

# Presidential Search





# Presidential Search

The Northeastern Illinois University (“NEIU”) Board of Trustees and the President Search Committee announce a national search for the University’s eighth president. NEIU invites applications, nominations, and expressions of interest for this exciting leadership opportunity. The University seeks an innovative, inspirational president with a demonstrated track record of success in enrollment management and strategic planning. The new president will be a collaborative champion of public urban education, an advocate for academic quality, and a strong proponent for diversity, equity, and inclusion.

Northeastern Illinois University, a Hispanic-Serving and Minority-Serving institution, is one of the most diverse public comprehensive universities in the Midwest and a leader in affordability. Located in Chicago, the nation’s third-largest city, the University has a proud tradition of preparing graduates who contribute to the economy and quality of life in Chicagoland and beyond. The last two pages of this search profile provide instructions on becoming a candidate or submitting a nomination.



# About Northeastern Illinois University

**NEIU is a four-year and graduate public Institution in Chicago**

Founded in 1867, NEIU has a rich tradition of educational innovation and prides itself on preparing teachers and administrators who make a difference in Chicago. That tradition continues to this day and has expanded to include an array of academic disciplines, allowing the University to embrace fully the community in which it resides. NEIU is regarded as one of the most diverse public comprehensive universities in the Midwest and is designated by the U.S. Department of Education as a Hispanic-Serving Institution.

Diversity is an important factor in the character of NEIU and in the social fabric of its student body. African-American, Hispanic, Asian, and Native-American students represent roughly 60 percent of the student body. With approximately:

- 61% female students
- 51% full-time students
- 1,775 (31%) first-generation students
- 3,400 (59%) minority students
- 2,820 (49%) receive some type of financial aid
- 635 (11%) take some type of loan

The main campus located on 67 acres in an attractive residential area on the northwest side of Chicago. The University offers more than 80 undergraduate and graduate programs in the arts, sciences, education, and business. The University has additional locations in the metropolitan area:

- The Jacob H. Carruthers Center for Inner City Studies
- El Centro
- University Center of Lake County

NEIU has been ranked as one of the most ethnically diverse regional public universities in the Midwest and its students graduate with the least debt among Midwest regional universities. NEIU has also been named the best University for adult learners and the safest campus. In addition, more than a hundred countries are represented in NEIU's student body.

## Top 10 Majors

Northeastern Illinois University's top ten majors (Undergraduates):

- Accounting
- Biology
- Communication, Media & Theatre
- Computer Science
- Early Childhood Education
- Elementary Education
- Interdisciplinary Studies
- Management
- Psychology
- Social Work





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**Northeastern  
is the best in  
the state and  
among the  
nation's leaders  
at graduating  
students with  
the least debt.\***

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*\*According to U.S. News & World Report*

## Accreditations

Northeastern Illinois University is accredited by the Higher Learning Commission. In addition, Northeastern is accredited through these disciplinary bodies:

- Association to Advance Collegiate Schools of Business
- Council for Accreditation of Counseling and Related Educational Programs
- Council for the Accreditation of Educator Preparation
- Council on Social Work Education
- National Association of Schools of Art and Design
- National Association of Schools of Music

## Mission

NEIU, as a public comprehensive University with locations throughout Chicago, provides an exceptional environment for learning, teaching, and scholarship. NEIU prepares a diverse community of students for leadership and service in the region and in a dynamic multicultural world.

## Vision

NEIU will be a leader among metropolitan Universities, known for its dedication to its urban mission, for the quality of its programs, for the success of its graduates, and for the diversity of its learning environment.

## Values

NEIU is committed to a set of shared values that, taken collectively, guides its actions and interactions as the University community works together to prepare graduates for the responsible exercise of citizenship. The NEIU community believes it is critical for its democracy to create a space in which the commitment to these values results in a thriving educational community that transforms the lives of all. NEIU takes stock of the present and looks to the future; these values serve as the touchstone for planning how NEIU will best achieve the educational mission entrusted to the University community.

### INTEGRITY

NEIU is accountable to those it serves and to those from whom it receives support. NEIU is committed to honesty, respect, and transparency in its words and in its actions. In that regard, NEIU works to be good stewards of the resources they are entrusted to use. This includes human, physical, fiscal, and environmental resources.

### EXCELLENCE

In NEIU's pursuit of and commitment to excellence, the University community values the highest quality of learning and teaching, scholarship, and service. NEIU values opportunities and experiences that support personal and professional development for all members of the community. In all that NEIU says and does, they are committed to the process and products of excellence.



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NEIU has  
**424**

cutting-edge faculty with  
experience in the  
**classroom and  
the community**

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NEIU student body  
is one of the  
**most diverse**  
in the Midwest

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NEIU is a  
federally designated  
**Hispanic-Serving  
Institution**

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## ACCESS TO OPPORTUNITY

NEIU values access to opportunity; NEIU values a welcoming environment that provides appropriate support as well as encourages mutual responsibility for and commitment to learning.

## DIVERSITY

NEIU values the inclusion of a broad spectrum of students, faculty and staff in the life of the University. NEIU celebrates and fosters global perspectives. NEIU encourages the open and respectful expression of ideas and differences in thoughts, experiences, and opinions.

## COMMUNITY

NEIU provides an environment that is supportive, nurturing, and participatory. Such an environment is characterized by civility, fostering humanity and engagement, and creates a sense of community through inclusion, mutual respect, and empowerment. NEIU values the metropolitan setting as a laboratory for learning, and NEIU fosters partnerships for learning, research, and service throughout this dynamic region to promote the public good.

## EMPOWERMENT THROUGH LEARNING

NEIU is dedicated to creating a culture that provides life-long learning opportunities for all members of the University community. NEIU is especially committed to transforming students' lives by engaging them in an educational experience that empowers them to graduate with the skills and knowledge to become effective leaders and citizens in their personal and professional lives.

## Board of Trustees


The president reports to the Board of Trustees and is the University's Chief Executive Officer. The State of Illinois established the Board of Trustees for NEIU in January of 1996. The ten-member board has the authority and responsibility to operate, manage, control, and maintain NEIU.

## Shared Governance

Shared Governance prioritizes a collaborative leadership approach firmly believing in incorporating diverse perspectives into decision-making processes. This approach encompasses the inclusion of the Faculty Senate, University Advisory Council, University Planning and Budget Council (UPBC), Administrative and Professional Council, The Student Government Association (SGA), and University Diversity Council constituencies. This approach ensures that various university voices are heard and considered in setting goals and making decisions in addressing challenges.

## Academics

NEIU offers a rigorous academic experience tailored to student needs. The academic landscape of the University encompasses a diverse array of disciplines. This wide spectrum of knowledge reflects



the institution's commitment to fostering a comprehensive and interconnected educational experience. Pursuit of excellence happens best in a supportive, individualized environment. The diversity of faculty and students means that the student body will benefit from both the understanding that comes from shared cultural backgrounds and the enrichment that comes from a variety of cultures.

### **College of Arts and Sciences**

The College of Arts and Sciences (CAS) offers undergraduate majors and minors, and master's degrees in more than 60 fields of scholarly inquiry, scientific research, creative expression and social engagement. Incorporating a wide scope of ideas, the College enriches the learning environment by offering abundant opportunities for intellectual discovery. Through scientific, social and cultural awareness, all students can develop a broader view of the world. Students get to work with and learn from professors who are outstanding in their fields and passionate about teaching. The College supports student-faculty research, peer-led team learning, internships and community-based fieldwork.

For more information visit [neiu.edu/cas](http://neiu.edu/cas).

### **College of Business and Technology**

The College of Business and Technology (CBT) prepares students for careers in business and technology fields. The College's business programs are accredited by AACSB International and computer science programs are pursuing accreditation by ABET.

The College offers three graduate degrees: Business (MBA), Accounting (M.S.), and Computer Science (M.S.); four undergraduate degrees — one undergraduate business degree (with majors in Accounting, Finance, Management, Marketing, and General Business Administration) and three undergraduate computer science degrees (Computer Science, Cybersecurity, and Information Technology); adult degree completion pathways through nontraditional degree programs; and urban “build your own business” programming through our innovation hubs.

In keeping with the cultural diversity that is a hallmark of NEIU, the CBT faculty have come to the University from more than 20 countries representing more than 30 ethnic backgrounds.

For more information, please visit [neiu.edu/cbt](http://neiu.edu/cbt).

### **Daniel L. Goodwin College of Education**

The Daniel L. Goodwin College of Education (GCOE), with roots that go back to the first teacher education institution in Chicago — Cook County Normal School, which was founded in 1867. GCOE prepares graduates to welcome and celebrate multiculturalism in educational fields as they grow and fully realize their professional identities as counselors, health professionals, educators and leaders.

In Fall 2022, 1,208 students were enrolled in nine undergraduate and 21 graduate degree programs, as well as several graduate certificate programs. Over the last five years, student enrollment has grown 11%,



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**Northeastern is ranked seventh in the nation and first in Illinois with the lowest rates of property-related crime on college and University campuses.\***

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including a 70% increase in teacher education majors. Educator licensure programs are accredited by the Council for the Accreditation of Educator Preparation and counseling programs have specialized accreditation through Council for Accreditation of Counseling & Related Educational Programs. Chicago Public Schools (CPS) is a primary source of students at both the undergraduate and graduate levels. Recently, the College strengthened its partnership with CPS by developing a new teacher residency program and an innovative high school-to-college pathway. Five major grant projects extend the impact and reach of the College, including a new five-year, \$4 million, federally-funded mental health service grant that is strengthening the preparation of school counselors for employment in high-need public schools. In the next three years, the GCOE is expected to launch a new M.S. degree in Nursing and a new Ed.D. in Leadership, Equity and Inquiry. Plans are also in the works for the construction of a new four-story building to house the GCOE and its programs.

For more information, visit [neiu.edu/gcoe](http://neiu.edu/gcoe).

### **College of Graduate Studies and Research**

The [College of Graduate Studies and Research](#) supports and encourages learning, research, training, faculty development, community service and involvement in professional organizations. The College supports graduate programs in the College of Arts and Sciences, College of Business and Technology, and Daniel L. Goodwin College of Education with recruitment, management of tuition waivers and graduate assistantships programs. The college is developing a new Ed.D. in Leadership.

The College supports more than 50 graduate and post baccalaureate programs, as well as certificate programs. Whether students are seeking a master's degree or certification, the College's small class sizes and quality interaction between faculty and students allows the University to meet those needs.


The Research area of the college supports Principal Investigators (PI) in the pre- and post-award stages of grantsmanship. The majority of our grant sponsored initiatives are funded by the U.S. Department of Education, National Science Foundation, National Institutes of Health, the United States Department of Agriculture and others. The University manages about \$35 million in annual revenues through grant awards.

To learn more about NEIU's graduate studies and research initiatives, visit [neiu.edu/gradcollege](http://neiu.edu/gradcollege).

### **Nontraditional Degree Programs (NDP)**

**Nontraditional Degree Programs** includes two regionally accredited undergraduate degree completion programs for adult students. The programs, the Bachelor of Arts in Interdisciplinary Studies (BAIS) and the University Without Walls (UWW), are designed for adult students who often have completed a number of credits at other institutions or who have acquired significant learning through their careers or community activities. One of the outstanding features of our two Nontraditional Degree Programs (NDP) is that both programs award credit for prior experiential learning to acknowledge and validate college-level learning

*\*According to ASecureLife.com*



outside the classroom. Both programs provide expanded opportunities for quality education, academic rigor, excellent graduate school preparation, and generous transfer credit policies. Both are self-paced, offer scheduling flexibility and options and involve individualized holistic academic advising to help students earn degrees.

**Bachelor of Arts in Interdisciplinary Studies (BAIS)** is a credit-based, alternative, self-paced program compatible with career and family responsibilities. BAIS is recommended for students with an Associate's Degree or 60+ credit hours. Students graduate from BAIS with significant communicative competencies and foundational learning for multiple careers and graduate programs.

**University Without Walls Program (UWW)** leads to a Bachelor of Arts or Bachelor of Science degree. The program helps adult students meet their learning objectives through a course of study that allows for curricular individuality. UWW students design and complete approved experiential curricula as an alternative to traditional courses. UWW is recommended for students with fewer than 60 credit hours and 10+ years of professional work experience.

### **NEIU Libraries**

The NEIU Libraries support the mission of Northeastern Illinois University by providing high-impact resources, services, programs, and facilities that support learning, teaching, the curricular goals and accreditation of academic programs, and the scholarship of faculty, students, and staff. The libraries give high priority to the academic success, retention, and lifelong learning of the University's diverse student body. The NEIU Libraries serve the University community at all four campuses as well as online.

For more information, visit [www.neiu.edu/neiu-libraries](http://www.neiu.edu/neiu-libraries).

### **Jacob H. Carruthers Center for Inner City Studies**

The Jacob H. Carruthers Center for Inner City Studies (CCICS) demonstrates NEIU's urban tradition of education, research and service. CCICS offers an undergraduate and graduate degree in Urban Community Studies that prepares students to act upon the expressed interests of the residents of Chicago and to participate fully in the richness of the African and African-American cultures.

The curriculum reexamines every research issue, assumption and question from an African-centered perspective. CCICS aims to build research methodologies among its students to advance their career paths.

CCICS, located on the South Side in Chicago's historic Bronzeville neighborhood, takes pride in being an African-centered institution that provides educational opportunities within a culturally comfortable and easily accessible setting. CCICS student resources include two computer labs, an extensive library focused on African-American issues. NEIU students enjoy cultural events, career-oriented clubs, national conferences and celebrity guest speakers.

Visit [neiu.edu/ccics](http://neiu.edu/ccics) to learn more.

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Low Student-Teacher  
**Ratio 13:1**

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## 4 Locations in Chicago

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### El Centro

El Centro is one of NEIU's four locations in the Chicago area. Founded in the 1960s, it has evolved into a comprehensive center serving students and the public. El Centro offers an array of academic course offerings, recruitment and admission programs, academic support and co-curricular programs for students, and outreach initiatives.

Located in Avondale on Chicago's Northwest Side, El Centro offers English as a Second Language and computer literacy workshops, as well as seminars on education, health, housing and technology, many of which are open to the public. In collaboration with community-based organizations, El Centro seeks to improve the lives of Latinos living in the Avondale, Hermosa, Humboldt Park and Logan Square neighborhoods.

El Centro is the University's newest academic building, with construction completed in 2014. In 2023, it was lauded as one of "The Most Beautiful Places in Chicago."

El Centro's modern facility includes:

- technology-enhanced classrooms
- state-of-the-art laboratories
- an inviting student lounge and study spaces
- a computer lab
- Library and Learning Resource Center
- comfortable meeting rooms and gathering spaces

Visit [neiu.edu/elcentro](https://neiu.edu/elcentro) to learn more.

### Center for College Access and Success

The Center for College Access and Success (CCAS) at NEIU creates model programs that ensure students succeed both academically and socially from grades PreK-12.

CCAS is the largest school improvement organization in Chicago. Founded in 1978, CCAS develops collaborative partnerships that engage the entire community to help students succeed academically and socially. CCAS brings together teachers, parents and administrators, and staff from local agencies, universities, arts and cultural organizations, and businesses to share knowledge and resources, acknowledging that everyone has a role to play in educating children. Through these collaborative partnerships, CCAS addresses the real needs of students and improves educational equity and excellence.

### Student Life

The University's Division of Student Affairs is a leader in developing programming and services that enhance the student experience at NEIU. From campus life, intramural sports, inclusive programming, and stress-relieving activities during finals to internship placement and volunteer and community service opportunities, NEIU strives to offer something for everyone in its uniquely diverse student body. The University offers Living Learning Communities (LLC) that are very popular.

Learn more at [neiu.edu/University-life](https://neiu.edu/University-life).



Supporting the academic mission of the University, the Division of Student Affairs develops co-curricular programs and services that foster community, ensure a respectful and inclusive environment, and enrich the overall student experience. Student Affairs offers abundant opportunities to students through educationally purposeful activities outside the classroom. Its co-curricular programs and services promote learning, leadership, engagement, career development, service, health and wellness, and the celebration of diversity. A recent addition to NEIU, the Nest residence hall provides a supportive learning environment conducive to healthy living, personal growth, academic achievement, and professional success in the heart of the University.

Student organizations represent the most visible and accessible avenue to student involvement. At NEIU, there are more than 85 student organizations to suit various interests. These organizations range in interest and activity from cultural to academic or pre-professional, media, Greek-letter, intramural clubs, and many more. Led by the Student Government Association, NEIU students are social justice advocates with a tradition of playing a significant shared governance role, including the development and evolution of the institution that established Project Success, Proyecto Pa'Lante, El Centro, Jacob H. Carruthers Center for Inner City Studies, the Angelina Pedroso Center for Diversity and Intercultural Affairs, and most recently Undocumented Student Resources and other Black and Latino student success initiatives.

### **Main Campus**

NEIU's Main Campus is located in the safe and diverse North Park neighborhood on Chicago's Northwest Side. The 67-acre campus offers rich cultural, recreational and supportive amenities among tree-lined streets bustling with activity. El Centro and CCICS have deep roots in their respective neighborhoods, offering student and neighborhood events and supportive services.

<https://www.chicago.gov/city/en/about/history.html>

### **NEIU Land Acknowledgement**

Northeastern Illinois University acknowledges the history of the land that it occupies, recognizing that Native Peoples, specifically the People of the Council of Three Fires: The Ojibwe, Potawatomi, and Odawa and more than a dozen other tribal nations hold ancestral relations to this territory. As a beneficiary of Native genocide and chattel slavery, Northeastern Illinois University has a responsibility to address systemic issues that are normalized within our institution. We recognize that we cannot separate the history of our University and our communities from the history of territorial conquest and slavery that laid the foundation of settler colonialism.

The Native populations in Chicago are among the largest in the nation. NEIU is committed to recruitment and retention of Native students and values the contribution of their communities to the fabric of our city, state, and this very institution. By acknowledging this history, we shift perspectives in a way that connects dispossession, slavery, and ongoing





colonialism to our University and our community. Acknowledgement of this ongoing legacy is not enough, we must continue to work toward racial justice, equity, liberation, and community, here at NEIU.

### **About the City of Chicago**

Chicago is home to more than 2.7 million residents, residing in 100 neighborhoods. It is the third largest city in the United States. Located along the western shore of Lake Michigan, Chicago is the birthplace of storefront theater, gospel music, improv comedy, the Ferris wheel, the skyscraper and deep dish pizza, among many other “firsts.” Known as the “Second City,” “Windy City” and “City in a Garden,” it is a melting pot of arts, sports, food, architecture and culture. Chicago offers something for everyone.

# University Community Soundings

AGB Search administered an online input survey, conducted a wide array of listening sessions and invited the University community to submit written responses that collectively formed the basis of this Search Profile. The participants were fully engaged and offered meaningful insight and perspectives on the agenda the new president will face upon taking office and the qualities and qualifications they will exhibit. These comments included recommended solutions to challenges and ways to seize opportunities.





# The Leadership Agenda

## Strategic Enrollment Management

**Recruitment:** As all observers know, the higher education marketplace is in a state of disruption and tumult, with enrollment challenges at nearly every college and university in the country. Even though the nation has seen a modest uptick this academic year, total enrollment remains significantly below the figures of just a few years ago. Northeastern Illinois University (“NEIU”) is no exception to this trend. Accordingly, the next NEIU President will have the opportunity to work with their new colleagues on initiatives aimed at increasing the size of the student body, as noted below.

- o NEIU values the traditional students it has the privilege of serving. The University also has a proud tradition of serving non-traditional students, transfers, commuters, underrepresented learners, and veterans. These historical strengths provide a platform for reinvigorating enrollment. The next president and their colleagues will be able to consider strategies to recapture a larger share of these markets.
- o The introduction of new market demand programs, including undergraduate, graduate, (face-to-face, hybrid and online) workforce and non-traditional programs such as certificates are opportunities the president can evaluate.
- o Enhanced partnerships with the P-12 sector, business, and community colleges represent another enrollment opportunity for NEIU that the next president will have the chance to pursue.
- o Hire a permanent vice-president for enrollment management.
- o To exploit these opportunities and others, the new president can lead the development of a strategic enrollment plan that will guide NEIU’s efforts.

**Student Success, Retention and Graduation:** The next President will be able to collaborate with their new colleagues on strategies to enhance student success and persistence to graduation. For example, continued work on the University’s Illinois Equity in Attainment Plan is likely to yield retention benefits: [Illinois Equity in Attainment Plan](#). NEIU’s HIS and MSU status is a point of pride and can serve as a foundation to enhance NEIU’s service to diverse students. More broadly, there is an opportunity to streamline and enhance services and increase retention overall.

## Leadership and Culture

**Inspiration/Culture:** Like many institutions that have experienced significant challenges. Among other strategies, the President will be able to employ transparent decision making, trust building, careful listening, holding town halls, forging collaborative relationships with shared governance and collective bargaining units, and showing constituents how much they are valued. All these initiatives will have a catalytic effect on NEIU’s morale and culture.

**Presence and Services at All Locations:** The President will be leading a multi-location institution. The new leader will be able to show a strong presence at all locations and examine services to ensure a balanced treatment of needs.

**Dedicated Colleagues:** The next President will join a group of colleagues who are dedicated to their students and who value those with whom they work. This community of learners wants to see NEIU thrive. These sentiments will present a splendid starting point for the new chief executive as they embrace the opportunities and challenges detailed in this profile.

**Alignment with the Board of Trustees:** NEIU is excited to have a new and experienced Board of Trustees who are eager to work with the new Chief Executive. This presents an opportunity to ensure alignment between the board and the administration that will move NEIU to an era of new achievement. An effective presidential transition plan will be key to realizing this alignment.

**New Education Building:** A new 100,000-square-foot education building is projected to be completed in 2026. This exciting new facility will build on NEIU’s historical strength in teacher education and will invigorate those vital programs.

**Fiscal Stewardship:** The challenges of recent years give the new president the chance to demonstrate effective financial stewardship. There will be a number of worthy requests to invest in programs and people. The president will be able to show an effective balance between those priorities and fiscal stability.

**Strategic Planning:** A key opportunity for the next president is the development of a comprehensive strategic plan that will include the strategic enrollment plan and a master facilities plan, which will address

deferred maintenance. This process offers the president and their team a critical chance to set a clear direction for NEIU and proclaim a compelling brand for the institution.

**Academic Excellence:** NEIU students extol the academic experience they have had. The new president can be an advocate for an even stronger culture of achievement that ensures NEIU graduates continue to be well prepared for their futures.

## External Partnerships

**Government Relations:** NEIU is appreciative of the recent bill the Governor signed, authorizing the highest increase in higher education funding in twenty years, and the next president will have the chance to be an assertive advocate for additional state funding.

**Private Fundraising:** The advent of a new president presents a wonderful opportunity for the University to enhance partnerships with existing donors and build new relationships, all with the goal of increasing philanthropic giving.

**Community Engagement:** The new president will be able to lead a stronger engagement with the City of Chicago, a partnership that is integral to NEIU's success.

## Advancing Diversity, Equity, Inclusion and Social Justice

**Diversity, Equity, and Inclusion:** NEIU boasts a very diverse community. The next president will be able to explore ways to enhance programs and services to ensure a sense of belonging for students whose backgrounds reflect differences in myriad ways.

**Social Justice:** Our world is beset with instances where language and actions by some reflect a lack of appreciation, or worse, outright hostility toward underrepresented groups. The next president will have the platform to speak out on these matters.





# Desired Leadership Qualities and Qualifications

- Demonstrated success as a seasoned, dynamic champion of public urban education with deep commitment to student-focused and transformative comprehensive education in a richly diverse and multi-cultural community.
- Exceptional interpersonal and communication skills, channeled to uplifting a community through transparent and consistent messaging. A senior leader who relishes being “with” and “in” a community, an empathetic and energetic good will ambassador, internally and externally, highly approachable, and visibly engaged in the life of the University.
- A student-focused leader, respectful of the history and mission of Northeastern Illinois University as a Hispanic-and Minority-serving Institution, able to reinvigorate its equity-focused commitment to under-served traditional and non-traditional students.
- A leader with demonstrated experience in navigating critical enrollment challenges affecting urban public higher education, and whose deep understanding of complex demographic trends and rapidly changing market needs of students will inform results-oriented strategic enrollment priorities for the future of NEIU.
- A proven track record of successful fundraising. The President will develop and grow philanthropic revenue from alumni, individuals, corporations, and foundations for long-term support of NEIU’s mission.
- A leader pledged to seek active collaboration with external stakeholders, building bridges with elected representatives and state leaders, public schools, and community colleges to position NEIU for short- and long-term success.
- Deep understanding about trends in higher education, forward-thinking and comfortable with leading complex institutional change, with demonstrated success in implementing effective strategic planning, creating alignments and shared goals across campus divisions and departments, and articulating the identity of NEIU locally, regionally, and nationally.
- Prior success working with Boards of Trustees and President’s Executive team to strengthen the institution’s financial stability through innovative revenue generation and strategic, data-informed decision-making. A leader who will prioritize enrollment and possess the financial acumen to assess and improve business operations and student services.
- A strong team-builder who instills accountability in senior leadership and in all those who serve NEIU, leading by example with integrity, honesty, transparency, and authenticity. A servant leader who listens, values, and honors diversity of opinion as well as the deep expertise of faculty, staff, and students. A leader who thrives on inclusivity.
- Demonstrated commitment to shared governance and shared responsibility for academic excellence and student success; a track record of building trust with multiple campus stakeholders and fostering a sense of unity and collaboration.
- Experience in a complex collective bargaining environment, working with unionized staff and faculty.
- A proven track record in leading equity-minded student success, committed to closing equity gaps and eliminating barriers to student persistence, retention, and timely degree-completion. A deliberate and consultative leader who will ensure that NEIU is at the forefront of best practices in student success with a clearly articulated roadmap to achieve measurable goals.
- Terminal degree is required; Ph.D. or Ed.D. preferred.



## Salary

The salary is competitive and commensurate with qualifications and experience.

## Nominations and Applications

To ensure full consideration by the Northeastern Illinois University Presidential Search Committee, applicants should apply by **March 29, 2024**. The search will continue until a new President is appointed.

## Interested applicants should submit:

- A detailed letter of interest that addresses specifically how the candidate's experiences and qualifications intersect with NEIU's qualifications and listed strategic priorities outlined in this profile;
- A curriculum vitae; and
- Five professional references with email addresses and telephone numbers, including their relationship to the candidate. *References will not be contacted without prior authorization from the candidate.*

## Submit To:

All application materials should be in PDF format and submitted through the AGB Search portal system at: [Northeastern Illinois University - President](#).

Questions regarding the application process should be directed to: [NEIU-President@agbsearch.com](mailto:NEIU-President@agbsearch.com).

## Nominations and inquiries should be directed to:

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## Additional Information:

Additional information about Northeastern Illinois University may be found at <https://www.neiu.edu/>

Information about this search is also available at: [www.agbsearch.com/active-searches](http://www.agbsearch.com/active-searches)

*Northeastern Illinois University is an Equal Opportunity/Affirmative Action employer and invites applications from Women, Minorities, Veterans and Persons with Disabilities, as well as other qualified individuals. Northeastern Illinois University's positions are contingent upon the University's receipt of its State of Illinois appropriation.*







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