



Northern Illinois University

Dean of the Graduate School and Associate Vice
President for International Affairs

LEADERSHIP PROFILE

Fall 2021

Executive Summary

Northern Illinois University (NIU) seeks a dynamic, collaborative academic leader to serve as dean of the Graduate School and associate vice president for International Affairs.

NIU is a high research (R2) and Carnegie-engaged institution that enrolls over 16,500 students, approximately 750 international students and 4,500 graduate students. NIU is home to more than 80 graduate degree programs across seven colleges, in addition to a variety of programs that lead to a graduate certificate. The Graduate School is committed to the career success of its students and is proud of its commitment to graduate career and professional development.

The Division of International Affairs, which includes the Study Abroad Office, International Student and Scholar Services, and the International Training Office works to promote a global perspective on campus and provides oversight of international programs and activities. This division is responsible for recruiting international students to NIU and for providing global educational opportunities for NIU students.

The successful candidate will enhance the university's growing reputation as a leading public and national research university; build on the institution's substantial strengths in teaching, research, engagement and outreach; and importantly, share in NIU's commitment to creating an equitable and inclusive learning and living environment.

Expectations for Leadership

The dean and associate vice president is the chief advocate and intellectual leader for the mission and purpose of graduate and global education, both internally and externally, helping define it in a manner that sets NIU apart from other institutions in the state and region. The dean/AVP is responsible for formulating and implementing a vision for graduate and global education within the framework of the university's mission, vision and values. This position reports directly to the executive vice president and provost and is a member of the Council of Deans, University Council and the executive vice president and provost's (EVVP) leadership group. The candidate will join an institution with a deep commitment to shared governance and must embody a respect for the role that faculty, staff and students play in governance of the institution.

The candidate will be of unimpeachable integrity and superb judgment, exemplified by fairness, flexibility, empathy, responsiveness, and broad and compelling personal and professional experience. Exceptional communications skills are required – especially strong listening skills and an ability to find and form consensus. The dean/AVP provides leadership in all aspects of the operation of the Graduate School and Division of International Affairs and will have ultimate responsibility for the following key objectives (listed in no priority order on the following page).

Student Recruitment, Enrollment Management and Financial Aid

The dean will engage with faculty and the assistant dean of admissions to develop a strategic approach to graduate and international admissions, and a multiyear plan to achieve sustainable enrollment and retention of students. This includes supporting equitable access, opportunity and success for students from diverse backgrounds where diversity is defined broadly.

Administration, Planning and Management

The position will oversee the day-to-day management of the school and division's operations, delegating responsibilities to appropriate individuals as needed. In collaboration with the president and EVPP, the dean/AVP will provide leadership in long-range and strategic planning that addresses the evolving academic environment of graduate and international education. The candidate will implement, monitor and report on the progress of the plans in close collaboration with the faculty, president, EVPP, board of trustees, alumni and other constituencies. The successful candidate will ensure that financial resources are adequate and prudently managed through the development of an effective annual operating budget and long-term financial planning.

Collaboration with University Leadership

The dean/AVP will play a critical role in ensuring that strong partnerships are nurtured and sustained among faculty, staff, students, other leaders and the NIU administration in furtherance of graduate and international education. The dean/AVP will work collaboratively to formulate administrative, policy, budgeting and governance approaches that will strengthen graduate and international education. The successful candidate will work in conjunction with other senior leadership to further the overall mission of NIU.

Excellence and Enhancement of Academic Reputation

The dean/AVP will guide and oversee the vibrancy of graduate and international education at NIU, working with the faculty and academic leadership to maintain a culture of academic vitality and a superior intellectual climate. The dean/AVP will support and encourage graduate scholarship and artistic endeavor, facilitate teaching excellence, and cultivate collegial and constructive relationships with and among faculty. The dean/AVP will be vigilant about students' needs and assess current and new educational tools to improve the learning experience and professional development of our students.

Professional Qualifications and Personal Qualities

The dean of the Graduate School and AVP of International Affairs will be an energetic, self-assured leader of stature with a deep knowledge of and commitment to graduate education and global education. The dean/AVP will also be a capable executive with skills in fiscal and human resource management and fundraising development. The successful candidate must have the personal leadership style necessary to advance graduate and international education, and inspire faculty and students. The successful candidate will possess qualifications appropriate to a tenured full professor in a department in one of the colleges at NIU.

The successful candidate will have the following required qualifications:

- Earned terminal degree from a regionally accredited university.
- Five to 10 years of progressive administrative experience in higher education.
- Record of teaching and scholarship that would merit appointment as a full professor with tenure in an academic department in one of NIU's colleges.
- Demonstrated commitment to equity, diversity and inclusion.
- Experience in global or international education.
- Demonstrated evidence of excellence in written and oral communication.

In addition, the candidate will have the following preferred qualifications, demonstrating knowledge, skill and abilities as follows:

- Provide creative and distinctive academic leadership to NIU's graduate programs and continually seek opportunities to advance academic excellence and innovation in teaching, research and artistic endeavor.
- Understanding of the functional areas of international education, including study abroad; services to international students, scholars and faculty; training and development; and international admissions.
- Demonstrated leadership experience related to international partnerships, education or research.
- Proven support for the success of students with demonstrated positive results in developing student-centered administrative processes, especially in the areas of academic support services, career counseling and placement services.
- Evidence of strong and effective administrative skills, with a capacity to build and develop leadership teams at all levels of the school, including administrative staff and faculty.
- Experience with, and deep respect to diversity, equity and inclusion as exhibited by a record of promoting diversity within a student body, faculty and administrative team.
- Possession of the intellectual leadership to provide guidance to a vibrant community of scholars.
- Knowledge and understanding of the changes taking place in graduate education and graduate career placement, while working with the graduate faculty to ensure an innovative and forward-looking approach to graduate education.
- Display a commitment to all facets of global education, including enhancing NIU's reputation as a destination for international students, encouraging NIU students to seek global experiences, and engaging with faculty, staff and other partners to expand global opportunities on NIU's campus.
- Integrate new technologies into the college's administration, teaching and the support of faculty and student scholarship.
- Work collegially with members of the university's executive administration and supporting the full extent of the mission of NIU.
- Developing collaborative programs with university colleges and departments; and possess experience in managing growth and change; the ability to resolve conflict and build consensus; and a willingness to seize opportunities that will have positive impact on NIU.

Procedure for Candidacy

Greenwood/Asher & Associates Inc. is assisting Northern Illinois University in this search. Applications and nominations are now being accepted. Confidential inquiries and nominations should be directed to Greenwood/Asher & Associates, LLC.

For a full application package please provide a cover letter and a CV/Resume. Submission of application materials as PDF attachments is strongly encouraged. Please send materials to jeanieandrews@greenwoodsearch.com or bettyasher@greenwoodsearch.com.

The search will be conducted with a commitment of confidentiality. For full consideration, applicant materials should be received by the priority deadline of Sept. 27, 2021. To view the position announcement please visit employment.niu.edu/postings/58980. Initial screening of applications will begin immediately and will continue until an appointment is made.

Please direct inquiries and nominations to:

Betty Turner Asher, Founder and Vice President and Managing Partner, Kelly

E-mail: bettyasher@greenwoodsearch.com

Jeanie Andrews, Senior Executive Search Consultant

E-mail: jeanieandrews@greenwoodsearch.com



Greenwood/Asher
& ASSOCIATES, LLC

Lisa C. Freeman, President



Lisa C. Freeman was appointed as the 13th president of NIU in September 2018. In this role, President Freeman works to support all aspects of the university's mission, emphasizing NIU's continued commitments to promoting the social mobility of our students, producing high-impact scholarship and engaging with our region. Accordingly, she strives to create a learning environment where students, faculty and staff from a wide range of backgrounds feel welcome and included. President Freeman has been a member of NIU's senior leadership team and a professor of biology since 2010. She served as NIU's vice president for research and graduate studies from 2010 to 2013. She became executive vice president and provost in May 2014 after serving on an interim basis.

President Freeman earned a bachelor's degree in 1981, then a master's degree and a doctor of veterinary medicine in 1986, from Cornell University. She went on to earn a doctor of philosophy in 1989 at The Ohio State University, and subsequently worked as a postdoctoral fellow and research scientist at the University of Rochester School of Medicine. In 2004-05, President Freeman was a fellow of the American Council on Education hosted by the University at Buffalo.

President Freeman's latest State of the University address, delivered Nov. 17, 2020, can be viewed here: niu.edu/president/communications.

Beth Ingram, Executive Vice President and Provost



Beth Ingram was appointed as executive vice president and provost (EVPP) in May 2019. In this role, Ingram reports directly to the president and works to support the mission, vision and values of NIU. The provost functions as the chief academic officer and leads the Division of Academic Affairs, which includes all of the academic colleges, the university libraries, the graduate school, international affairs, academic support services, undergraduate affairs, faculty affairs and resource planning.

The executive vice president oversees Institutional Effectiveness and Student Affairs, and shares with the president a reporting line for Academic Diversity, Equity and Inclusion. The executive vice president and provost works in partnership with the president and vice president of Administration and Finance on all matters related to university budgets and decision-making.

Ingram earned a bachelor's degree in 1981 from the University of Iowa, then a Ph.D. in economics from the University of Minnesota in 1986. She spent most of her academic career at the University of Iowa, attaining tenure before moving into various administrative positions. Prior to NIU, Ingram served as provost at North Dakota State University.

Northern Illinois University — An Overview

About NIU

America's most enduring institutions are those created to meet specific needs and allowed to evolve as those needs change. Such is the story of Northern Illinois University, which this year celebrates its 125th anniversary.

Since Northern Illinois University was chartered 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 150 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 Lemont, as well as with the legendary Moscow Art Theatre in Russia.

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 leader who will build on NIU's accomplishments by understanding those who have contributed to NIU's success.

Vision, Mission and Values

At NIU, we are wholeheartedly dedicated to our vision, mission and values as they help shape all that we do.

Vision

Northern Illinois University's vision is to be an engine for innovation to advance social mobility; promote personal, professional and intellectual growth; and transform the world through research, artistry, teaching and outreach.

Mission

The mission of Northern Illinois University is to empower students through educational excellence and experiential learning as we pursue knowledge, share our research and artistry, and engage communities for the benefit of the region, state, nation and world.

Values

In pursuing our vision and fulfilling our mission, we value and practice:

- Curiosity and creativity.
 - We provide our students active learning experiences.
 - We champion innovation.
 - We commit our resources to supporting students, faculty and staff in their research, artistry and professional development.
- Equity and inclusion.
 - We seek and are strengthened by the diverse perspectives and experiences of our university community members.
 - We use an inclusive decision-making process.
 - We appreciate and respect every member of our community.
- Ethics and integrity.
 - We prepare our students to become global leaders who work to build a better society.
 - We model ethical behavior in and out of the classroom.
 - We are transparent and accountable to our stakeholders.
- Service and stewardship.
 - We serve society and confront local, national and global challenges through collaborations that improve our learning, teaching and research.
 - We make accessible the knowledge and resources we create.
 - We promote our students' success through advising and mentoring.

Commitment to Diversity and Inclusion

Proximity to Chicago and its suburbs make NIU a **diverse community** that celebrates the lived experiences each student, faculty and staff bring to campus and the learning environment. Huskies value the ideas and insights every person has to offer, and we discover our commonalities by embracing and discussing our differences. We grow from challenging one another, and we're strong because of the way that we support one another. Most importantly, we value a sense of pride in being a Huskie and belonging to the Huskie family.

Our **Northern Pact, presidential commissions, cultural resource centers, diversity workshops and conversations** — all working in conjunction with our **Office of Academic Diversity, Equity and Inclusion** — prepares our students for a global workforce and enriches the lives of all who live, study and work here.

Academics

NIU has a long, rich tradition of academic excellence with a breadth of programmatic offerings that support the academic aspirations of our students. Our nationally and internationally recognized faculty are not only dedicated to advancing their academic disciplines, but, in collaboration with NIU staff, are also focused on providing meaningful curricular and co-curricular experiences that prepare NIU students to be successful in achieving their future goals.

NIU is classified by the Carnegie Foundation as a Research University/High Research Activity and a Carnegie Engaged University. NIU offers baccalaureate, master's, doctoral and law degrees across more than 40 academic departments and **seven colleges**: Business, Education, Engineering and Engineering Technology, Health and Human Sciences, Law, Liberal Arts and Sciences, and Visual and Performing Arts.

Our research, artistry and scholarship enterprises address complex, real-world challenges both in our region and across the world. 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.

Student Life

At NIU, there's something for everyone. We have over 300 student organizations dedicated to a variety of interests: academic and professional, community service, diversity and cultural, governing bodies, fraternity and sororities, honorary societies, political, military, programming and performing, recreational and sports, religious, and social, to name a few.

About 3,500 students live on campus in our five residence halls and the Northern View Community apartments. Students have access to residential computer labs, dining centers, classrooms, centralized tutoring and writing centers and social areas.

The renovated Holmes Student Center, our campus hub, features a completely revitalized bookstore, as well as a new Qdoba Mexican Eats restaurant and Starbucks. Students can gather, eat, drink, bowl, sing karaoke, listen to live music, watch the game or take on competitors at one of our trivia nights at the new Huskie Den, with its bowling center and bar and grill. They'll find everything under one roof, including quick snacks at The Depot convenience store or an elegant dinner at our student-run Ellington's Restaurant.



Athletics

NIU, one of 12 universities that make up the Mid-American Conference (MAC), has a highly successful Division 1 athletic program with 16 sports. NIU Athletics consistently ranks among the best in the nation in academic performance and graduation rates, and is the recipient of the NCAA and Minority Opportunities Athletic Association (MOAA) Award for Diversity and Inclusion.

Alumni

NIU has a fiercely proud alumni base of well over 240,000 and boasts accomplished careers in a diverse array of fields and professions. They primarily reside in the northern Illinois region, creating dynamic professional networks for NIU students and faculty, and providing economic vitality to the region and state.

Greater DeKalb Community

Located 65 miles from downtown Chicago (the third largest city in the U.S.), DeKalb is a vibrant community of approximately 44,000 residents with excellent schools and state-of-the-art health care, offering big-city arts and culture in a small-town atmosphere relatively free of traffic and congestion. There are also excellent shopping, dining, and arts and entertainment options close to NIU and DeKalb in the neighboring community of Sycamore, in the city of Rockford and the towns of the Fox River Valley. Chicago's world-class museums, restaurants and theatre scenes are easily accessible from DeKalb.

Major corporations are also taking notice of all that DeKalb has to offer. Ferrara Candy Company, based in Chicago, announced in February that it is investing \$100 million in the city with the construction of a new 1.6 million square-foot manufacturing and distribution facility, adding approximately 500 new jobs to the region. In June, Facebook announced it would build an \$800 million data center in DeKalb, its 12th in the United States.

For information about DeKalb and the surrounding area visit: niu.edu/visit.



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