

URMIA Election Candidate 2025

Individual Profile			
Name:	Emily Hochstatter	Position:	Board of Director – Institution
Title:	Executive Director RM, Chief of Staff to CFO	Organization:	Northern Illinois University
Designations:	MPA, CRM	Years in Higher Ed RM:	15 years
Gender:	Female	Race:	White/Caucasian/Euro-American (non-Hispanic)
Organization Profile			
Membership category:	Institutional Tier 6	Student FTE of institution:	15,415
Type of institution	Public, Four-Year Institution, Research Institution	Two-year institution:	No



Emily Hochstatter

[See full biography](#)
[See video](#)

What leadership skills and talents make you a good candidate?

I really appreciate connecting with people in this challenging field. Sharing experiences to learn from is a huge part of how our respective institutions may choose to approach a challenge and how we all grow as individual professionals. I am very open about what challenges my institution faces and how we choose to move forward. We learn from each other's successes and stumbles, and most situations offer plenty of lessons from both categories. I love helping others navigate the same or a similar situation and knowing their positive outcome may have stemmed from my own lessons learned. Relationships and communication development are where I choose to put my primary focus - at NIU and within URMIA - because I recognize how much we depend on each other. I believe this is evident by the fact that URMIA membership continues to increase, and I fully intend to continue to build relationships within this organization and would encourage others to do the same.

What would you bring to the board (e.g., thought leadership, talent, skillset, ability, etc.)?

I would enjoy bringing to the Board my creativity and willingness to try new things. It's not news that many higher education institutions are facing enrollment, revenue, resource, staffing, and perception decline, especially at public, medium-sized institutions similar to mine. Yet, risk management requirements and expectations only increase. As new risks emerge, the traditional risks do not recede, so we have to adapt. Throughout my time as director, I have had to think creatively to maintain (and hopefully exceed) expectations in my office while acknowledging the university's financial constraints. Through methods like office mergers, role adaptation, system sharing, insurance policy consolidation, and the like, RM has grown and continues to meet the needs of the university without the commitment of significantly greater resources. Many of these changes could not have materialized without a "what if" mindset and a willingness to give a new idea the ole college try. So let's try new things and think differently about how we approach declining resources or simply capitalizing on the resources we have available to us, whether as part of the URMIA organization or at our respective institutions.