

Gregory Brady

From: Bill Nicklas <fnicklas@niu.edu>
Sent: Friday, April 18, 2014 6:56 PM
To: Talence
Subject: Re: HR Director Position at NIU

How about the late afternoon--possibly around 4:00 CST?

>>> Talence <sherryc@talencegroup.com> 4/18/2014 6:22 PM >>>

Hi Bill,

I would love to talk to you on Monday! What time works for you?

Sherry
(iPhone Message)

On Apr 18, 2014, at 4:13 PM, "Bill Nicklas" <fnicklas@niu.edu> wrote:

Good evening, Sherry,
Our mutual friend, Wally Pfeiffer, has spoken highly of your work. I recently assumed responsibility for a number of operating and administrative departments at Northern Illinois University, including the Human Resource unit. Our HR unit has not had an effective leader inspiring good customer service and streamlined processes for many years--possibly decades. **It is my intent to transform the "compliance" culture and defensive, legalistic approach that has gradually taken over the unit, to the detriment of Northern's employees (including many students).**

I hope to contact you on Monday to discuss our plans for an HR director search. Would you be interested in such a conversation?

Sincerely,

Bill

Bill Nicklas
VP for Operations and Community Relations

>>> "William W. Pfeiffer" <[REDACTED]> 4/18/2014 11:42 AM >>>

Good morning Bill and Sherry,

It is time the two of you met via phone to discuss a search for the Director of HR at NIU. Bill needs to fill this position quickly with a quality person, and Sherry is the best search professional I know. So, when convenient please use the contact information below, and talk about how the search process might look. If I may help in any manner, please let me know.

Sherry, please send Bill a couple of HR Director job descriptions he can use as templates to create the description that really meets his need for candidates with the right fit for NIU. There is much going on there to frame a job description that might look a bit different than a generic one, and he needs a good one or two to edit. Call me if this request needs more explanation.

Bill Nicklas, VP, NIU
(815) 753-3400 - office

[REDACTED] - mobile

Sherry Cadsawan, Search Professional
(503) 438-8898

Take good care, and good luck with what I believe will be a meaningful conversation for both of you.
Please note my new contact information below too.

Wally

William W. Pfeiffer, PhD

[REDACTED]
[REDACTED]
[REDACTED] home
[REDACTED] iPhone