Northern Illinois University

Dean
College of
Engineering and Engineering Technology

LEADERSHIP PROFILE

Fall 2022/Spring 2023
Executive Summary

Northern Illinois University (NIU) seeks a dynamic, collaborative academic leader to serve as its next dean of the College of Engineering and Engineering Technology (CEET). CEET offers an impressive collection of programs that provide students with a multilayered understanding of the influence of engineering and engineering technology in society. This college prides itself on bringing theory to practice and seeks to be the premier choice for a diverse body of students who aspire to be engineering innovators and leaders for the betterment of the world.

NIU is a high research (R2) and Carnegie-engaged institution that enrolls over 15,600 students, approximately 966 international students and 4,200 graduate students. We offer 66 undergraduate majors, 75 undergraduate minors, 93 emphases and seven preprofessional programs across seven colleges, in addition to a variety of programs that lead to undergraduate and graduate certificates.

CEET consists of four departments: electrical engineering, industrial and systems engineering, mechanical engineering and engineering technology, with additional programs in biomedical engineering and mechatronics. The college offers seven degree programs at the undergraduate level and eight at the graduate and Ph.D. levels. Established programs in CEET are accredited by the Accreditation Board for Engineering and Technology (ABET) and the Association of Technology, Management and Applied Engineering (ATMAE).

CEET has situated itself to create an innovative educational environment that promotes success unique to each incoming student by offering a flexible curriculum with solid foundational coursework, an industry-supported innovation center, a variety of cocurricular programming and external activities, and state-of-the-art laboratories, classrooms and technologies. The dean will foster collaboration with industry, alumni and communities for students and faculty to engage actively in opportunities to advance learning, professional preparedness, and research and development.
Expectations and Opportunities for Leadership

**Developing a Shared and Unifying Vision for Academic Excellence**

The dean will engage with faculty, staff and student leaders to develop and articulate a strategic vision for CEET that will fortify existing programs through identifying new opportunities with external partners, maximizing the many strengths of our programs, and addressing the challenges to assure excellence and promote innovation. This will advance NIU’s position within the region and, by so doing, position CEET as a regional and state leader in engineering education and encourage greater awareness of the value of engineering and technology education.

**Strengthening and Supporting a Culture of Inclusive Excellence**

The dean will be engaged in achieving NIU’s mission, vision and values regarding social justice, equity, diversity and inclusion, and will support processes for the hiring, development and retention of faculty and staff who reflect the diversity of our student population.

**Enhancing Community Engagement and Resource Development**

The college plays an integral role in supporting the future workforce needs of DeKalb, the northern Illinois region and the state of Illinois. The dean will establish and strengthen mutually beneficial partnerships within the community to further the academic success of our students and faculty.

**Fostering a Culture of Honesty, Transparency and Collaboration**

The dean will embrace an inclusive, collaborative approach to leading the college and will foster a culture of transparency and integrity. The dean will serve as an advocate for the college and as partner to other senior leaders on campus to further NIU’s mission, vision and values. The dean will commit to effective communication with faculty, staff and students.
We seek an experienced, dynamic, entrepreneurial and creative leader with a thorough understanding of engineering education and research, and the ability to build relationships and work collaboratively in a larger university context. The dean of the College of the Engineering and Engineering Technology will possess deep knowledge of and commitment to research, teaching and engagement. The successful candidate will have a record of proven academic leadership with strong fiscal, human resource management and fundraising skills. The candidate will enhance our college’s growing reputation as a leader in engineering education and research, and build on our institution’s substantial strengths in academics, engagement and outreach. The dean of the College of Engineering and Engineering Technology reports to the executive vice president and provost and is responsible for the overall strategic, academic, administrative and fiscal leadership of the college.

Qualifications

- Candidate must have an earned terminal degree from a regionally accredited institution.
- A record of teaching and scholarship that would merit appointment as a tenured full professor in a department at NIU.
- Five to 10 years of progressively responsible administrative and leadership experience in higher education.
- Demonstrated commitment to equity, diversity and inclusion.
- Demonstrated evidence of excellence in written and oral communications.
Characteristics and Traits

- Creative and distinctive leadership of academic programs; continually seeking opportunities to advance academic excellence and innovation in teaching and research.
- A record of managing resources to ensure fiscal responsibility and effective long-term financial planning.
- A strong understanding and appreciation of a breadth of engineering disciplines and programs as well as the needs and strengths unique to each program.
- Proven ability to recruit, mentor and retain a diverse faculty.
- Knowledge of and experience with collective bargaining.
- Ability to build and enact collaboratively a vision for the college that is shared across faculty, staff and students. Understanding of and commitment to shared governance, transparency and collaboration.
- Experience with and deep respect for diversity, equity and inclusion as exhibited by a record of promoting diversity within a student body, faculty and administrative team.
- Deep appreciation and understanding of the changes and trends taking place in both the engineering landscape and higher education more generally.
- Excellent problem-solving skills, ability to lead with transparency and build consensus to advance change.
- Evidence of implementing transdisciplinary teaching and research initiatives through collaboration with other colleges and departments.
- Evidence of strong and effective administrative skills with a capacity to build and develop leadership teams at all levels of the college.
- Strong interpersonal skills to work effectively with a wide range of constituents including tenure track faculty instructors, adjuncts and staff within the college. The ability to work collaboratively with external constituents such as deans of other colleges and other senior leaders to advance NIU’s mission.
Nomination and Application Process

For full consideration, applications should be received by Friday, February 17, 2023. The search committee will continue its work until an appointment is made.

**Salary**
Salary will be competitive and commensurate with qualifications and experience.

**How to Apply**
Greenwood/Asher & Associates LLC (GA&A) is assisting NIU in this search. Applications and nominations are now being accepted. For a full application package, please submit a cover letter, CV and list of five references. Confidential inquiries, nominations and application materials should be directed to GA&A. Submission of application materials as separate PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Please direct inquiries, nominations, and application materials to:

Betty Turner Asher, Co-founder
Greenwood/Asher & Associates LLC
Email: bettyasher@greenwoodsearch.com

Jeremy Duff, Vice President of Executive Search
Greenwood/Asher & Associates LLC
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Denice Purdue, Executive Search Consultant
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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 can be viewed here: niu.edu/president/communications.

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.

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 institutions like Fermilab in Batavia, Ideal Industries in Sycamore and Argonne National Laboratory in Lemont, as well as with the legendary CERN in Switzerland.

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 our 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. The 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 cocurricular 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 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 260,000 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, invested $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. Facebook is currently constructing 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.