

Minutes of the
Northern Illinois University
PRESIDENTIAL SEARCH ADVISORY COMMITTEE MEETING
January 11, 2013

CALL TO ORDER AND OPENING REMARKS

The meeting was called to order By Chair Robert Boey at approximately 12:17 p.m. in Room 315, Altgeld Hall. A roll call of the committee conducted by Recording Secretary Sharon Banks-Wilkins was as follows:

Present

Robert Boey	Michael Malone
John Bruce	William McCoy
James Ciesla	Kathy McFadden
Jeff Compher	Barbara Posadas
Michael Duffy	Deborah Robertson
Lisa Freeman	Jennifer Rosato
Janice Hamlet	Alan Rosenbaum
Millivoje Kostic	Lee Shumow
Todd Latham	Andy Small
Delonte LeFlore	Pamela Smith
Amy Levin	Gregory Waas
Rosita Lopez	

Not Present

Mark Cordes
Anthony Iosco
Michael Theodore

Present by Teleconference: Committee members: Dennis Barsema, and Francine Pepitone; Parker Executive Search: Laurie Wilder and Porsha Williams

Also present were General Counsel Jerry Blakemore, Deputy General Counsel Gregory Brady and Assistant Recording Secretary Patricia Erickson.

Chair Boey welcomed everyone to the third meeting of the Presidential Search Advisory Committee. I am honored and pleased to call the meeting to order and to welcome you all back from the Holiday Season and our Orange Bowl appearance, he said. I am very proud of the way that the university comported itself at the Orange Bowl. The faculty, the administration and, most importantly, our football team represented NIU very well. Alan and I were there, and we can tell you that stadium holds over 70,000 in capacity, and the stadium was full. I can also tell you, proudly, that half of the stadium wore NIU red. It is remarkable that this is a team from Illinois and we filled half the stadium. That is something to be very proud of. More importantly is the way we presented ourselves to the folks there in Florida. We had 26 buses that transported students and there was not a single incident. My wife, Doris, and I witnessed a very interesting event. We were minding our own business, walking back from one of the stores about four blocks from the hotel when, all of a sudden, we see this whole squadron of State Police motorcycles that were stopping at every intersection to clear the way for the main road. We figured it must be the Governor or somebody very important. Well, it did turn out to be somebody very important. It turned out to be two NIU team buses they were clearing the way for from the stadium back to the hotel. Each bus showed images of all the players on the side. To be there to see that really touched me. We had a great game for three quarters, and we will have an even better game next year. It is something to be proud of to think about NIU and the image we have presented to the outside world, including the Governor of Illinois, who spent three days with us.

Since our last meeting, Parker Executive Search has finalized the Presidential Position Description (PPD). Parker Executive Search will provide the PSA Committee with an update of their activities related to the search, as well as information regarding the secure web site.

In regard to "conference call" meetings, all members of the Presidential Search Advisory Committee are expected to meet in Room 315, Altgeld Hall, at noon. Any meetings we have will be at noon, and lunch will be included at each meeting. Laurie Wilder and Porsha Williams from Parker Executive Search will be teleconferencing with the committee. All meetings listed as "conference call" on the Timeline will be conducted in this manner.

In regard to conference calls and effective with the December 6 meeting, which was our last meeting, a maximum of two conference calls will be permitted in the whole process. After February 22, all meetings are mandatory, in-person meetings.

February 1 will be a conference call with us, Laurie Wilder said. February 22 is just an online update, so there will be no conference call. On that date, you as a committee, will receive access to all information at approximately 10:00 a.m. Eastern Time (11:00 a.m. Central Standard time). You will receive an e-mail from us that says all candidate materials, as well as our recommendation list, will be on the secure site. The website will be very clear with the candidate names, letters of interest, a resumé, list of references and those types of things. We will be there March 1 for the next in-person meeting.

Later this afternoon, you will receive a link that will allow you access to the secure website. One document that will be available this afternoon is what we call a Candidate Status Log. It will contain every candidate to date that has been officially nominated or has submitted materials. You will begin to see throughout this process the candidate names, who they are, who nominated them, where they stand in the process, and whether they declined to be a candidate or are considering the position. On the twenty-second, you will have access to all applications of individuals who have committed to the process, so, it will have the secure log as well. For example, it will say Laurie Wilder, President of this organization, and have a link to a letter of interest, a resumé, a list of references, and any other documentation the candidate has presented to us.

As we discussed, our firm will recommend eight, more or less, candidates for your consideration. They will not be in ranked order. Members of this committee will review all candidate materials and then look at our recommendation to see if it aligns. Others will look at our recommendation instantly and review those materials first. Again, we are going to facilitate, advise and recruit. We do not get a vote, but we do make a recommendation based on our knowledge of these individuals.

We will have a brief conversation today, but our update on February 1 is when we will engage the process of potential questions. We are going to put draft questions on the secure site, more than you could possibly ask candidates, but it will be a good review for you. If there is a question that a committee member would like to ask each candidate, please forward that to us, and we will compile those and present them to the search committee. When the committee comes together to interview candidates on March 7 and 8, we will have an orientation session that morning and, we will take questions that have been finalized by this committee and assign each person a particular question.

VERIFICATION OF APPROPRIATE NOTICE OF PUBLIC MEETING

Confirmation of Open Meetings Act notification compliance was given by General Counsel Jerry Blakemore.

OPENING REMARKS – CO-CHAIR ALAN ROSENBAUM

I wish you all a Happy New Year, Co-Chair Rosenbaum said, and I am glad to see you all back. I wanted to point out the way we determined the meeting time in case anyone is interested. We tried to pick a time when faculty members would be least likely to be teaching, so for at least the first part of the meeting, 12:00 noon to 1:00 p.m. seemed to be the best time, and the Board has graciously provided us with lunch for these noon meetings, and we are appreciative of that.

APPROVAL OF PROPOSED AGENDA

Chair Boey asked for a motion to approve the agenda. Lee Shumow made a motion to approve the agenda, seconded by Amy Levin. The motion was approved

REVIEW AND APPROVAL OF MINUTES OF NOVEMBER 8, 2012

The Chair asked for a motion to approve the meeting agenda. John Bruce made a motion to approve the meeting agenda. Janice Hamlet seconded the motion. The motion was approved.

PUBLIC COMMENT

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

PRELIMINARY DISCUSSION – PARKER EXECUTIVE SEARCH

One of the things that we would like to do today is discuss where we are in the process, Ms. Wilder said, talk about the strategy a little so that you will be clear on that, and we have had conversation about the Timeline.

In a brief overview of what has occurred to date, we met with this committee on December 6. On that day, the Position Description was accepted by the Board. Advertising has been placed in the following publications: *Chronicle of Higher Education*, January 11; *Diverse Issues in Higher Education*, January 3; *Women in Higher Education*, January 1; *Hispanic Outlook*, January 7. This Position Description is also on the Northern Illinois University website as well as our Parker Executive Search website. Once the Position Description was finalized, we began to put together a strategy that includes contacting academic leaders at peer institutions as well as institutions that would be considered aspirational, for NIU. We have reached out to presidents and sitting chancellors, provosts and vice presidents of academic affairs. We have reached out to deans as well to ask for personal interest and opportunity or to solicit recommendations or a nomination. We have also reached out to thought leaders. We have a very strong national exposure to individuals across the country, so I have reached out to presidents and board members. We are reaching out to leaders to say who do you know that might have an interest in this opportunity? We have also reached out very proactively to individuals that we felt might be very strong for your consideration.

As you all know, candidates will come through various sources. One is through advertising. It is critical and essential to do for announcement purposes, but not necessarily a tool for recruiting the best candidates. The second area is nominations, and nominations come from all different walks. We have had a number of nominations already and put information out through the announcements and the websites. Other nominations come through individuals we talk to. So, you will see those types of individuals on this Candidate Status Log that you will have access to this afternoon. You may see on the right-hand side, nominated by so-and-so at this institution. You will then see that we followed up immediately to discuss the opportunity. In some cases, you may see "declined to be a candidate." When we have our update on February 1, next conference call, we will share all of those. We will provide some market feedback. Typically, candidates decline a position like this because of relocation or a trailing spouse/partner issue or potentially they are new in their position. If it is anything about the institution, we will share that with you.

I want to emphasize that the Candidate Status Log does not include all of the individuals that we reach out to. To date, we have probably talked to or communicated with 250-plus individuals, presidents at other institutions, provosts and deans, but those are not included on the log. The log really is those individuals who have committed to the process or who have been officially nominated for the process. Individuals that we are talking to throughout most likely will end up on the secure log at some point. So,

it will continue to grow aggressively as well. We are, obviously, continuing to accept nominations or recommendations and encourage those dramatically. We have received to date 12 nominations and six individuals who have committed to the process; so, those numbers, as we move forward, will grow. On the status log, if the individual's name is listed in blue, that indicates they have submitted materials and you can look to the right side and see "resumé received." If they are in black, that means we are either in discussions with these candidates or they are thinking about it. Once they commit formally, they will go to blue.

What I have heard initially from individuals who are considering this position are very good things about NIU; the reputation in the marketplace is very strong. Also, Bob, what you thought about the exposure the football team and the Athletic Department allowed for the university has been very positive in all the stories we hear, that it has made Northern Illinois University look even better to individuals and has raised attention to NIU by some of these individuals. So, everything has been very positive. As this process unfolds, you will continue to see the number of candidates and the quality of candidates improve in this process. You will receive an e-mail soon with the link to the secure website.

Lastly, this search is an outstanding opportunity. Our initial conversations with very significant individuals of leadership have been very positive and we feel good about where we are today. I will ask that all of you, and specifically Co-Chair Rosenbaum, talk to your faculty colleagues because nominations are very welcome. All of the members of this committee, as you talk to the constituency groups you represent, please remind them that if there is someone they would like to recommend, all they have to do is send us an e-mail.

You are going to have access to this document, and it will be a protected, confidential document. We will continue to update it, probably on a weekly basis. But, please, if you know someone at one of these institutions or organizations, do not pick up the phone to call and vet them. There should be no discussion outside of our meetings about these individuals. As much as you think you can make a call to someone that knows someone and they will keep it quiet, they will tell someone and word will get out. It is such a hard market to recruit candidates right now, and confidentiality is very important. We do not want to lose a candidate because of an early lapse in confidentiality.

This is probably clear, Dr. Rosenbaum stated, but, just for the record, once we begin talking about actual candidate names, those are completely confidential and cannot be discussed with other people outside the committee. Thank you for mentioning that, Alan, Chair Boey said. I cannot stress enough that this process needs to have the confidence of the candidates so they will not have second thoughts about applying. If word got out that this process was leaking, that could only hurt NIU. Confidentiality is of utmost importance, so we would appreciate each member keeping that in mind.

ADJOURNMENT

Chair Boey thanked everyone for their continuing support in this process. He then asked for a motion to adjourn. Mike Malone made the motion, seconded by John Bruce. The meeting was adjourned at approximately 1:50 p.m.

Respectfully submitted,

Sharon M. 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.