

Minutes of a
Special Meeting of the
BOARD OF TRUSTEES
OF NORTHERN ILLINOIS UNIVERSITY
April 2, 2013

CALL TO ORDER AND ROLL CALL

The meeting was called to order by Chair Cheryl Murer at 1:00 p.m. in the Board of Trustees Room, 315 Altgeld Hall. Recording Secretary Sharon Banks-Wilkins conducted a roll call of Trustees. Members present were Trustees Robert Boey, John Butler, Robert Marshall, Marc Strauss, Student Trustee Elliot Echols and Chair Murer. Present via video conference was Trustee Wheeler Coleman and present via teleconference was Trustee Anthony Iosco. Also present was Board General Counsel Jerry Blakemore. With a quorum present, the meeting proceeded.

VERIFICATION OF APPROPRIATE NOTICE OF PUBLIC MEETING

Confirmation of Open Meetings Act public notice compliance was provided by Board General Counsel Jerry Blakemore.

Agenda Item 3.a. – Trustee Voting Authorization

Although circumstances were beyond their control, Chair Murer said, we are pleased that Trustees Coleman and Iosco were able to join us for this historic occasion. This whole process has been a unifying structure for the Board and for the university. Our General Counsel has reviewed the Board's *Bylaws* and advised that the Board can formally vote to allow the virtual participation of both Trustee Coleman and Trustee Iosco so that they will have all the rights and privileges of Trustees as if they were physically present. Therefore, pursuant to our Board *Bylaws*, I request a motion to allow both Trustee Coleman and Trustee Iosco to participate for attendance and voting purposes via audio and video conference for today's historic meeting. Trustee Strauss so moved, seconded by Trustee Boey. The motion was approved.

CHAIR'S COMMENTS/ANNOUNCEMENTS

There is no greater job for a Trustee than the hiring of the president, within whom we then bestow the authority to manage this extraordinary university, the Chair began. The coming together of the process was absolutely incredible. We had the participation of 28 members on the Presidential Advisory Search Committee led by Board Vice Chair Bob Boey and Dr. Alan Rosenbaum. Those individuals rose to the occasion in the identification of candidates. This Board then had the privilege of interviewing the four finalists with a commitment to one thing, and that was the best interest of Northern Illinois University. Having established the policies and procedures for the search, we had the singular charge to find the best president to succeed an extraordinary president, Dr. John Peters. We found that person.

I want to offer some comments about the process because we have had critics regarding our process. As a public institution of higher learning, we are committed to transparency and openness. But we are also pragmatic and practical individuals, and it's very difficult to conduct such a search under total public scrutiny. Our Constitution led us through the identification of the advisory committee. But we took another step and brought together stakeholders, representative of ten major constituency groups, including students, faculty, support staff groups, the Foundation and the Alumni Association. We also understood that the responsibility of this university is to be a good neighbor and a good citizen, so we also had representation from the DeKalb-Sycamore community, which was critical to us, to participate in the identification of the new president. But when the Board came together, I said we need to listen and

take things under advisement from these constituency groups, but the responsibility to identify the next president, ultimately, was in the hands of these eight Trustees.

For those who were more critical of the process, please understand that we tried to reach an equitable balance so that we could identify, with some level of confidentiality, candidates who were putting their jobs on the line to seek out this opportunity. We are confident that this was the best approach. Thirteen years ago, we did not have the technology and the ability to communicate as we do today. We took the advice of our search firm, Parker Executive Search, which did an exceptional job in identifying a pool of candidates. Therefore, it gives me great pleasure to move on to the business at hand, and that is approving the appointment of the twelfth President of Northern Illinois University.

First, I would like to welcome University Advisory Committee representatives who may be present here this morning: Dr. Rosenbaum, Dr. Waas, Dr. Freedman, Dr. Lopez, Mr. Latham, Mr. Small. Again, the shared governance that you represent is more than at the heart of this university, it is within its fibers. We want to thank you at this time for your continued involvement, your continued support and your participation, Dr. Rosenbaum, as a leader in the presidential search.

As Co-Chair of the Presidential Search Advisory Committee, Dr. Rosenbaum commented, I want to thank the Board of Trustees for conducting a search that was inclusive with respect to the constituent groups at NIU and also respectful of our culture of shared governance. To our new president, I want to assure you that you were selected from an exceptional group of highly qualified candidates. On behalf of the faculty and staff of Northern Illinois University, I want to welcome you and your family to our family. We are confident that you are the right person to lead NIU forward. Thank you.

Chair Murer recognized Representative Bob Pritchard and thanked him for attending. Though you are busy in Springfield right now, she said, that your are here for this momentous occasion speaks of his devotion to NIU as well as its involvement in that community.

PUBLIC COMMENT

The Chair asked Board General Counsel Jerry Blakemore if any members of the public had registered a written request to address the Board in accordance with state law and Board of Trustees Bylaws. Mr. Blakemore noted that he had received no requests to address this Board meeting.

CHAIR'S REPORT NO. 60

Agenda Item 6.a. – Appointment of the Twelfth President of Northern Illinois University

This afternoon, it gives me the utmost pleasure, Chair Murer said, to present for approval by the NIU Board of Trustees, the appointment of Dr. Douglas D. Baker as the twelfth President of Northern Illinois University. Dr. Baker brings a unique set of credentials to this presidency. He is an award-winning business professor, a skilled academic officer and a researcher who has studied university leadership and motivation. We believe his background and expertise represent a strong fit with the needs of this university.

As Provost and Executive Vice Provost of the University of Idaho from 2005 to 2013, Dr. Baker guided the development, implementation and revision of the institution's strategic plan during a period of fiscal challenges. His collaborative management style was successful in shaping and overseeing a complex, yet collaborative, academic program prioritization process at the University of Idaho that created a stronger, more efficient university.

Dr. Baker earned his bachelor's and master's degrees in business-industrial relations and management from Colorado State University. He earned his Ph.D. in business in organizational behavior and theory in 1983 from the University of Nebraska. Dr. Baker's teaching career began in 1981 at Washington State University-Pullman, where he was an assistant professor of management. He was appointed to lead the

Office of Undergraduate Education and vice provost for academic affairs for the Washington State University system before being appointed executive vice president and provost at the University of Idaho.

Dr. Baker has taught courses in management, organizational behavior, organizational design, strategic planning, human resource management and research methods. He won MBA Faculty Teaching Excellence Awards five times based on a vote of his MBA students: Teacher of the Year (1992-93), Teacher of the Semester (Spring 1995, Spring 1993 and Fall 1990) and Outstanding Teacher (1989-90). He also won Shell Oil Distinguished (Undergraduate) Teaching Awards in 1990 and 1984 from the College of Business and Economics at Washington State University. His research includes numerous publications on organization strategy and structure, motivation and leadership, and sexual harassment.

Dr. Baker's wife, Dr. Dana Stover, is an accomplished scholar, university professor and administrator in her own right. Dr. Stover currently serves as Assistant Dean for Recruitment, Retention and Assessment in the College of Business and Economics at the University of Idaho. She specializes in assurance of learning and assessment and pedagogical issues in management education, organizational design and organizational change.

They are the very proud parents of two daughters, Hannah and Robin. Hannah is a 2012 graduate of The Evergreen State College and works as a 3-D artist in an animation studio in Oregon. Their youngest daughter, Robin, is a junior honors scholar at the University of Idaho, majoring in biology and minoring in statistics and natural resources.

Chair Murer then asked for a motion to appoint Dr. Douglas D. Baker as the twelfth President of Northern Illinois University and to authorize the execution of the presidential agreement. Trustee Boey requested that the motion be made as a unanimous appointment from the Board. Trustee Strauss seconded the motion. The motion was unanimously approved.

Agenda Item 6.b. – Presidential Transition Consulting Agreement

We need a motion to authorize the execution of a Presidential Transition Consulting Agreement that provides for up to 20 days of transition consulting services by Dr. Baker between now and July 1, 2013, at a pro rata share of his base salary. Trustee Strauss so moved, seconded by Student Trustee Echols. The motion was approved. Chair Murer then asked Dr. Baker to say a few words.

A summary of Dr. Baker's remarks follows:

Board members, Representative Pritchard, distinguished faculty, staff, students, alumni, I cannot tell you how much of an honor it is to be here today. We are tremendously excited to begin our work here. I want to express Dana's and my sincere appreciation for this process and the hospitality we have received. Over the last few weeks, I have been asked many times what draws Dana and me to Northern Illinois University. There are many reasons, but they come down to this. It is an incredible opportunity and an honor to be selected to lead NIU and unleash the potential and passion for this great university. We see it embodied throughout the NIU community. NIU's future success will be defined by how we shape the institution in three major areas: student centered excellence, research excellence and financially sustainable excellence. These critical areas can be summed up in a simple statement. NIU is big enough to matter, but small enough to care about the students that it serves. By that, I mean NIU has the academic might and diversity of which smaller institutions can only dream. NIU attracts nationally and internationally renowned faculty who work on cutting-edge research within and across their disciplines and share that knowledge through student-centered teaching and learning. NIU attracts and retains talented and caring staff members who provide transformational learning experiences for students inside and outside the classroom.

For more than a century, NIU's been a vital and significant contributor to one of the most dynamic and geographically diverse regions in the country. NIU's strengths in teaching, learning

and scholarship attract a strong student body that goes on to learn, graduate and lead successful lives and careers in the public and private sectors in this region and around the globe. NIU is an impressive university and its impact on the region, state, nation and, indeed, the world, is extraordinarily significant. Most importantly, NIU's potential is limitless. All of these assets I have just listed will help reshape the university's economic model and build a fiscally sustainable future to fulfill our mission. These are just a few of the many reasons that Dana and I are thrilled to join Northern Illinois University's family.

In addition to the individual strengths of the faculty, staff, students and alumni, there is also a very real sense of community on this campus and around the state. This was evident in the huge showing of Huskie pride throughout the entire nation during January's Orange Bowl experience, a game we very much enjoyed watching. We ought to do that again sometime. Go Huskies! Huskie spirit is also apparent throughout the Vision 2020 planning process. This is a campus eager to collaborate and work toward a common goal. Dana and I relate strongly to the goal you chose, to become the most student-centered, public university in the Midwest. We, too, embrace that goal and want to take it one step further. My vision is to build on the 2020 Vision plan and make NIU the national model of a successful 21st Century public university, one that develops a pipeline that cultivates excellence and student success from Kindergarten through graduate school and works to ensure that its programs closely align with the needs of the region it serves.

There is much work to be done if we are to attain those goals and ensure student success while they are at the university and following graduation. We will need to work better at harnessing many of our competitive advantages like commitment to engaged learning and our large alumni base in the Chicago region. We must develop a more sustainable financial model, one that's less reliant on State funding. We must reemphasize a campus culture based on ethically inspired leadership at every level and much, much more. It will not be easy and, yes, I am aware of the challenges that threaten to distract us from our real mission. We are not going to let that happen though. We will face those issues head on and resolve them. Most importantly, I will not let our challenges distract us from devoting our energies to our core responsibility – helping our students succeed in the classroom and in life. The success in attaining these goals will only be accomplished as we work together toward them. That sense of community of this university is going to really be critical as we work together and move forward. I look forward to working with our outstanding faculty, staff, alums, students and other key stakeholders.

I would like to thank John and Barbara Peters who have given their all over the last 13 years to build a strong NIU. I also want to acknowledge the Board of Trustees. They are a talented and dedicated Board who tirelessly give their time and expertise to move this institution forward. They too are one of the key factors that attracted us to NIU. All of these wonderful assets give me confidence that Northern Illinois University, for all of its triumphs, and despite challenges, has its greatest days ahead. Finally, I would like to thank the Presidential Search Advisory Committee and all who served on it, Parker and Associates, and the various stakeholder groups who contributed their time and expertise throughout the process.

Dana and I are excited about becoming Huskies and eagerly anticipate our July 1 start. Thanks so much for having us. It is a real honor to be here.

Chair Murer extended an invitation from the Board of Trustees for everyone to join them at a welcome reception being held in Doug and Dana's honor in Altgeld Auditorium immediately following the meeting.

NEXT MEETING DATE

The Chair announced that the next regular full Board of Trustees meeting is scheduled for Thursday, June 20, on campus in DeKalb. This will be our current president, John Peters', final meeting, she remarked, and we will honor his service at that time.

ADJOURNMENT

Chair Murer entertained a motion to adjourn. Trustee Strauss moved, seconded by Trustee Boey. The meeting was adjourned at approximately 1:27 p.m.

Respectfully submitted,

Sharon Banks-Wilkins
Recording Secretary

In compliance with Illinois Open Meetings Act 5 ILCS 120/1, et seq, a verbatim record of all Northern Illinois University Board of Trustees meetings is maintained by the Board Recording Secretary and is available for review upon request. The minutes contained herein represent a true and accurate summary of the Board proceedings.