Northern Illinois University

Dean
College of Health and Human Sciences

LEADERSHIP PROFILE

Summer 2022
Executive Summary

Northern Illinois University (NIU) seeks a dynamic, collaborative academic leader to serve as its next dean of the College of Health and Human Sciences. CHHS offers an impressive collection of programs to provide students with a multilayered understanding of the influences and impact of health and human sciences in society.

NIU is a high research (R2) and Carnegie-engaged institution that enrolls over 16,200 students, approximately 743 international students and 4,400 graduate students. NIU is home to more than 100 degree programs across seven colleges, in addition to a variety of programs that lead to undergraduate and graduate certificates.

The college consists of five schools: Allied Health and Communicative Disorders, Family and Consumer Sciences, Health Studies, Interdisciplinary Health Professions and Nursing. Collectively, these schools house 23 programs — 13 of which hold external accreditation — and over 700 external practicum sites. This college is also home to the department of Military Science and the Fashion Merchandising program, as well as a growing and successful interdisciplinary Ph.D. program. Through its impressive array of programs, the college prepares leaders and practitioners who can enhance the lives of individuals, families and communities, extending a foundational educational experience beyond the classroom and into the community.

Combined with state-of-the-art clinics and labs, a child development and family center, hands-on internships and student organizations, the college provides the experiential learning needed by its students to impact lives on day one of their careers. The successful candidate will enhance the university’s growing reputation as a leading public and national research university; build on the institution’s substantial strengths in teaching, research, engagement and outreach; and importantly, share in NIU’s commitment to creating an equitable and inclusive learning and living environment.
Expectations and Opportunities for Leadership

The new dean of CHHS joins NIU at an important moment in the history of the college as the university is preparing to underscore the role of interdisciplinary study and technology to inform academic pursuits through a new Health Informatics Technology Center (HITC). Through this transformational building project, the college will advance its pursuits in cross-disciplinary study, practice and research to address the dynamic and complex needs of human health and development in our communities and our world. Building on a foundation of engaged academic excellence, the dean will also work in partnership with the executive vice president and provost, the administrative leadership team, staff and faculty to reinforce our prominence as an innovative provider of education and practice informed by research and experiential learning.

The ideal candidate for this position is a visionary, strategic and collaborative leader who is energized by the possibilities for health and human sciences in the 21st century. Located in DeKalb, NIU’s College of Health and Human Sciences is uniquely positioned to provide leadership in teaching, research and practice in a range of settings from rural to urban areas, with Chicago, one of the nation’s largest metropolitan healthcare centers only an hour away. NIU’s location also provides our students with a diversity of employment opportunities in a large city, small town or a regional facility.

The college enjoys a strong and engaged faculty who are leaders in their respective fields and committed to serving NIU’s diverse student body and as well as the surrounding communities through its practice-based programs and student placement. The NIU student body is comprised of a diverse student population consisting of a large number of first generation students along with many legacy students, whose family, friends and neighbors have also attended NIU. The college has also benefited from strong relationships and support from its alumni and board members who have facilitated the establishment of new partnerships with health, education and technology organizations to advance student and faculty understanding in areas such as mental health practice and the application of virtual reality in learning.

Reporting directly to the executive vice president and provost, the dean is a member of the Council of Deans, and the executive vice president and provost’s (EVVP) leadership group. As the chief advocate and intellectual leader for the mission and purpose of the College of Health and Human Sciences, the dean provides leadership in formulating and implementing a vision for the college that align with the goals and mission of the university. They will engage the faculty in rethinking educational formats as well as pursuing innovative partnerships with colleagues across the university, from business and engineering to education and the arts. As a center for this interdisciplinary exploration, the HITC will make possible exciting applications of state-of-the-art technology in the form of virtual patients and avatars as well as robotics and simulation.
The candidate will join an institution with a deep commitment to shared governance and must embody a respect for the role that faculty, staff and students play in governance of the institution. The successful candidate possesses a combination of strong leadership, entrepreneurial and interpersonal skills; a commitment to supporting the success of the faculty, staff and students in the college; and a creative, visionary nature. Most importantly, the candidate will have a demonstrated commitment to advancing NIU’s mission, vision and values, which are built on a deep commitment to equity, diversity and inclusion. The dean provides leadership in all aspects of the operation of the college and has ultimate responsibility for the following key objectives:

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

The dean will engage with faculty, staff and student leaders to develop and articulate a strategic vision for the College of Health and Human Sciences that will fortify existing programs through identifying new opportunities with external partners, maximizing the many strengths of the programs and addressing the challenges to assure excellence and promote innovation. This will advance NIU’s position within the region and, by so doing, position the college as a regional and state leader in health care education and encourage greater awareness of the value of health sciences and human development and family sciences across the university.

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

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

**Leveraging the Promise of a New Health Informatics Technology Building**

NIU has recently begun the process of planning for a new building that will bring together dispersed health science programs, increasing opportunities for interdisciplinary collaboration in which the dean will play a critical role in the conceptual phase with architects and the entire planning process for this new facility.

**Enhancing Community Engagement and Resource Development**

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

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

The dean will embrace an inclusive, collaborative approach to leading the college and will foster a culture of transparency and integrity. The dean will serve as an advocate for the college and as partner to other senior leaders on campus to further NIU’s mission, vision and values.
Professional Experience

The university seeks an experienced, dynamic, entrepreneurial and creative leader with a thorough understanding of health science education and research, and the ability to build relationships and work collaboratively in a larger university context. The dean of the College of Health and Human Sciences will possess deep knowledge of and commitment to research, teaching and engagement. The successful candidate will have a record of proven academic leadership with strong fiscal, human resource management and fundraising skills. The candidate will enhance the college’s growing reputation as a leader in health care education and research, and build on the institution’s substantial strengths in academics, engagement and outreach.

Qualifications

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

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

For full consideration, applications should be received by September 23, 2022. The search committee will continue its work until an appointment is made.

Candidates should provide:
1. A letter of interest that addresses specifically the leadership priorities described in the profile.
2. A current curriculum vitae.
3. The names and contact information of five professional references including their relationship to the candidate. References will not be contacted without prior authorization from the candidate.
4. A personal statement of candidate’s diversity, equity and inclusion philosophy.

Application materials (Word and PDF) and nominations should be sent electronically to: NIUDeanCHHS@agbsearch.com. Nominations and expressions of interest are encouraged and will be accepted through the application deadline.

Please direct nominations and inquiries to:
Concetta M. Stewart, principal, concetta.stewart@agbsearch.com, 908-341-2178.

Joy Yablonsky, executive search consultant, joy.yablonsky@agbsearch.com, 215-934-1386.
Lisa C. Freeman was appointed as the 13th president of NIU in September 2018. In this role, President Freeman works to support all aspects of the university’s mission, emphasizing NIU’s continued commitments to promoting the social mobility of our students, producing high-impact scholarship and engaging with our region. Accordingly, she strives to create a learning environment where students, faculty and staff from a wide range of backgrounds feel welcome and included. President Freeman has been a member of NIU’s senior leadership team and a professor of biology since 2010. She served as NIU’s vice president for research and graduate studies from 2010 to 2013. She became executive vice president and provost in May 2014 after serving on an interim basis.

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

President Freeman’s latest State of the University address, delivered Nov. 16, 2021, can be viewed here: niu.edu/president/communications.

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

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

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

America's most enduring institutions are those created to meet specific needs and allowed to evolve as those needs change. Such is the story of Northern Illinois University.

Since Northern Illinois University was chartered in 1895, it has been the recipient of numerous prestigious national rankings and recognitions that have highlighted academic achievements across the university. These are proud honors for NIU because they confirm some of the principles we value most. For example, NIU’s ranking of 150 for National Universities and among the top 200 national universities for Social Mobility (131), Research (194) and Service (136) by the Washington Monthly demonstrates our commitment to providing students with cutting-edge curriculum while also inspiring them to give back to their communities. Ranked in the top 10% for Social Mobility by Payscale.com, the university remains dedicated to its mission of making a college degree accessible and achievable for everyone.

We have grown into a world-class university that attracts students from around the globe while still primarily serving Illinois. Our strategic location just 65 miles west of Chicago provides our faculty and students with the opportunity to build exceptional national and international partnerships with such industries as Fermilab in Batavia, Ideal Industries in Sycamore and Argonne National Laboratory in Lemont, as well as with the legendary Moscow Art Theatre in Russia.

Our system of shared governance and community engagement has led to the creation of a distinct culture at NIU; one that encourages collaboration between researchers, students, staff, community members, alumni and friends of NIU. We embrace our diversity and understand the importance of maintaining connections between people, and we seek a leader who will build on NIU’s accomplishments by understanding those who have contributed to NIU’s success.
**Vision, Mission and Values**

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

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

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

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

- **Curiosity and creativity.**
  - We provide our students active learning experiences.
  - We champion innovation.
  - We commit our resources to supporting students, faculty and staff in their research, artistry and professional development.

- **Equity and inclusion.**
  - We seek and are strengthened by the diverse perspectives and experiences of our university community members.
  - We use an inclusive decision-making process.
  - We appreciate and respect every member of our community.

- **Ethics and integrity.**
  - We prepare our students to become global leaders who work to build a better society.
  - We model ethical behavior in and out of the classroom.
  - We are transparent and accountable to our stakeholders.

- **Service and stewardship.**
  - We serve society and confront local, national and global challenges through collaborations that improve our learning, teaching and research.
  - We make accessible the knowledge and resources we create.
  - We promote our students’ success through advising and mentoring.
Commitment to Diversity and Inclusion

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

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

Academics

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

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

Our research, artistry and scholarship enterprises address complex, real-world challenges both in our region and across the world. With our growing Honors Program, we continue to attract the brightest students by providing them with robust learning opportunities, faculty research experiences, and connections to help launch their careers.
Student Life

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

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

The renovated Holmes Student Center, our campus hub, features a completely revitalized bookstore, as well as a new Qdoba Mexican Eats restaurant and Starbucks. Students can gather, eat, drink, bowl, sing karaoke, listen to live music, watch the game or take on competitors at one of our trivia nights at the new Huskie Den, with its bowling center and bar and grill. They’ll find everything under one roof, including quick snacks at The Depot convenience store or an elegant dinner at our student-run Ellington’s Restaurant.
Athletics
NIU, one of 12 universities that make up the Mid-American Conference (MAC), has a highly successful Division 1 athletic program with 16 sports. NIU Athletics consistently ranks among the best in the nation in academic performance and graduation rates and is the recipient of the NCAA and Minority Opportunities Athletic Association (MOAA) Award for Diversity and Inclusion.

Alumni
NIU has a fiercely proud alumni base of well over 260,000 and boasts accomplished careers in a diverse array of fields and professions. They primarily reside in the northern Illinois region, creating dynamic professional networks for NIU students and faculty, and providing economic vitality to the region and state.

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

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

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