership, regulatory agencies, and residents. The president must have a proven record in engagement with key external stakeholders, regional leaders, donors, and the private sector, and must be able to share with them NIU’s diversity, pride, and accomplishments while emphasizing the lasting and notable impact of their potential gifts.

4. **Cultivate a sense of Huskie pride**: NIU’s next president should demonstrate a commitment to have regular, direct contact with members of all of NIU’s constituency groups and listen respectfully to those constituencies. As a research institution, the president must work to advocate and provide support for faculty and their scholarship. NIU faculty are passionate about their scholarship and teaching, and they are committed to the success of their students. Likewise, students are engaged, creative, hardworking, diverse, and determined to succeed. The next president will continue to develop a strong working relationship between faculty, staff, students, alumni and citizens of Illinois, and commit to building a holistic culture. The president will recognize the importance of investing in faculty and staff and take time to understand their needs and expectations with the goal to inspire greatness and boost morale for all employees.

5. **Build on NIU’s resources and strengths**: The next president will have an established record for creating and implementing a fiscally sustainable budget while upholding the core of the academic mission. This will include fostering professional development and research support to faculty and staff, driving fundraising priorities, supporting students with increased scholarship opportunities, increasing capacity for research and innovation and regional growth, and developing forward-looking investments. Likewise, the president will have proven success initiating and executing comprehensive strategic plans across multiple disciplines and university units, resulting in measurable improvement and innovation in academic quality,
student success, and employee satisfaction. The president will demonstrate a commitment to affordable and high quality education, an understanding of the financial and personal challenges to educational access, and a willingness to address the issue of rising student debt.

**Presidential characteristics:** The next president must have vision, integrity, passion, and the ability to inspire students, faculty, staff, parents, alumni, trustees, and other external constituencies through exceptional communication and interpersonal skills. In addition, the next president must have demonstrated leadership skills and experience to engage the entire campus community in maintaining the highest standards of quality in academic excellence. The president must also be trustworthy, outgoing, creative, committed to diversity, shared governance and transparency, politically astute, decisive yet open-minded, and both approachable and respectful.

**Professional qualifications:**

- **Proven Leadership:** have demonstrated the highest ethical standards and transparency, forward thinking; ability to motivate, inspire, and energize diverse groups of people
- **Academic Excellence / Student Success:** recognize this as a top priority; integrate research into classroom; increase scholarship agenda; seek innovative partnerships locally, nationally, and internationally
- **Shared Governance:** be approachable, authentic, visible, be a leader in effective communication; value relationships with all university constituency groups
- **Financial Acumen:** administrative, operational, budgeting, understanding of state and federal policies and procedures, ingenuity to leverage resources and minimize vulnerability
- **Proven Leadership:** be a leader in ethical standards, forward thinking; ability to motivate, inspire, and energize diverse groups of people
- **Diversity:** address inclusion, equity, underrepresented / first-generation student populations; demonstrate cross-cultural competence
- **Marketing and Promotion:** be a creative thinker, capable of steering advances in information technology and social media; expand brand image; create growth in local, national and international reputation; focus on sophisticated research-based decision making
- **Fundraising:** cultivate relationships to raise funds; provide strength, talent, personal and social skills to create partnerships in private and public sector
• Community building: develop internship opportunities, research opportunities/collaboration with local, national and international partners; strengthen the university's position as an economic engine for region; seek innovative ways to increase economic and community development
• Athletics: provide a balanced view of intercollegiate athletics that focuses on academic success, compliance, and institutional control and athletic competitiveness
• Adaptability: ability to address in a meaningful way the numerous changes in the higher education environment for learning and leading; understand when to speed up, slow down, seek advice, or shift direction
• An earned doctorate or appropriate terminal degree with a record of academic achievement commensurate with appointment as a tenured professor.

Commitment to the University’s Key Institutional Success Indicators:

Building on its proud heritage as a leading research institution that provides upward social mobility to traditionally underrepresented student populations, NIU is committed to a strategic plan centered on four thematic goals:

1. Grow our student enrollment and enhance student success
   • Develop specific, achievable enrollment (recruitment and retention) goals for the upcoming year as well as a strategic, data-informed enrollment plan for the next 3-5 years, in collaboration with NIU leadership.
   • Continue focus on increasing NIU graduation rates. Establish targets as part of the strategic enrollment plan.
   • Enhance NIU students’ experience, academic and career success. Provide students with an enhanced social and residential experience by supporting initiatives such as HSC renovation, dining plan revision and town-gown dialogue. Implement changes to academic support services suggested by Program Prioritization.

2. Distinguish NIU among Illinois public universities by advancing excellence in all aspects of University’s mission: teaching and learning, research and scholarship, creativity and artistry, engagement and outreach
• Support the university’s efforts to increase stakeholder understanding about the ways that NIU’s strengths support our value proposition.
• Leverage the strategic, operational thinking and recommendations born out of Program Prioritization to align resources and budget, and direct future investments in ways that acknowledge and support our values and aspirations.

3. Achieve a stronger, more self-sustainable financial model, by supporting the university’s efforts to:
   • Identify and support opportunities for revenue generation.
   • Increase operational efficiency and effectiveness; reduce administrative costs.
   • Increase faculty, staff and student satisfaction, as well as invest in our human resources.

4. Foster a culture of operational, fiscal and ethical excellence
   • Create a university-level compliance program, supported by an ethics and compliance officer, a policy librarian, and a university level accessibility compliance coordinator, to integrate roles and responsibilities related not only to ethics and compliance, but also to policy development and management.
   • Increase access to and participation in ethics and compliance training for both the Board of Trustees and NIU employees.
   • Work with the university to reduce critical audit findings.
   • Provide leadership in ethical behavior and operational transparency.