

NIU NORTHERN ILLINOIS UNIVERSITY

DeKalb, Illinois

Dean of the College of Law Leadership Profile



WITT / KIEFFER

Leaders Connecting Leaders

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December 2015

This Leadership Profile is intended to provide information about Northern Illinois University and the position of Dean, College of Law. It is designed to assist qualified individuals in assessing their interest in this position.

The Opportunity

Northern Illinois University (NIU) seeks a dynamic academic leader to serve as Dean of the College of Law.

NIU College of Law is the only public law school in the greater Chicago area. Located 64 miles from downtown Chicago, in DeKalb, Illinois, the College offers a full-time day program to about 250 students. The faculty includes 15 tenured and tenure-track professors, as well as library, clinical, and legal writing faculty members in addition to practitioners-in-residence, emeriti, visitors, and adjunct faculty. Members of NIU College of Law's faculty have distinguished themselves as scholars, dedicated teachers, and leaders of professional and academic organizations on the state and national level.

NIU College of Law was founded on the core belief that a legal education of the highest quality should be affordable for students of all backgrounds and interests. Law graduates' debt loads are one-third less than the national average, affording graduates the freedom of their professional choice. Approximately one-third of each year's graduates enter public sector/public interest careers.

NIU College of Law enjoys the advantages of being affiliated with a Carnegie Foundation classified Research University/High Research Activity that enrolls approximately 20,000 students. In addition to the J.D., NIU offers baccalaureate, master's, and doctoral degrees across 41 academic departments in seven degree-granting colleges. The Dean is a member of the law faculty and a key member of the university administration, working closely with the university President, the Provost, and fellow deans in defining and achieving the mutual benefits a campus-based law school can bring to the university as a whole.

NIU College of Law has maintained a proud tradition of graduating students who not only master legal doctrine and become skilled in practice but also commit themselves to serving the needs of a diverse and ever-changing society. In 2014, the "Black Student's Guide to Law Schools" named NIU College of Law a top five regional law school for black students. The Princeton Review has ranked NIU College of Law in the past as one of the most diverse schools in the nation in terms of faculty diversity; over one quarter of the tenured and tenure-track faculty are from minority groups and 40 percent are women. NIU College of Law has been repeatedly recognized and ranked among the top law schools in the nation based on value by the *National Jurist* magazine.

As a member of the faculty, the successful candidate will possess qualifications appropriate to a tenured professor. Internally, the Dean is expected to provide the transparent and collaborative leadership necessary to preserve and enhance NIU College of Law's commitment to outstanding student-centered legal education by accomplished teacher-scholars. Externally, the Dean has major responsibilities for the College's relationships with alumni, the legal profession, the academy, and the larger public it serves. Creative fund raising, development of initiatives, and enhancement of NIU College of Law's reputation will be priorities. The Dean will be assisted in these tasks by a dedicated and diverse faculty and staff, ready to build on the past while writing the next chapter in the history of this collegial and ambitious law school.

Northern Illinois University College of Law: An Overview

Located just over an hour from the city of Chicago, NIU College of Law is a vibrant school focused on the student experience. Offering a full complement of courses of study, extensive experiential learning opportunities, certificate programs, co-curricular experiences and a devotion to diversity and the public interest, the College is dedicated to offering a quality legal education at an affordable price. Housed in venerable Swen Parson Hall, NIU College of Law offers easily-accessed big city connections in a comfortable, suburban setting. As the only public law school in the Chicago area, the College is particularly proud to have been named a top law school nationally for diversity, value, and careers in public interest and government service. Class sizes are geared to promote closer connections between students, faculty and administrators. The small size of NIU College of Law provides greater opportunities for mentorship and student connections to alumni and legal practitioners in Illinois.

The College has a targeted goal of a student body of approximately 300. The principal feeder schools for applications have been Northern Illinois University and the University of Illinois (Urbana and Chicago), followed by Illinois State University and Loyola University, Chicago.

The Mission and Objectives of the Northern Illinois University College of Law

The mission of NIU College of Law is to provide a high-quality and affordable legal education that

- Prepares students to become effective, creative and ethical lawyers, ready to serve the legal needs of their communities;
- Engages faculty and students in a broad range of legal and interdisciplinary research and scholarship;
- Fosters access to law school and the legal profession by traditionally underrepresented groups;
- Inspires students to serve the public interest throughout their legal careers; and
- Builds a unique atmosphere of collegiality and cooperation within the law school community.

➤ **Preparing Students for the Legal Profession**



Excellence in teaching is NIU College of Law's first priority. The goal is to provide students with an intellectually rigorous academic experience that emphasizes critical thinking, effective problem-solving and experiential learning. To assure that students are prepared to be effective and creative lawyers who are ready to start practice upon graduation, NIU College of Law integrates instruction in practical lawyering skills and students are encouraged to avail themselves of the College's vigorous clinical, externship and lawyering programs. By offering comprehensive instruction in legal ethics, NIU College of Law also helps students understand their professional and civic responsibilities.

➤ **Pursuing Scholarship**

One of the most important functions of NIU College of Law is to advance academic discourse in the law and other disciplines. As a community of scholars, faculty and students explore, discuss and disseminate new ideas about the ways in which law functions in a dynamic society. Members of the faculty are committed to engage in an active program of research and scholarly publication to broaden their academic skills and knowledge and to enhance the reputation of NIU College of Law. The College also provides students with opportunities to contribute to scholarly discussion, through membership in the Law Review, participation in seminars, collaboration with professors as research assistants, and various extracurricular activities.

➤ **Providing Access for Historically Underrepresented Groups**

NIU College of Law is strongly committed to maintaining and increasing the diversity of its student body and faculty. As the only public law school in the greater Chicago area, the College has a special responsibility to facilitate access to the legal profession by members of traditionally underrepresented groups. Among the College's goals is to counter the effects of societal discrimination, to increase the number of lawyers who will serve in communities that are currently underserved, and to obtain for its students the educational benefits that flow from a diverse faculty and student body. NIU College of Law therefore recruits faculty and students who represent diverse communities and identities in society based on gender, sexual orientation, race, culture, ethnicity and physical ability.

➤ **Serving the Public Interest**

As a public law school with a tradition of public service, students are encouraged to aspire to become ethical leaders in the legal profession and to maintain a deep concern for social justice. NIU College of Law strives to assure that all of its students begin their careers recognizing that they are joining an honored endeavor that entails obligations to the communities in which they practice. To promote these goals while students are at the College, NIU College of Law provides a variety of practical opportunities for students to serve their communities through clinical and extracurricular opportunities for professional development. The College also continues its historic pattern of sending a significant number of its students to pursue careers in public service as public defenders, prosecutors and judges, as well as in a variety of other nonprofit and government positions. Regardless of their professional path, students are encouraged to engage in substantial pro bono work before and after they graduate, knowing that a commitment to service is a key component of a satisfying and rewarding legal career.

➤ **Promoting Collegiality**

While pursuing the other aspects of its mission, NIU College of Law preserves and builds upon its long tradition as a small, collegial community in which faculty, students and staff work to develop close personal and professional relationships that last for years.

Diversity

The College is a place where the real benefits of a diverse society are valued, as reflected in its faculty and student body. Over a quarter of the tenured and tenure-track faculty are from minority groups and 40 percent are women. For many years, people of color have comprised between 20 and 33 percent of the student body. Approximately one-half of the students are women.

NIU College of Law was ranked as one of the most diverse law schools in the nation in the November 2012 edition of *National Jurist*. Additionally, it was named a Top 5 Regional Law School for Black Students in the "Black Student's Guide to Law Schools," published by *On Being a Black Lawyer*.

Academic Programs

Students benefit from an extraordinarily high level of interaction and accessibility to faculty and administration. Small class sizes and low student-to-faculty ratio preserve an identity and collegiality for students that is noteworthy for a law school associated with a major public university.

NIU College of Law offers its students a broad perspective of the law through high quality academic programs and well-respected faculty, experiential training, and a cooperative learning environment with personalized attention. By providing students with rigorous course work and challenging programs, the College prepares its students to competitively enter the legal profession immediately after graduation.



➤ **J.D./M.P.A. Program**

The NIU Division of Public Administration and NIU College of Law offer the opportunity for simultaneous enrollment in the M.P.A. and J.D. degree programs to qualified graduate students. Students must be admitted to both the M.P.A. and the J.D. programs.

➤ **J.D./M.B.A. Program**

NIU College of Law and the NIU College of Business offer a simultaneous enrollment option, which permits students to earn a J.D. and an M.B.A. Students must be separately admitted to both the M.B.A. and the J.D. programs.

➤ **Accelerated Law Degree Program**

NIU College of Law offers an accelerated law program for high-achieving undergraduate students. This unique opportunity removes one full year of study—a savings of both time and money—from students pursuing a B.S. or a B.A. in Political Science, Engineering or Sociology followed by a J.D. degree. The accelerated program, from start to finish, will take six years to complete instead of the normal seven.

➤ **Certificate Programs**

NIU College of Law offers six Certificate Programs including:

- Certificate in Civil Advocacy
- Certificate in Criminal Practice
- Certificate in Business Law
- Certificate in International Law
- Certificate in Public Interest Law
- Joint Certificate in Law and Women's Studies

➤ **Experiential Learning**

NIU College of Law requires students to complete at least one practice experience through a variety of externships and clinical courses. The externships allow students to gain practical experience under the supervision of a practicing lawyer, judge, or lawmaker and under the guidance of a knowledgeable faculty member. The clinical courses are taught by the clinical professors at the Zeke Giorgi Legal Clinic in Rockford, the Health Advocacy Clinic in Aurora, and the Mediation Clinic in DeKalb. All of these experiences help to create strong "holistically trained" lawyers prepared for any practice setting. Pro bono opportunities provide students with additional learning experiences while providing needed services to the community.

➤ **Academic Success Program (ASP)**

The Academic Success Program is evidence of NIU College of Law's commitment to the success of each of its students. The program consists of numerous elements, including a Jump Start Orientation for at-risk students, a seven-week Introduction to Legal Skills Program for all first year students, small group mentoring and group study sessions for first year students, an exam-writing seminar in the Spring semester for first year students, an upper-level skills course in the Fall semester for second year students, and two bar preparation courses for third year students, Bar Foundations and Legal Analysis: Skills & Strategies.

➤ **Study Abroad**

NIU College of Law offers a unique summer program abroad in Agen, France. Courses are taught in international and comparative law by NIU College of Law faculty in cooperation with the law faculty of the University of Bordeaux-Montesquieu IV.

Faculty

NIU College of Law boasts an experienced, student-centered faculty passionate about the development of tomorrow's lawyers. Educated at some of the nation's most prestigious law schools, this diverse group brings a broad range of educational backgrounds and professional experience to the classroom. In addition to the J.D., many of the faculty hold Ph.D.s and Master's degrees in History, Theology, Taxation, English, and Political Science. The NIU College of Law faculty is committed to teaching the law with an emphasis on public service and professional responsibility. In addition to possessing the traditional markers of scholarly productivity, faculty are frequent contributors to academic conferences and have served in leadership roles on state and national bodies both professional and academic. A faculty member

holds a Distinguished Teaching Professorship, the university's highest award for excellence in teaching.

Law Library

The [David C. Shapiro Memorial Law Library](#) is the cornerstone of NIU College of Law. It provides one of the best ratios of library resources to students in the country. Located on the second floor of Swen Parson Hall, the Library houses a collection surpassing 250,000 volumes and volume equivalents. Further research support is available through [Founders Memorial Library](#), the University's main library, which is across from the College of Law. Founders Memorial Library contains over 2 million volumes and an additional 1.2 million federal, state, and international government documents. The Library's primary function is serving the needs of the students and faculty of NIU College of Law. However, the Law Library is open to those who need to do legal research or use government documents received through the Federal Depository Library Program. The Law Library also offers legal research courses and orientation programs.



Facilities

NIU College of Law is housed in Swen Parson Hall, a Collegiate Gothic-style building in the center of an attractive campus, which formerly served as the main university library. Within Swen Parson, students enjoy advocacy training in the Kenneth C. Chessick Legal Skills Training Center. Recently renovated "smart" classrooms feature multimedia instruction tools and wireless network access. The Francis X. Riley Courtroom hosts nationally known speakers and oral arguments before the Seventh Circuit U.S. Court of Appeals and the Illinois Court of Appeals for the Second District.

Alumni

Most graduates obtain employment in Illinois or the surrounding states, and NIU College of Law has practicing alumni in all 50 states and in numerous foreign jurisdictions. The debt load of graduates is approximately one-third less than the national average. The low debt load allows graduates to consider a broad range of employment opportunities, including public interest and public sector positions. Each year, approximately 30 percent of graduates start their careers in public sector/public interest positions. In turn, this leads to a relatively large number of alumni taking seats on the bench. Over 90 alumni serve as judges throughout the country. In addition, several alumni have served in leadership positions in the Illinois State Bar Association (ISBA). Three recent presidents/presidents elect are alumni, including the first minority president of the ISBA.

Alumni are very engaged with the College of Law. They serve as volunteer mentors to first year law students, with about 85% of first year students having an alumni mentor. Additionally, they serve the College in a variety of roles including adjunct faculty and volunteer judges in moot programs.

Accolades and National Recognition

➤ National Jurist

- Best Value Law Schools: NIU ranks in the top 40 in the nation with an A- rating
- Most Diverse Law Schools: NIU ranks in the top 45 in the nation with an A- rating
- Best Schools for Public Service: NIU is one of 20 law schools in the Government category of Public Service
- Best for sending students to small firms: NIU is named 11th best in nation

➤ Crain's Chicago Business

- Recognized as one of the 10 most underrated law schools in a 2015 study by University of North Carolina School of Law Professor Alfred Brophy

➤ On Being a Black Lawyer

- "Black Student's Guide to Law Schools" (2014) named NIU College of Law as one of the top five regional law schools for black students

For more information, please visit www.niu.edu/law



The Dean: Opportunities and Expectations for Leadership

Reporting to the Provost, the Dean is the intellectual and administrative leader of the NIU College of Law. The Dean is the chief advocate for the mission and purpose of legal education at the College, helping to set the NIU College of Law apart from other law schools in the state. The Dean provides leadership in curriculum and academic program development, as well as faculty hiring, tenure, and promotion. The Dean oversees the operating and capital budgeting process in the College, recommends priorities to the Provost, and oversees expenditures.

The Dean provides leadership in all aspects of the operation of NIU College of Law and has ultimate responsibility for the following key objectives (listed in no priority order):

Institutional Identity and Improving the Standing of the College of Law

- One of NIU College of Law's most valuable assets is the deep sense of community that informs and guides day-to-day life on the campus. The Dean must embrace and join this community as both a leader and a member. The Dean should be accessible and visible in the community and at NIU College of Law events and will be the face of the College in the legal arena of the region. The Dean will use her/his role to create opportunities, leverage contacts, and articulate the many strengths of NIU College of Law to a broad audience. In addition, the Dean will continue to develop key messages about NIU College of Law that differentiate it from competing law schools and identify priorities necessary for the College's growth and advancement. Through a collaborative approach involving faculty, administration, and other key constituencies, the Dean will advance and promote NIU College of Law's "brand" and identity.

Student Recruitment, Enrollment Management and Financial Aid

- The Dean will engage with faculty and the Director of Admissions to develop a strategic approach to admissions and a multi-year plan to achieve the sustainable enrollment/retention of students.

Administration, Planning and Management

- The Dean will oversee the day-to-day management of the College of Law's operations, delegating responsibilities to appropriate individuals as needed.
- In conjunction with the President and Provost, the Dean will provide leadership in long-range and strategic planning that addresses the evolving academic and financial environment of public legal education in the context of the College of Law's mission. He or she will implement, monitor and report on the progress of the plans in close collaboration with the faculty, President, Provost, Board of Trustees, alumni, and other constituencies.
- The Dean will ensure that financial resources are adequate and prudently managed through the development of an effective annual operating budget and long term

financial planning. In addition, the dean will be responsible for vigorous fundraising and development efforts.

Collaboration with University Administration and Board of Trustees

- The Dean will play a critical role in formulating recommendations for consideration by the President and Provost on administrative, educational policy, financial, governance, institutional advancement, and other matters. He or she will play an active role in supporting and cooperating with the Board of Trustees and ensuring that appropriate staff support is provided. The Dean will effectively manage relationships with Board members and will actively advise and inform Board members regarding emerging issues in legal education, and non-profit and higher education governance, especially on issues critical for NIU College of Law's success.

Increasing the Role of Institutional Advancement and External Relations

- NIU is in the early stages of planning a capital campaign. It is expected that the Dean will engage in fundraising, both as part of the campaign effort and independent of it. It is anticipated that a full-time gift officer will be assigned from the central Advancement/Foundation office to partner with the Dean on fund raising targeted to address priorities at the school.
- The Dean will play a critical role in raising the profile of NIU College of Law's work in institutional advancement. He or she will work hard at building alliances with numerous external partners and being an effective broker, finding external revenue sources and matching them with institutional priorities. A major part of the deanship will consist of setting priorities and goals for the College of Law's fundraising efforts, including annual fund, major gift, planned giving and capital/endowment campaigns, and playing a primary role in the planning and execution of these efforts.
- The Dean will play an active and visible role in supporting the activities of the alumni association and communicating with alumni on a regular basis to encourage their involvement as volunteers and donors.
- The Dean will also be effective at promoting the College's reputation and goodwill within legal education, the legal profession, and the community. He or she will implement an effective, multifaceted communications plan that presents a strong, positive, and consistent image to key constituencies.
- The Dean collaborates with the Board of Visitors, an advisory body that convenes twice a year to discuss, explore, and offer advice and perspective on issues deemed relevant and timely by the Dean, including current and strategic opportunities and challenges. The Board of Visitors, who serve at the pleasure of the Dean, is comprised of distinguished members of the bench, bar, and legal community.

Maintaining Excellence and Enhancing Academic Reputation

- The Dean will work to maintain a culture of academic vitality and an enhanced intellectual climate within the College of Law. The Dean will lead the faculty by encouraging and supporting faculty scholarship, facilitating teaching excellence, cultivating collegial and constructive relationships with and among faculty, diversifying the faculty and student ranks, and encouraging faculty service. The Dean will ensure that library and information resources continue to effectively support the academic program and faculty scholarship.
- The Dean will be vigilant about students' needs and assess current and new educational tools to improve the learning experience and student bar passage rates.

Maintaining and Building upon NIU College of Law's Public Service Mission

- The Dean will wholeheartedly support and further cultivate NIU College of Law's tradition and commitment to serve the public. Building on the College of Law's history and tradition, the Dean will continue to define public service broadly, to include not just public interest legal organizations, but government and non-profit positions, volunteer opportunities and pro bono programs within law firms. The Dean will help foster a student culture focused on mutual support, respect for differing views and perspectives, and engagement with the community.

Professional Qualifications and Personal Qualities

The NIU College of Law Dean will be an energetic, self-assured leader of stature with a deep knowledge of the legal academy and its teaching, scholarly and governance processes. The Dean will also be a capable executive with skills in fiscal and human resource management and fundraising development. He or she must have the political acumen and authentic personal leadership style necessary to advance NIU College of Law and inspire its faculty and students. Proven experience as a leader of people and a successful track record as a legal educator, manager, communicator and fundraiser are required for success within NIU College of Law. The successful candidate will possess qualifications appropriate to a tenured professor in the College of Law.

In addition, the candidate will:

- provide creative and distinctive academic leadership to the College and its programs, continually seeking opportunities to advance academic excellence and innovation in teaching;
- project a strong public presence and image for the College, promoting the accomplishments of its faculty and students to enhance its reputation in the legal community;
- work collaboratively with faculty, supporting and encouraging their efforts in scholarship, teaching, and service, with an informed understanding of the unique requirements professional schools have in these areas;
- support students, with demonstrated success in developing student-centered administrative processes, especially in the areas of academic support services and career counseling and placement services;
- demonstrate strong and effective administrative skills, with a capacity to build and develop working teams at all levels of the College, including administrative staff and faculty;
- show deep respect for and commitment to diversity, as demonstrated by a record of promoting diversity within a student body, faculty, and administrative team;
- connect with leaders in the region's bench, bar, and a broad range of external constituencies, including alumni, academic, cultural, business, governmental and social institutions, to advance the visibility and success of the College and to lead sophisticated and effective alumni development and fund raising activities;
- demonstrate a commitment to social justice and the historic mission of the College to educate lawyers for public service;
- possess the intellectual leadership to provide guidance to a vibrant community of scholars;

- bring a deep understanding of the changes taking place in legal education and the legal profession, while overseeing, with the faculty, curriculum development, including programs to monitor and assess learning outcomes of students;
- continue to integrate new technologies into the College's administration, teaching, and support of faculty and student scholarship;
- work collegially with other members of the University's executive administration, promoting and advocating for NIU College of Law's place within the University community;
- develop collaborative programs with other 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.

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 building a sustainable budget and budget process. Currently, the leadership team is finalizing an overarching strategic plan to attain these goals.

NIU's fall 2015 enrollment of 20,130 students includes 15,027 undergraduates and 5,103 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 institution as well as an institution of community engagement. The Association for Public and Land-Grant Universities recently 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-making 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 of 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>

History

Chartered in 1895, as the Northern Illinois State Normal School solely to prepare college-educated teachers.

The University has grown into a world-class university that attracts students from around the globe while still primarily serving Illinois.

Two traditions which were established from the start remain paramount today. NIU is deeply committed to preparing teachers and providing an excellent and affordable higher education to Illinois families, some of whom have never sent a child to college before.

Beginning

A demand for more – and better – public schools is what prompted then-Illinois Gov. John Peter Altgeld to expand the “normal school” system he always had championed.

For the 146 women and 27 men in the inaugural class, their first vision of Altgeld Hall must have seemed like a dream: A European-style castle built on the vast Midwestern plains for a cost of \$230,000.

Over the next century, enrollment grew 145-fold as the campus spread to 755 acres and became home to nearly 60 major buildings and 25,000 students. World War II and the wars in Korea and Vietnam accelerated enrollment as returning veterans put their GI Bill benefits to work.

Growing

Northern became Northern Illinois State College on July 1, 1955, and Northern Illinois University on July 1, 1957.

The Illinois General Assembly granted NIU its own governing board in 1996. Regional education centers in Hoffman Estates, Naperville and Rockford were built to offer many of NIU’s programs at times and locations designed to accommodate the needs of its vital service region.

NIU Academic Units

[Undergraduate Programs](#)

The NIU baccalaureate degree experience enables graduates to think critically, create, and communicate by participating in an engaged learning environment to prepare for success in a diverse, global society.

[Graduate Programs](#)

The Graduate School offers more than 110 areas of study for master's, doctoral, and other advanced degrees.

[Law Programs](#)

As the only public law school in the greater Chicago area, the NIU College of Law was founded on a core belief that a high quality, challenging legal education should not be cost prohibitive.

[Colleges & Departments](#)

NIU is home to seven degree-granting colleges and 42 academic departments.

For more information, please visit www.niu.edu

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 unique 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 visit:

<http://www.niu.edu/visit/dekalb.shtml>

Procedure for Candidacy

Nominations and applications (including (a) a cover letter and (b) C.V. or resume) should be submitted, preferably via e-mail, to the consultants supporting NIU College of Law in this search. All materials will be treated as confidential. To make a confidential inquiry, please contact our search consultants, Werner Boel and Sheila Murphy, at NIULawDean@wittkieffer.com.

Materials that cannot be sent via email may be mailed to:

Northern Illinois University – Dean, College of Law
Attention: Werner Boel or Sheila Murphy
c/o Witt/Kieffer
3414 Peachtree Road, Suite 352
Atlanta, GA 30326
Tel: (404) 233-1370; Fax: (404) 261-1371

The search process is underway and will continue until the position is filled.

In accordance with applicable statutes and regulations, NIU is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, ancestry, sex, religion, age, physical and mental disability, marital status, veteran status, sexual orientation, gender identity, gender expression, political affiliation, or any other factor unrelated to professional qualifications, and will comply with all applicable federal and state statutes, regulations and orders pertaining to nondiscrimination, equal opportunity and affirmative action. NIU recognizes Dual Career issues. Pre-employment background check and verification of eligibility to work in the United States is required.

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.

Appendix I

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 Northern Illinois University. 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 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."

Baker's wife, Dana L. Stover, comes to NIU from the College of Business and Economics at the University of Idaho, where she served as assistant dean for Recruitment, Retention and Assessment. Stover joined the College of Law's faculty in 1999 as an assistant professor and later was promoted to associate professor. She specializes in assurance of learning and assessment and pedagogical issues in management education, organizational design and organizational change.

Executive Vice President and Provost Lisa Freeman

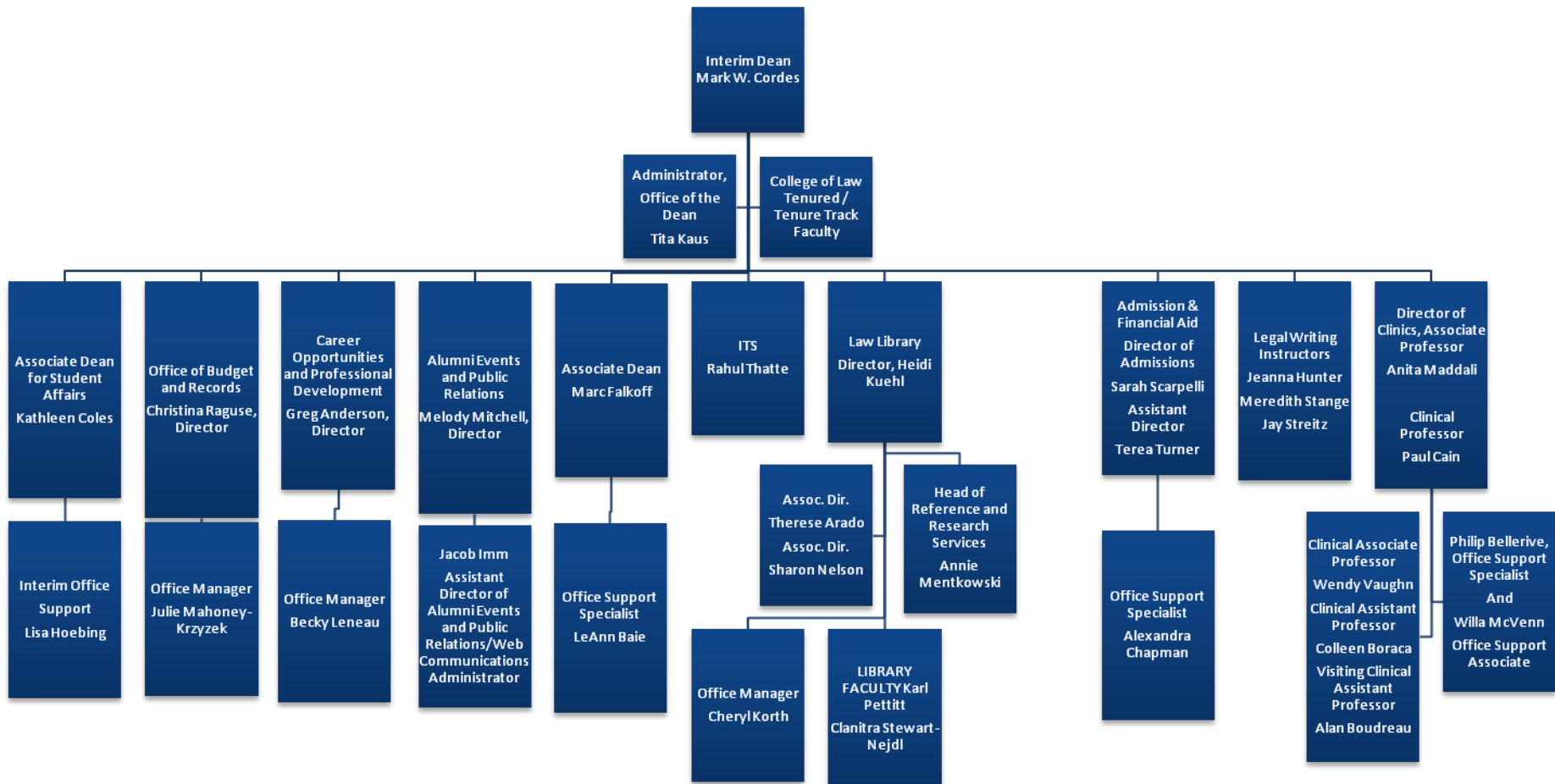


Lisa C. Freeman was appointed Executive Vice President and Provost in May 2014. She has focused her academic career on bringing people and resources together to solve complex problems. In July 2010, Freeman joined Northern Illinois University (NIU) as the Vice President for Research and Graduate studies, and a Professor of Biology. The Vice President for Research and Graduate Studies is the senior academic officer for research, artistry, and graduate programming. In 2011, she was appointed to the Illinois Innovation Council, a diverse group of leaders convened by Governor Quinn to improve support for innovation and align public and private resources. Since joining NIU, Freeman has also been invited to serve on the boards of directors of the Fermi Research Alliance, the Chicago Council on Science and Technology, and the Illinois Manufacturing Extension Partnership, as well as on the executive committees of the Association of Public and Land Grant Universities Council on Research Policy and Graduate Education and the American Council on Education Council of Fellows.

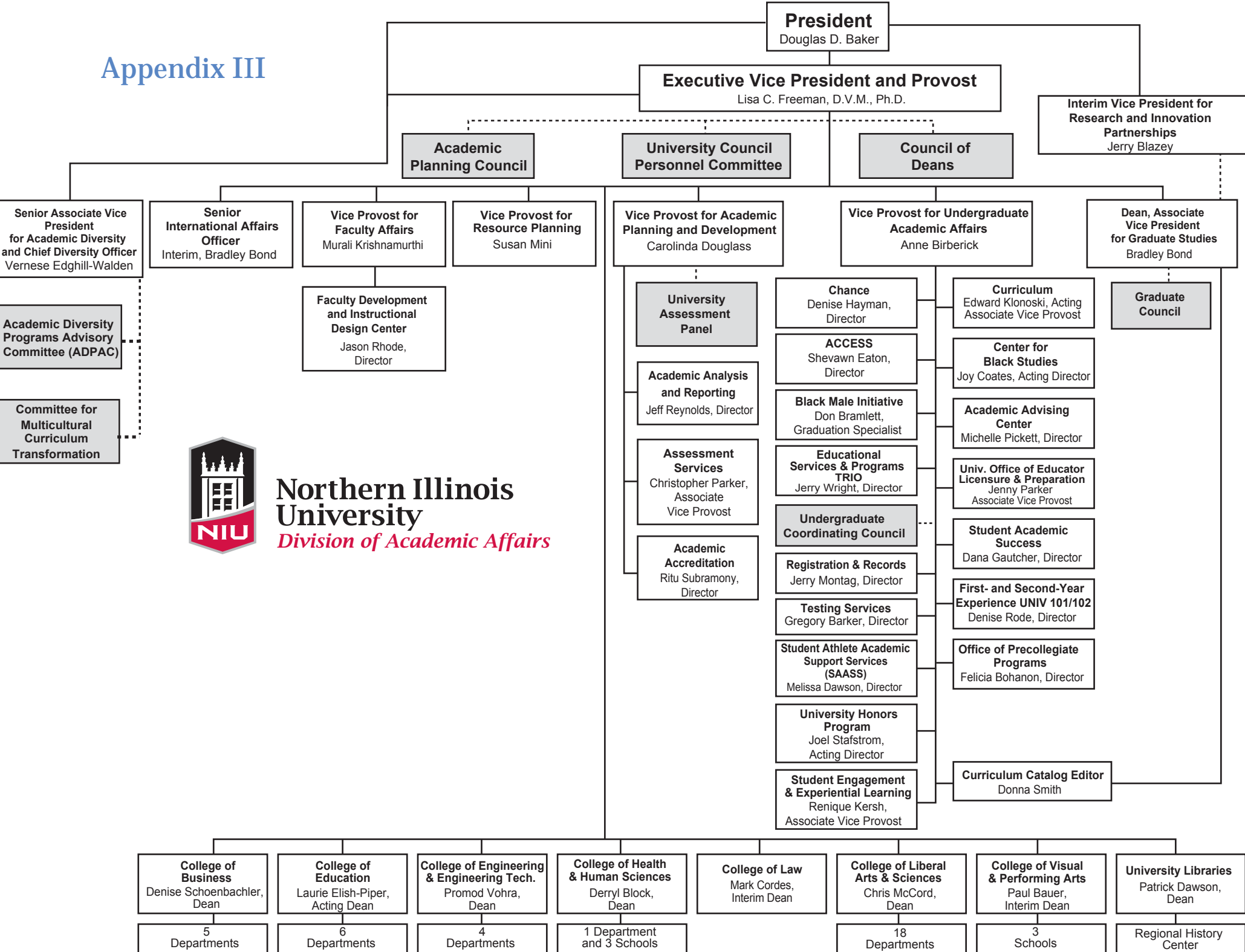
Freeman earned a bachelor's degree in 1981 and a master's degree and a doctor of veterinary medicine in 1986 from Cornell University. She went on to earn a doctoral degree in pharmacology at The Ohio State University in 1989. Prior to joining the faculty of K-State University in 1994, Freeman worked 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 II

COLLEGE OF LAW ORGANIZATION CHART DECEMBER 8, 2015



Appendix III

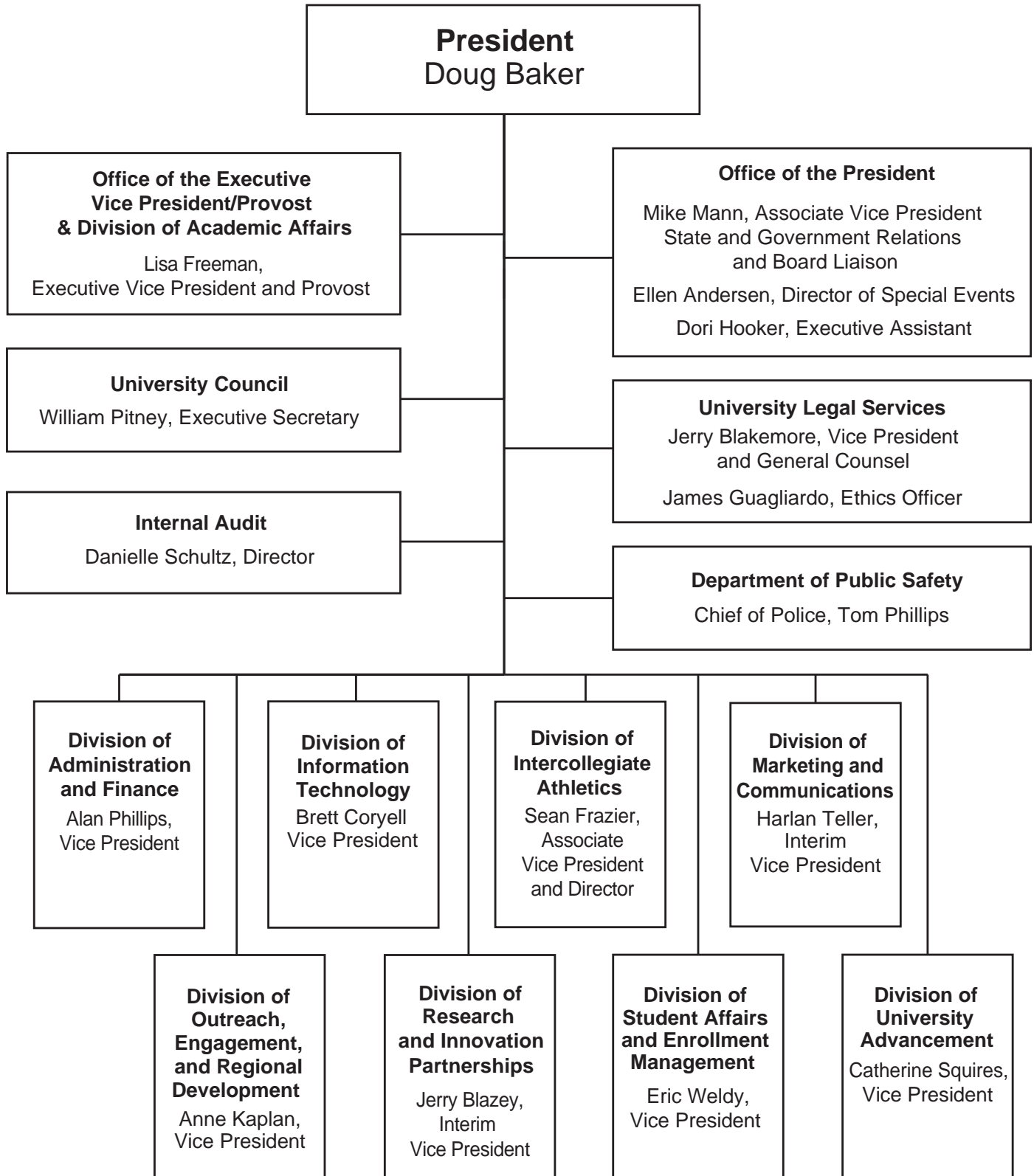


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