



**Northern Illinois
University**

DeKalb, Illinois

**Dean of the College of Engineering
and Engineering Technology**

Leadership Profile



The Opportunity

Northern Illinois University, a regional public university of 19,015 students located about 75 minutes from Chicago in DeKalb, IL, seeks a dynamic, articulate, and energetic leader to serve as the next dean of the College of Engineering and Engineering Technology (CEET).

The ABET-accredited College of Engineering and Engineering Technology is considered to be one of the University's distinctive strengths. The College of Engineering and Engineering

Technology has areas of enrollment growth, a committed and talented faculty, and a loyal alumni base in the Chicago area and beyond. The dean is supported by an experienced group of senior administrators who provide day-to-day leadership and make it possible for the dean to undertake successful fundraising efforts.

The next dean will have the opportunity to build on the substantial success and move the College into a new phase of growth in research, scholarship, and fulfillment of its educational mission. The next dean will focus on key strategic areas in alignment with University priorities. The area of enrollment growth through the development of new markets and delivery models, and through the improvement of retention, is a priority for the incoming dean. The College of Engineering and Engineering Technology is already considering options such as developing global initiatives; enhancing the presence of programs online, off-campus or both; as well as working to ensure an appropriate resource base to support the planned growth and sustain the excellence of the college. In addition to enrollment growth, the dean will be responsible for the oversight of all academic and administrative functions of the College, faculty recruitment and career support, support of diversity initiatives and innovative curriculum development. S/he will be expected provide leadership in areas of excellence in teaching and technology-supported instruction.



The College of Engineering and Engineering Technology brand “bridging theory with practice” has guided a commitment to experiential opportunities for students, and the dean will continue to champion the brand and grow opportunities for students to apply their classroom experience in the real world.

Candidates should have a terminal degree in engineering or a related field with an academic record that makes them appointable at the level of full



professor; should have a record of accomplishment in a leadership role in higher education; should demonstrate commitment to teaching and research; and should be ready to fully engage on a leadership team that values collaboration, innovation, and commitment to excellence. For further information, please see the section “*Procedure for Candidacy*” toward the end of this document.

The College of Engineering and Engineering Technology

The College of Engineering and Engineering Technology, the newest college at Northern Illinois University, was founded in 1985. It has grown into a highly regarded college with quality programs delivered by excellent faculty who are dedicated to delivering a dynamic and innovative curriculum. More than 1,600 undergraduate and 300 graduate students enrolled in the college are served by the DeKalb campus, and off-campus and online programs.

Four strong discipline-based academic departments compose the College: Electrical Engineering, Industrial and Systems Engineering, Mechanical Engineering and Technology. The College offers B.S. and M.S. degrees in each department as well numerous emphases, minors and certificates of study.



The College has gained national recognition for the quality of its programs, faculty, and students. Distinctive dimensions of the College include:

- Continuous engineering and engineering technology accreditation since 1990.
- The college has 43 high-tech and excellently appointed laboratories, where faculty and students are engaged in hands-on teaching and learning, and research.
- The college is engaged in several high-impact research initiatives in partnership with [Argonne National Laboratory](#), [Fermi National Laboratory](#), and several other industry partners.
- Some of the major ongoing research initiatives address Homeland Security, energy and environment, lean manufacturing, active noise and vibration control, supply chain management, biodegradable products, P-20, computational engineering, biomedical engineering, nanoscience, health systems engineering, wireless communications, power electronics, radio frequency, mechatronics, computational fluid dynamics, etc.

- The college has over 200 industry partnerships with business and industry that stimulate economic development, automation and global competitiveness in the region.
- Every student joining the college receives personalized attention and is supported through effective student support services including mentorship, peer-tutoring, advising, academic residential living and learning, internships, and job placement.
- The college's Supermileage team consistently places near the top in national and world in competitions, taking first place nationally and third place globally in 2011, and third in the SAE Supermileage Competition and second in the nation in 2015.
- More than 24 student organizations, ranging from The Society of Automotive and Aerospace Engineers, to Engineers Without Borders engage students in extra-curricular activities.
- The college hosts its own Job Fair and Internship Fair each year, and is proud of its near-perfect student placement upon graduation with a diverse set of industries.
- The college has excellent partnerships with high schools, community colleges and industries in the region. Under the unique Adopt-a-High School and Project Lead the Way initiatives, the college has adopted more than 200 high schools in the region, providing them with career and academic support services.
- An active Board of Executive Advisors comprised of 12 prominent members of the industry community.
- The college has more than 8,500 alumni, a majority of whom work and stay in the Northern Illinois region, and provide internship opportunities in their companies for students.
- A recent effort of the college is its collaboration with Rock Valley College in Rockford, Illinois, which brings NIU's College of Engineering & Engineering Technology to Rockford, allowing local students to obtain engineering degrees and industry experience without traveling to NIU's main campus in DeKalb on a regular basis.



The Role of the Dean of CEET

The dean of the College of Engineering and Engineering Technology reports to the provost and is responsible for the overall academic, administrative, and fiscal leadership of the college. Specifically, these responsibilities include:

- Advancing the shared vision, mission, and core values of the College
- Promoting excellence in teaching and research to support a balanced mission
- Developing external relationships and fundraising opportunities in support of the College's programs
- Directing the College's \$6-million plus budget (2015-2016 appropriation) to support its mission
- Supporting faculty, staff, and student partnerships with the business community
- Interacting effectively with faculty, staff, students, alumni, industry, and academic communities
- Facilitating and maintaining strong relationships and connections with industry in and around Northern Illinois
- Facilitating and maintaining strong relationships and connections with research centers and/or funding agencies

Required Qualifications:

- Candidates must have a Ph.D. in an engineering discipline and a record that warrants appointment as a full professor in one of the departments of the college.
- A record of accomplishment in teaching and scholarship.
- A record of progressively more responsible administrative experiences in an academic setting, including managing budgets, facilities, personnel, and curriculum.
- Fundraising skill and potential. Experience collaborating with Advancement staff to acquire support from public and private sources is ideal.
- Experience building partnerships with the community and alumni.
- Experience developing relationships with government agencies and industry partners for the benefit of the academic unit and the students it serves.
- Experience recruiting faculty, staff and students.
- Excellent communication skills that permit open dialog with faculty, staff, students, and internal and external constituencies and partners.
- Demonstrated commitment to a diverse faculty, staff, and student population, with a history of encouraging cultural diversity.

Preferred Qualifications:

- Experience in leading an academic program to a successful accreditation or reaccreditation.
- Skill in data-driven management in evaluating, measuring and elevating academic units and faculty performance.
- Licensed Professional Engineer designation and/or experience in non-academic engineering and design work.
- Proven experience in strategic planning for academic units.
- In-depth understanding of current engineering trends and best practices, and expertise/working knowledge of related professional fields.



Opportunities and Expectations for Leadership

Support the academic programs: The dean will join the University at a time of transformation. NIU has undertaken an extensive program prioritization and process reengineering initiative for both academic and administrative units, the results of which will inform all aspects of University life going forward. The dean will be skilled with analytics, will be data-informed in decision-making, and will be a creative and entrepreneurial leader. In a culture of strong departmental identities, the dean will encourage collaboration and linkages across departments and decanal units. There are 37 tenure track faculty and an additional 18 full-time and part-time instructors; the tenure-track faculty and instructors are members of their respective collective bargaining units. The dean will play a leadership role in advocating for investments in the technology infrastructure of the college.



Focus on opportunities to develop new markets and programs for enrollment growth: The dean will ensure that all opportunities for continued enrollment growth and stabilization are fully explored and new markets are considered. In both undergraduate and graduate enrollment, there are possibilities for growth, particularly through partnerships with area community colleges for the undergraduate program, through international initiatives, and through online offerings and new off-campus programs in the region. The dean will take advantage of marketing opportunities and ensure marketing efforts reach prospective students in existing and emerging markets. An important element of the University's strategic initiatives is to emphasize career-readiness, an area in which the College of Engineering and Engineering Technology already has an impressive track record through internships and capstone projects for students.

Manage the challenging environment at NIU and the College of Engineering and Engineering Technology: In a time of great institutional culture change, within the context of the financial stresses facing public higher education, the engineering dean will join a collegial and collaborative deans' council poised to transform the University and build on its distinguished reputation. The dean will work with an experienced and talented administrative team and will likely engage in some succession planning with this dedicated and experienced group of colleagues.



Professional Qualifications and Personal Qualities

The dean of the College of Engineering and Engineering Technology will be an experienced leader of both people and programs with a demonstrated ability to turn vision into reality. The successful candidate will have a PhD in an engineering discipline with a distinguished scholarly and teaching record commensurate with an appointment at the rank of full professor. Administrative experience and an understanding of and experience with ABET and ATMAE accreditations and the new standards is helpful. The ideal candidate will have significant experience in dealing with industry leadership and the business community. The College of Engineering and Engineering Technology seeks a dean whose personal and professional values will align with the strong sense of community and ethos of professionalism that is a hallmark of the College of Engineering and Engineering Technology. Enthusiasm for the external dimensions of the position and specifically for fundraising is important in this role.

In addition, preferred attributes of the next dean include:

Action-oriented and Visionary Leadership:

- Ability to engage stakeholders toward shared goals and outcomes with a proven track record of accomplishment;
- Success building bridges with the industry community and working with internal and external stakeholders of the College of Engineering and Engineering Technology;
- Ability to unite faculty, create a shared vision, and cultivate a culture of transparency and collaboration;

- Experience in the professional development of faculty and staff and strong mentoring and coaching skills;
- Creativity in problem solving.

Advocacy on behalf of the College of Engineering and Engineering Technology:

- Bring recognition to the significant research and scholarship that is being undertaken by the faculty in the College of Engineering and Engineering Technology;
- Advocate for faculty hires and appropriate levels of support, and make a persuasive case for the needs of the College of Engineering and Engineering Technology;
- Promote diversity and inclusion at all level of the college and the university;
- Encourage support for and add to the research activities already underway at the College of Engineering and Engineering Technology;
- Exhibit high energy and passion, and articulate an inspiring vision for the opportunities ahead for the College of Engineering and Engineering Technology;
- Serve as an accessible, inclusive, and student-centered dean who will both interpret the University vision for growth and excellence and drive the vision at the College of Engineering and Engineering Technology.

Fiscal management and fundraising skills:

- Ability to work with patience and perseverance through the uncertainties of the Illinois state budget and appropriations processes;
- Enthusiasm for alumni and donor relations; highly developed skills in strategic fundraising, including cultivation, solicitation, and stewardship of existing and new donors and friends;
- Commitment to high levels of engagement with priorities and activities of the upcoming capital campaign.

Visible, energetic, and accessible colleague and leader:

- A strong work ethic, and a commitment to students and their experience at the College of Engineering and Engineering Technology; a strong track record of commitment to diversity;
- A nimble and effective administrator, with the tenacity and patience to deal with some fiscal uncertainty and a University undergoing a transformation toward a new strategic vision;
- A high-energy, communicative dean, who is a motivating leader to faculty, staff, and students, and whose vision can inspire confidence, enhance philanthropy, and guide the future direction of the College.

Procedure for Candidacy

Inquiries, nominations, and applications are invited. Review of applications will begin immediately, and will continue until the position is filled. **For priority consideration, applicant materials should be received by January 27, 2017.** To apply online, go to <http://highereddecisions.com/> and select this vacancy. Candidates should provide a curriculum vitae, a letter of interest that addresses the responsibilities and requirements described in the Leadership Profile, and the names and contact information of five professional references. References will not be contacted without prior knowledge and approval of candidates. All applications and nominations will be held in confidence.

For nominations or further information:

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Northern Illinois University values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected by law.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Northern Illinois University documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.



[Summit Search Solutions, Inc.](#) is a boutique executive search firm dedicated to serving education, healthcare and not-for-profit communities nationwide. Based in Asheville, NC, Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Colorado, New York, and North Carolina.

Northern Illinois University: An Overview

NIU Statement of Vision and Mission

The vision of Northern Illinois University is to be the premier student-centered, research-focused public university in the Midwest, contributing to the advancement of knowledge for the benefit of the people of the region, the state, the nation, and the world.

With this vision, the mission of the University is to promote excellence and engagement in teaching and learning, research and scholarship, creativity and artistry, and outreach and service.

A keystone goal under this mission is to ensure student career success. These pillars support that goal: building thriving communities, ethically inspired leadership, and a sustainable budget and budget process. Currently, the leadership team is finalizing an overarching strategic plan to attain these goals.



NIU's fall 2016 enrollment of 19,015 students includes 14,079 undergraduates and 4,936 graduate students. The university has 41 academic departments distributed across seven colleges: business, education, engineering and engineering technology, health and human sciences, law, liberal arts and sciences, and visual and performing arts.

NIU is classified by the Carnegie Foundation as a research university/high research activity and as an institution of community engagement. The Association for Public and Land-Grant Universities awarded NIU its "place" award for leadership in innovative practices contributing to economic prosperity in a given region. In addition, University-owned educational centers in Hoffman Estates, Naperville, and Rockford provide venues for classroom and outreach activities in suburban Chicago locations.

In pursuing our vision and fulfilling our mission, the University 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 and service;
- Research and quality in creating, transmitting, expanding, and applying knowledge;
- Student career success supported through academic and co-curricular programming and activities;

- The application of current technology in enhancing and broadening all institutional endeavors;
- 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.

Northern Illinois University, a major student-centered public research university, is proud of its most recent accomplishments which include:

- Ranked in *U.S. News and World Report's* elite “National Universities” category;
- Nationally-accredited programs in business; clinical and school psychology; engineering; nursing; visual and performing arts; and teacher certification, among others that meet the highest standards of academic quality and rigor;
- A rapidly growing honors program attracting increasing numbers of high-achieving students;
- Service to a large, diverse, rural, suburban, and urban population, including many first-generation college students;
- Internationally acclaimed faculty members who are teachers, scientists, and artists. More than 35 have been named Fulbright scholars;
- Rapid growth in private support from alumni and friends that has grown from a total of \$35 million in the 1990s to more than \$190 million since the year 2000;
- An alumni base of more than 225,000 contributing \$8 billion a year to the Illinois economy with engagement efforts that bring 25,000+ alumni in personal contact with their alma mater each year;
- Four major building projects on campus that have been funded through private donations from proud alumni since 2000;
- A brand new, state-of-the-art, 1,000-bed residence hall that represents the best combination of living space, privacy, amenities, and technology anywhere in the nation;
- A highly successful and competitive NCAA Division I athletics program that ranks with the best in the nation in academic performance and graduation rates.

For further information visit: <http://www.niu.edu/at-a-glance/fastfacts.shtml>

Northern Illinois University: The Location

NIU is located in DeKalb, IL, 64 miles due west of Chicago, the third largest city in the U.S. The area is a vibrant center of culture and technology, yet the University is sufficiently out of the traffic and congestion to afford faculty and students a healthier, less stressful environment in which to live



and study. Responding to the needs of this unusual region, the university has established branch campuses in Rockford, Hoffman Estates, and Naperville; provides administrative support for the multi-university center of Lake County; and offers outdoor education experiences at its Lorado Taft field campus. NIU has been designated an “Innovation and Economic Prosperity” University by the APLU and last year received the APLU’s inaugural “Place” award for “excelling in community, social, and cultural development work.”

For information about DeKalb and the surrounding area: <http://www.niu.edu/visit/dekalb.shtml>

University Leadership



President Douglas Baker

Douglas D. Baker, NIU’s 12th chief executive officer, brings a rich background in business, organizational management, and higher education leadership to DeKalb. As provost and executive vice president of the University of Idaho from 2005 to 2013, Dr. Baker guided the development, implementation, and revision of the institution’s strategic plan during a period of fiscal challenges.

Members of the faculty senate at the University of Idaho applauded Baker’s work to shape and oversee a complex and collaborative academic program prioritization process that created a stronger and more efficient organization.

Born in Hood River, Oregon, and the son of two teachers, Baker earned bachelor’s and master’s degrees in business-industrial relations and management from Colorado State University. He earned his Ph.D. in business (organizational behavior and theory) in 1983 from the University of Nebraska.

His teaching career began in 1981 at Washington State University-Pullman, where he was an assistant professor of management. He eventually was appointed to lead the Office of Undergraduate Education and serve as vice provost for academic affairs for the Washington State University system before being appointed executive vice president and provost at the University of Idaho.

Baker taught courses in management, organizational behavior, organizational design, strategic planning, human resource management, and research methods.

He won MBA Faculty Teaching Excellence Awards — the honors were based on a vote of the MBA students — five times: Teacher of the Year (1992-93), Teacher of the Semester (Spring 1995, Spring 1993 and Fall 1990), and Outstanding Teacher (1989-90). He also won Shell Oil Distinguished (Undergraduate) Teaching Awards in 1990 and 1984 from the College of Business and Economics at Washington State University.

His research includes numerous publications on organization strategy and structure, motivation and leadership, and sexual harassment. In 2010, he made conference presentations on “Transformation: A Tale of Successful Planning and Prioritizing” and “Strategic Planning and Implementation Under Fiscal Stress.”



Executive Vice President and Provost Lisa Freeman

Lisa C. Freeman was appointed Executive Vice President and Provost at Northern Illinois University (NIU) in May, 2014, after serving on an interim basis. From 2010-2013, she served as NIU’s Vice President for Research and Graduate Studies. Freeman is also a Professor in the Department of Biological Sciences.

Since joining NIU, Freeman has served on the Illinois Innovation Council, as well as on the boards of directors of the Fermi Research Alliance, the Chicago Council on Science and Technology, and the Illinois Manufacturing Extension Partnership. She has been a member of the executive committees of the Association of Public, Land- Grant Universities (APLU) Council on Research Policy and Graduate Education, the APLU

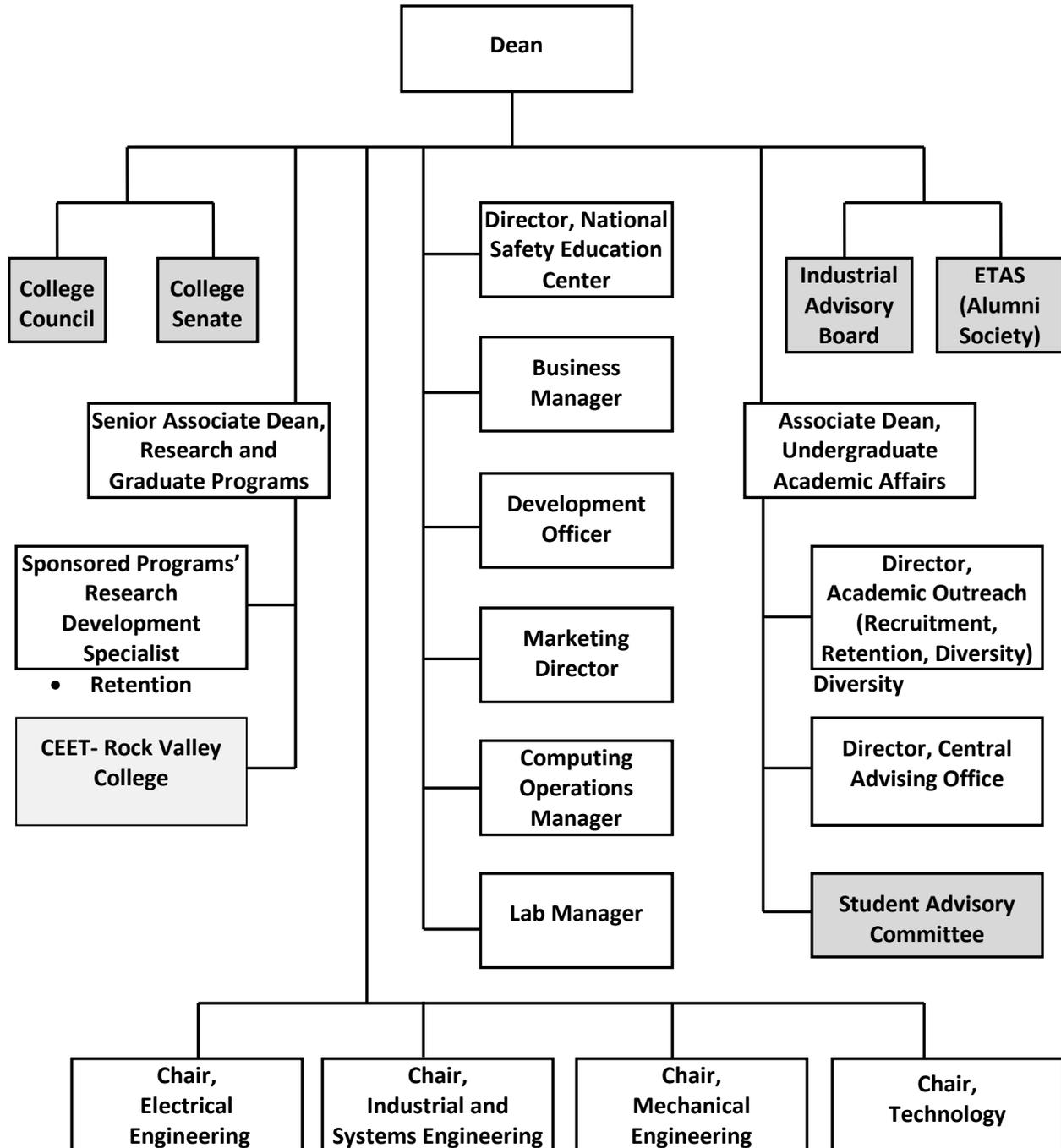
Commission on Information, Measurement and Analysis, and the American Council on Education Council of Fellows.

Formerly, Freeman spent 16 years at Kansas State University advancing through the faculty ranks to the positions of Associate Dean for Research and Associate Vice President for Innovation. She served as a principal investigator on research and training grants, taught courses in pharmacology and in the responsible conduct of research, and acted as a mentor to numerous graduate students, postdoctoral trainees and early career faculty members. Her work was funded by the American Heart Association, the National Institutes of Health and the National Science Foundation. Freeman has written more than 50 peer-reviewed publications, invited reviews and book chapters.

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

Appendix 1

College of Engineering and Engineering Technology Organizational Chart



Appendix 2

Academic Affairs Organizational Chart

