



NORTHERN ILLINOIS UNIVERSITY

College of Law

Dean of the College of Law Leadership Profile



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, collaborative academic leader to serve as Dean of the College of Law.

NIU College of Law, founded in 1982, is the oldest 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 approximately 264 students. The faculty of approximately 30 includes tenured and tenure-track professors, library, clinical, and legal writing faculty, as well as practitioners-in-residence, emeriti, visitors, and adjunct faculty. Members of our faculty have distinguished themselves as scholars, dedicated teachers, and leaders of professional and academic organizations on the state and national levels.

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 greater freedom of professional choice. Approximately one-third of our graduates each year enter public sector and public interest careers.

NIU College of Law enjoys the advantage of being affiliated with a Carnegie Foundation classified Research University/High Research Activity that enrolls 19,169 students. In addition to the JD, NIU offers baccalaureate, masters, and doctoral degrees across 41 academic departments in seven degree-granting colleges. The Dean is a member of the law faculty and a key player in university administration. Working closely with the university President, the Provost, and fellow deans, the College of Law Dean helps to define and achieve the mutual benefits that 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 are not only practice-ready but also committed 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 as one of the most diverse schools in the nation in terms of faculty diversity; over one third of the tenured and tenure-track faculty are from minority groups and 55 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 ordinarily 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 fundraising, development of initiatives, and enhancement of NIU College of Law's reputation will be priorities.

Northern Illinois University College of Law: An Overview

Located just over an hour from Chicago, NIU College of Law is a vibrant school focused on the student experience and excellence in teaching. 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 easy access to the big city in a comfortable, quiet university setting. As a public law school near a large urban 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 also provides greater opportunities for mentorship and student connections to alumni and legal practitioners in Illinois.

While it has varied over the years, the College has a stable student body of approximately 260 students annually. The principal feeder schools for applications have been Northern Illinois University, the University of Illinois (Urbana and Chicago), 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
- 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. 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 a public law school, 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 actively recruits faculty and students who represent diverse communities and identities in society based on gender, sexual orientation, race, culture, ethnicity and physical ability.

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.

Serving the Public Interest

As a public law school with a tradition of public service, students are encouraged 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 profession 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.

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 one-third of the tenured and tenure-track faculty are from minority groups and 55 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 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. These six-year integrated course sequences lead to both an undergraduate degree (B.A. or B.S., depending on the program) and a J.D. Accelerated programs are available presently in thirteen degree programs, including Political Science, Engineering and Sociology.

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 in their second year to take Lawyering Skills, a simulation of client representation from initial interview to settlement negotiation. There is a robust trial advocacy program, teaching traditional skills as well as the use of up to date technology for presentation of evidence at trial. Additionally, there are a variety of upper level skills courses.



Students also are required 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 and the Health Advocacy Clinic in Aurora. 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 provides initial support for first year students who may be at academic risk as predicted by LSAT scores or undergraduate GPA's. Students who have performed at a subpar level in first year courses are later required to participate. The support includes orientation sessions, small group study sessions, exam-writing seminars, and one-on-one counseling and tutoring.

Bar Exam Support

Bar support courses assist students as they prepare for this important examination. In both the fifth and sixth semesters NIU offers Advanced Legal Analysis: Skills and Strategies. This course focuses primarily on writing for the bar examination with an emphasis on the Multi-State Practice Test. Other subjects include essay writing and multiple choice strategies. In the sixth semester, Bar Fundamentals is offered to the entire third year class. This course focuses on substantive review of highly tested subjects such as formation in Contracts and negligence in Torts and is primarily focused on multiple choice strategies and practice and essay writing. Prior to the June bar exam students may participate in a bar supplement course designed to bolster exam performance in highly tested areas and to provide individual feedback on essays, MPTs, and multiple choice strategies. In support of students taking the February bar, NIU has begun group video conferences during bar preparation to help students create community and support during this intense study period.

The Bar Support efforts have been highly successful with NIU outperforming expectations and achieving a pass rate four points above the state wide average in 2016 and 2017.

Study Abroad

NIU College of Law offers a unique summer abroad program in Agen, France. Two courses are offered: The Law of the European Union and Civil Law: The French Example. Course are taught by NIU College of Law faculty and law faculty of the University of Bordeaux and University of Paris. Students make several institutional visits to French courts and governmental entities.

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. One 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 typical collegiate Gothic-style building in the center of an attractive campus. Within Swen Parson, students enjoy advocacy training in the Kenneth C. Chessick Legal Skills Training Center. Recently renovated technology-enhanced 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, which 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 the top 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 <https://www.niu.edu/law/>

The Dean: Opportunities and Expectations for Leadership



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 will have 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 Assistant Dean of Admissions to develop a strategic approach to admissions and a multi-year plan to achieve sustainable enrollment and 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 preliminary 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. The Dean will work with a full-time gift officer assigned from the central Advancement/Foundation office 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 will collaborate 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, student research, faculty scholarship, and University patrons.
- 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 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 personal leadership style necessary to advance NIU College of Law and inspire 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 ordinarily 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 & 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, promoting 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 2018 enrollment of approximately 17,000 students. The university has 41 academic departments in its 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:

- Being ranked in U.S. News and World Reports' elite "National Universities" category;
- Nationally accredited programs in business; clinical and school of psychology; engineering; nursing; visual and performing arts; and teacher certification, among other programs 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

The University was chartered in 1895 as the Northern Illinois State Normal School solely to prepare college educated teachers. Since then, the University has grown into a world-class institution 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 create, communicate and think critically, 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.

Colleges & Departments

NIU is home to seven degree-granting colleges and 41 academic departments.

For more information, please visit <https://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 recently 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

Confidential nominations and inquiries should be submitted to the search consultants, Academic Keys, for NIU College of Law in this search. All materials will be treated as confidential.

A complete application will include:

- A letter of interest addressing requirements and qualifications
- A current curriculum vitae
- Contact information for five professional references

Qualified applicants should apply here: <https://law.academickeys.com/job/0j2fpkhy>

To make a confidential inquiry, please contact our search consultants, Academic Keys. Valerie Woodruff can be reached at (203) 693-1101 or Valerie@AcademicKeys.com

The search process is underway and will continue until the position is filled. For fullest consideration, candidates should apply by November 26, 2018.

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 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

Office of the President



Lisa C. Freeman was appointed president NIU in September 2018. In this role, 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. 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.

As NIU's executive vice president and provost, Freeman provided administrative oversight and programmatic direction to [Academic Affairs](#), [Human Resources Services](#), and [Student Affairs](#). She championed academic excellence, and worked with the university's president and chief financial officer to implement mission-based strategies for budget development, facilities management, technology planning, and other administrative programs that influence resource allocation. She also collaborated with shared governance partners to encourage broad participation in policy-making.

Prior to joining NIU, Freeman spent 16 years as a faculty member at Kansas State University (K-State), where she served as a principal investigator on research and training grants; taught courses in pharmacology and the responsible conduct of research; and acted as a mentor to numerous graduate students, postdoctoral trainees and early-career faculty members. In 2005, Freeman became the associate dean for Research and Graduate Programs for the K-State College of Veterinary Medicine, and in 2008, she became the associate vice president for Innovation for K-State Olathe. In this role, Freeman was responsible for fostering partnerships across academia, industry and the public sector to promote educational attainment, economic engagement and workforce development.

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 at The Ohio State University in 1989, and subsequently worked as a postdoctoral fellow and research scientist at the University of Rochester School of Medicine. In 2004-05, Freeman was a Fellow of the American Council on Education hosted by the University at Buffalo.

Freeman's research focused on the role of ion channels in the development of diseases such as gastrointestinal ulcers and ovarian cancer as well as on strategies for encouraging interdisciplinary collaboration. Agencies that funded her work included the [American Heart Association](#), the [National Institutes of Health](#) and the [National Science Foundation](#). Freeman has written more than 50 peer-reviewed publications, invited reviews and book chapters. She has presented research findings and discussed effective strategies for engaging trainees in science, technology, engineering, and mathematics (STEM) research at national and international conferences.

Freeman has been widely recognized for contributions to her profession and to the communities where she has lived and worked. Among those honors are being named the Outstanding Veterinarian of the Year by the Association for Women Veterinarians, and being acknowledged by local businesses as a Castle Bank Community Leader. She currently serves on the boards of [Altus Academy](#), the [Alignment Collaborative for Education](#), and the [DeKalb Area Agricultural Heritage Association](#).

Office of the Executive Vice President & Provost



Chris McCord, Acting Provost, was previously Dean of the College of Liberal Arts and Sciences at Northern Illinois University, holding the Ray and Pat Smerge Endowed Dean's Chair. In his ten years as dean, McCord has led the creation of the university's first interdisciplinary degree programs, integrated student engagement and community engagement into the college's mission, formed three interdisciplinary centers, and grown international engagement.

He has also played a leading role in the university's strategic planning efforts, particularly the recent Program Prioritization effort, where he served on the Administrative Task Force and subsequently guided the implementation of the resulting action plans across the university. Other University-level leadership has included leading the revision of the curricular approval process, creating new mechanisms for joint appointment faculty, collaborating with the Office of Student Engagement and Experiential Learning to create the Student Engagement Fund, serving as a member of the IT Steering Committee, and serving on the board of the university's Research Foundation. He has led NIU's ADVANCE IT-Catalyst grant, studying the status of women in science and engineering at NIU.

Prior to joining NIU, McCord was associate dean for graduate affairs in the McMicken College of Arts and Sciences at the University of Cincinnati. His work there included leading the development of a new program review process, creating a funding model for summer school, and overseeing the college's involvement in major space projects.

McCord earned Bachelor's degrees in mathematics and physics from Bowling Green State University and a Ph.D. in mathematics from the University of Wisconsin-Madison. His work as a mathematician explored the interplay between geometry and differential equations, with a particular focus on the impact of geometry on the "N-Body Problem" – the movement of particles under their mutual attraction as described by classical Newtonian mechanics.

He has also worked in operations research and optimization of manufacturing processes. His work has been supported by DARPA and the National Science Foundation. He served the mathematical community as a member of the American Mathematical Society's Committee on the Profession. McCord has been an active member of the Council of Colleges of Arts and Sciences, a national organization for arts and sciences deans and associate deans, since 2003. He has served on the Board of Directors since 2012, and is currently president of the organization.