



**Northern Illinois
University**

Office of the President

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Sent via Email (cfrazi23@csu.edu) and US First Class Mail

October 22, 2014

Ms. Charon Frazier-Parks, Chair, Higher Education Travel Control Board
c/o Chicago State University
Purchasing Office
Cook Administration Building, Room 208
9501 S. King Dr.
Chicago, IL 60628

Ms. Frazier-Parks:

RE: Request for Special Exceptions: Ronald Walters
(16 Ill. Reg. 4831, Subpart G: Exceptions to the Rules, Section 2800.710)

Pursuant to the travel regulation cited above, I am submitting this request for an Ex Post Facto Exception to the Higher Education Travel Regulations.

I believe that this request meets the criteria established in the travel regulations which allow for exceptions where "necessary to meet special or unavoidable circumstances and when in the best interests of the state."

BACKGROUND

When the Board of Trustees of Northern Illinois University appointed me in June, 2013 (effective July 1, 2013) they provided for me to initiate the transition immediately including an assessment of the University. As part of that assessment it was absolutely necessary to have personnel who would provide critical service to me in both strategic and financial areas as these were, in my opinion, the most critical issues facing the University.

In order to obtain this advice, I asked Ron Walters to join me for what I thought would be a short period of time to assist in the strategic assessment of the University. This assessment was even more critical given that the University was facing a number of external investigations which, even today, remain ongoing.

When I came to NIU, I found a university that had experienced declining enrollment for a decade, losing more than 4,000 students over those years. The university had also lost more than 20 percent of its state operating budget over the last dozen years and faced further financial challenges. It was clear to me that we needed to address our strategic and

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competitive issues while building a sustainable budget and process for allocating resources toward our most important needs. To do that, I hired on an interim basis two experienced strategic planning and fiscal leaders in Ron Walters and Nancy Suttentfield. As Ron's work evolved over the fall semester, I asked him to stay on a few more months and to greatly expand the amount of his work. His compensation rate was not increased, but his time and work requirements went up leading to more overall pay.

Initially, in internal discussions, it was my understanding that we handled it in the appropriate manner. Lately I have been briefed on the travel policy and now submit the request for exemptions to be fully compliant.

My request applies to each of the attached documents.

Sincerely,

A handwritten signature in cursive script that reads "Doug Baker". The signature is written in black ink and is positioned above the printed name.

Dr. Douglas Baker, President

Attachments: Ron Walters – Exceptions Requested Documentation
cc: Jerry Blakemore, Vice President and General Counsel