



UNIVERSITY of WISCONSIN  
GREEN BAY

**A UNIVERSITY ON THE**



**PROVOST**  
POSITION PROFILE



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This Leadership Profile is intended to provide information about University of Wisconsin-Green Bay and the position of Provost. It is designed to assist qualified individuals in assessing their interest.

## OPPORTUNITY SUMMARY

The University of Wisconsin System invites [applications and nominations](#) for the [position](#) of Provost and Vice Chancellor for Academic Affairs at the University of Wisconsin-Green Bay (UWGB). Building on the successes of recent years, including six consecutive years of enrollment increases and the creation of over 20 new academic programs, UW-Green Bay seeks a committed leader to partner with the leaders, faculty and staff to champion continued growth and innovation that meets the needs and challenges of the region, ensures access to affordable higher education, prepares students for future success, and enhances the university’s contributions to the community. Established in 1965, UW-Green Bay is one of eleven comprehensive universities in a public higher education system that also includes two doctoral institutions and a statewide Extension. [UW-Green Bay](#) enrolls over 8,500 undergraduate and graduate students across campuses located in Green Bay, Marinette, Manitowoc and Sheboygan through its four colleges: Arts, Humanities and Social Sciences; Science, Engineering and Technology (including the Richard Resch School of Engineering); Health, Education and Social Welfare; and the Austin E. Cofrin School of Business.



The new Provost will be expected to articulate and implement the university’s academic plan and strategically build upon – the university’s momentum. The university is seeking an experienced and forward-looking leader who will be presented with the following opportunities for professional and personal fulfillment:

- ✓ Serve as one of the key leaders of a campus “on the move” which has made exciting gains in enrollment, programs, and reputation
- ✓ Collaborate regularly with an exceptional team of administrators, faculty, and staff in a strong tradition and framework of shared governance strengthening UW-Green Bay’s delivery of high quality academic programs at continually and increasingly affordable costs
- ✓ Interact regularly with engaged students who are appreciative of UW-Green Bay’s academic and co-curricular programs and eager to apply these resources to their own growth and development
- ✓ In conjunction with the Chancellor, work closely with the region’s leaders – government, private sector, academic, and community – in expressing the university’s commitment to improving the quality of life and economic well-being of its citizens
- ✓ Work and reside in a vibrant metropolitan area that provides for the highest quality of life and a diversity of people, resources, and activities.

One of the largest systems of public higher education in the country, the University of Wisconsin System serves more than 170,000 students each year and employs approximately 39,000 faculty and staff statewide.

## WHO WE ARE

**We are the Phoenix— Innovative problem-solvers** proudly transforming our students and the region we serve. Our approach to education questions all educational norms, recruits students of all ages and cultural backgrounds, and welcomes students who may not think college was meant for them. **We believe learning never stops and work toward equitable access for all.** **We rise above the unknown together,** on the constant look-out for ways to care for each other more holistically, embrace each other more fully, and broaden the field of opportunities for everyone. **We won’t back down from a challenge.**





# OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

Beyond the management of a complex academic enterprise, the next Provost and Vice Chancellor for Academic Affairs will be encouraged to place a particular emphasis on several strategic imperatives that will continue to strengthen the university and add value to its students, faculty, staff and community.

## 1. Improve Student Success and Retention

Led by the Provost, student success and retention is the responsibility of every faculty and staff member at UW-Green Bay. The Provost will work together with the Vice Chancellor for Inclusivity and Student Affairs to break down the silos of student success between Academic Affairs and Student Affairs. It is essential that we align our efforts to support the whole student from their experience in the classroom to co-curricular activities, from our residential students to commuters, online students to those starting college at various stages of life, and to eliminate retention gaps between different constituencies. We must develop a modern advising system that honors faculty workload and still ensures guidance to students from faculty. The new system must wrap career guidance and academic advising from a professional advisor into a cohesive experience that is given to all students and not just those who seek it out on their own. Finally, we will create a unified and transparent method of offering scholarships and financial aid that follows best practices for the meaningful support of students, honors donor intent, and helps recruit and retain all students that attend UW-Green Bay.

## 2. Foster a campus community of inclusion, diversity and civility

UW-Green Bay has worked effectively in recent years to significantly expand the diversity of its students, faculty and staff (approximately 20% of the fall 2019 freshman class were underrepresented students), but the need for continued progress in this area remains an important goal. The Provost must lend personal authority and passion to efforts underway to impact this profile through targeted recruiting and by conveying a personal commitment to this goal. The Provost should also promote authentic diversity recognizing the perspectives and experiences of the whole university community. It is our goal that inclusivity is not something that we work at, but

rather be something that becomes inherently part of everything we do to support our faculty, staff, and students at UW-Green Bay. To achieve our access mission, inclusivity must be central to our ethos.

## 3. Sharpen UW-Green Bay’s enrollment strategy

The university has experienced positive enrollment growth in recent years, but in light of challenging demographic trends of the region and intensifying competition from other universities in Wisconsin and from surrounding states, the Provost will be expected to ensure sustainable enrollment levels (and associated revenues) through a focused and effective enrollment management strategy. The Provost must play a lead role in a continuing conversation about the university enrollment strategy that will align the senior leadership team in support of an enrollment plan that properly balances appropriate admission standards for student quality with an enrollment yield that provides tuition and housing revenues necessary to sustain the university’s budget. Beyond stabilizing – and ideally growing – UW-Green Bay’s tuition revenues, the Provost must encourage more aggressive consideration of alternative sources of revenues, such as those driven through on-line learning and by serving non-traditional, continuing learners.

## 4. Build on positive relationships and partnerships with key internal UW-Green Bay constituents

The Provost must be attentive to the university’s internal communities, and convey a visible commitment to building a holistic culture that unites students, faculty, staff, trustees and other governance units in support of the common mission of ensuring UW-Green Bay’s future success. The Provost will invest appropriate personal energies to build positive relationships with key campus constituents, including faculty, staff and students. The campus culture of UW-Green Bay prizes a leader who is visible, accessible and engaged and who personally engages in efforts to foster school pride.

Among the faculty and staff the Chancellor should establish personal/professional credibility by reaching out to understand faculty needs and expectations, value shared governance, and implementing proper planning and communications protocols that strengthen this partnership on an ongoing basis.

## 5. Digital Transformation

Now, more than ever, we need to rethink, reimagine, and reinvent how we operate as a university. We must evaluate how, when, and where we are providing services to our students and to each other. Most importantly, we need to use data for informed decision-making in a highly competitive higher education landscape. We must identify opportunities to improve processes and the student experience, invest in new technologies, and maximize use of current systems to create a culture of continual improvement in the way we work.

## 6. Enhanced Community Connections and University Philanthropy

We must tell the story of UW-Green Bay to the community that we serve and that supports us. This includes increasing the number of connections we have to our alumni, area businesses, community organizations, and the general public. We need to better articulate and demonstrate our value and the potential we have to better serve our community. This work will lead to greater philanthropic support that aligns with our mission.

## 7. Increase our Presence in Sustainability and Environmental Work

UW-Green Bay must go back to our roots as the initial Eco U. This includes reaching a gold standard from the Association for the Advancement of Sustainability in Higher Education and increasing the amount of environmental research we do that can help our region. We should have pristine natural spaces and with UW-Green Bay hosting a new National Estuarine Research Reserve site, we have an opportunity to make a profound impact on the environment of our region.

## 8. Create a Sustainable Path Forward for Green Bay Athletics and the Weidner Center

UW-Green Bay is one of only three universities in the UW System with a Division I athletics program and has some of the best facilities for the performing arts in our region and beyond with the Weidner Center. We need to capitalize on these resources to better engage our community, our students, and raise the profile of UW-Green Bay.







## PREFERRED QUALIFICATIONS AND QUALITIES

The successful candidate will be engaged, inspiring leader with a record of bold leadership and experience that qualifies them for the most senior academic leadership role at UW-Green Bay. Ideal candidates must demonstrate the ability to manage a complex academic organization, to work effectively with colleagues across divisions and campuses, and to effectively lead and support a strong administrative team. Candidates will exhibit a deep understanding of factors impacting regional comprehensive universities in an urban setting and possess the intellectual vision and energy necessary to lead a complex, growing institution of higher education to its next step in the teaching and learning communities. Candidates must display the highest degree of personal and professional integrity; have a commitment to promoting diversity and social responsibilities; and possess a leadership style that is collaborative, deliberate, and strategically decisive.

The Provost will embrace the faculty's commitment to excellence in teaching underscored by quality scholarship and strengthen their connection. The Provost will foster a vibrant and diverse community of students, faculty and staff, enhancing relationships with alumni, parents, community leaders and others closely associated with the university. Finally, the Provost will lead by modeling character, passion, integrity and the pursuit of knowledge.

The ideal candidate for Provost of UW-Green Bay will possess most of the following professional qualifications and personal characteristics:

### PROFESSIONAL QUALIFICATIONS

#### Academic Credentials

Possess solid academic credentials, preferably with an earned doctorate or equivalent terminal degree, and a record of significant accomplishments meriting the appointment at the rank of full professor with tenure.

#### Proven Leader

Significant record of innovative leadership and experience that qualifies them for the most senior academic leadership role at UW-Green Bay. Ideal candidates must demonstrate the ability to manage a complex academic organization, to work effectively with colleagues across divisions and campuses, and to effectively lead and support a strong administrative team.

#### Understanding Regional Comprehensive Universities

Candidates will exhibit a deep understanding of factors impacting comprehensive research universities in an urban setting and possess the intellectual vision and energy necessary to lead a complex, growing institution of higher education to its next step in the learning and research communities.

#### Financial Acumen

Experience in managing the financial and budgeting operations of a major unit or organization is a prerequisite for this position. Strong analytic skills and a data-driven decision-making process with prior financial management experience managing staff and budgets, knowledge of finance and complex systems with a demonstrated track-record in revenue enhancement highly desired.

#### Technological Sophistication

The ability to understand the potential value of technological innovations and to lead the process of harnessing emerging technologies for best use within academic affairs functions.

#### Accreditation

Demonstrated experience in academic program assessment and the development and implementation of continuous improvement strategies and demonstrated knowledge of regional accreditation standards and experience working with accrediting organizations

#### Governance in a University Environment

Having first-hand knowledge of governance practices is essential, and experience gained in a university setting is preferred. The Provost should possess the ability to

balance the strong executive leadership needed to ensure that decisions are made in a timely and fair manner with sensitivity to the culture of shared governance, tenure, and academic freedom at UW-Green Bay. This includes seeking appropriate input for major decisions; reaching out to faculty, staff, and students and encouraging their engagement in campus matters; and conveying a collaborative leadership style. These attributes will validate a commitment to the UW System's longstanding adherence to shared governance and the pursuit of the Wisconsin Idea.

The Provost must be able to navigate working within a university system and build positive working relationships with UW System officials, other campus leaders and community/business leaders. They must continue to strengthen bridges to the local communities by engaging actively with business and community neighbors in building partnerships. Other key constituencies include local school districts and other institutions of higher learning (such as Green Bay Area Public School District and the Northeast Wisconsin Technical College)

### PERSONAL QUALITIES

**Academic Excellence** – Commitment to an environment where teaching and student success remain the top priority, with an appropriate research and scholarship agenda integrated into that agenda.

**Executive Disposition** – Conveying an image that is consistent with UW-Green Bay's values; demonstrating the high energy, positive attitude and personal demeanor that inspires leadership respect.

**Progressive Thinking and Behavior** – Conveying an entrepreneurial approach that encourages new ways of approaching problems and opportunities, and a willingness to foster and incite change.

**Drive for Results** – Setting high goals for personal and group accomplishment and accountability; using measurement methods to monitor progress toward goal

attainment; tenaciously working to meet or exceed those goals while deriving satisfaction from the process of goal achievement and continuous improvement.

**Value Diversity** – A demonstrated commitment to diversity, inclusion, equity, and international education and the ability to articulate a strong rationale for their importance to effective learning at UW-Green Bay. A pledge to promote excellence and diversity in the recruitment, retention, and development of students, faculty, and staff; oversee the recruitment and development of talented and diverse faculty and staff who are invested in the University's mission and its students.

**Student Orientation** – A commitment to keep students at the center of UW-Green Bay's programs and operations, with their academic and holistic development being the ultimate goal.

**Authenticity** – A basic genuineness which engenders trust, encompassing integrity and a willingness to be receptive to feedback; confidence, but with humility.

**Personal Values** – A leader who exhibits and embodies integrity, collegiality, leadership development, support of scholarship and creative activity, and enthusiasm. A leader who values participating in a campus community that honors tradition, embraces intelligent growth, and reflects the collegiality, respect, mutual support, and warmth of family. Above all, has the courage and conviction to make the necessary decisions in a compassionate way to ensure UW-Green Bay's long-term success.

#### Willingness to Embrace the University's Mission

**and Values** – A strong grasp and support for the multi-campus comprehensive university offering exemplary undergraduate, master's, and select doctoral programs, and operating with a commitment to excellence in teaching, scholarship, and research, and service to the community. The University provides a problem focused educational experience that promotes critical thinking and student success.

**Vision, Leadership and Communication Skills** – Vision for the future of academic affairs at a regional comprehensive university; highly attuned understanding of motivation, and the capacity to work effectively with the academic affairs team and across the university.

**Inclusive Leadership Style** – Empower seasoned and new staff to execute decisions with good judgment and responsiveness; support the already excellent synergy and cohesive working relationships that exists across the university and the university system; and embrace community-based partnerships that promote academic excellence.





# A UNIVERSITY ON THE RISE

In 2019, university stakeholders boldly moved forward to remission the university in order to best meet the cultural and economic needs of the region. Their efforts were enthusiastically supported by the community overall as well as being unanimously endorsed by the university's shared governance groups. The new mission states:

The University of Wisconsin-Green Bay is a multi-campus comprehensive university offering exemplary undergraduate, master's and select doctoral programs and operating with a commitment to excellence in teaching, scholarship and research, and service to the community. The university provides a problem-focused educational experience that promotes critical thinking and student success.

The culture and vision of the university reflect a deep commitment to diversity, inclusion, social justice, civic engagement, and educational opportunity at all levels. Our core values embrace community-based partnerships, collaborative faculty scholarship and innovation.

Our commitment to a university that promotes access, career success, cross-discipline collaboration, cultural enrichment, economic development, entrepreneurship, and environmental sustainability is demonstrated through a wide array of programs and certifications offered in four colleges: College of Arts, Humanities and Social Sciences; College of Science, Engineering and Technology (including the Richard Resch School of Engineering); College of Health, Education and Social Welfare; and the Austin E. Cofrin School of Business, leading to a range of degrees, including AAS, BA, BAS, BBA, BM, BS, BSN, BSW, MS, MSW, MSN, and Ed.D.

## AND ON A MISSION

### URBAN-SERVING STRATEGIC VISION

**OUR VISION:** The University of Wisconsin-Green Bay is an access-driven, urban-serving comprehensive university that provides a world-class education and promotes economic growth and sustainability as well as health, wellness and social equity in Green Bay and the surrounding areas through a commitment to interdisciplinary learning, scholarship and problem-solving.

*We're on a mission...* to keenly focus on the strategic priorities of our region, and a promise to work tirelessly to support our communities with a larger, more research-focused and engaged comprehensive university.

*We're on a mission...* to build partnerships and solve the problems our communities and residents are facing, today and tomorrow.

*We're on a mission...* one that's inspired by creativity and connection.

*We're on a mission...* to create a university reflective of the needs and potential of the state's 3rd largest city, one that plays an essential and expanded role in making our residents happier, healthier and better prepared for the future.



## DELIVERING ON THE MISSION

### A New Academic Action Plan

"The University of Wisconsin-Green Bay is dedicated to the idea of an educated person as one who is guided by the love of learning, committed to inquiry, creativity and scholarship through interdisciplinary and disciplinary approaches to defining and solving problems, and who is an active citizen providing service to the community (Chancellor's commitment to the idea of an educated person)."

In support of the University of Wisconsin-Green Bay's Urban-serving Strategic Vision, and in alignment with the University's Select Mission, the following academic priorities have been established:

1. Make student success our highest priority;
2. Increase student access in order to meet the needs of the region;
3. Offer distinctive programs at both the undergraduate and graduate levels;
4. Create opportunities for Coastal NE to flourish;
5. Develop a diverse university that reflects the community;
6. Foster community relationships; and
7. Enable professional growth of faculty and staff through creativity, innovation, and scholarship.

### A Well-Defined Commitment to Inclusive Excellence

The University of Wisconsin-Green Bay is committed to a vision of diversity that is broadly inclusive, warmly welcoming, and equitable in its treatment of all members of the campus community. Through engagement, reflection and action, we will be an institution committed to diversity in thought and practice moving beyond labels; categories that put up barriers and keep us fragmented.

Inclusive Excellence is a planning process intended to help each UW System institution establish a comprehensive and well-coordinated set of systematic actions that focus specifically on fostering greater diversity, equity, inclusion, and accountability at every level of university life. The Chancellor's Council on Inclusive Excellence is the lead on diversity and inclusion initiatives and reports directly to the Chancellor. The Council created and enacted a six-point strategic plan to help diversify the university and create an even more welcoming space. In partnership with the First Nations faculty, the university created a Land Acknowledgment honoring our native peoples. The Land Acknowledgment is read before major events on campus and is in the process of being presented in multiple venues on the campus.

Creating a more inclusive environment and a vibrant campus are both mission critical for UW-Green Bay. A vibrant student life program that nurtures students of all backgrounds and interests increases student success and best meets the growing needs of our region.



**LGBT Friendly**  
college and university  
campuses in  
the country

\*Source: Campus Pride Index



**Certified UW VETS  
CAMPUS**





# UNIQUE INITIATIVES DRIVING REINVENTING AND REJUVENATION

## Extending Educational Access

### Integration and Growth of Four-Campus Model

In July 2018, UW-Green Bay expanded, becoming a larger, four-campus university with locations in Green Bay, Marinette, Manitowoc and Sheboygan, Wisconsin. UW-Green Bay serves 16 counties including four major manufacturing hubs, an extensive health care sector, a vital and growing arts and music corridor and some of the most desirable natural and tourist areas in the country, including nearly 400 miles of coastline on the globe's largest freshwater ecosystem.

### UW-Green Bay-Northeast Wisconsin Technical College (NWTC) Partnership ("Crossing the Bridge")

In order to extend higher education access and advance the economy of Northeast Wisconsin, an extremely close working relationship has been forged between UW-Green Bay and NWTC. "Crossing the Bridge" is a Charter signed by the leaders of both institutions committing to full collaboration to advance the region. Now in its sixth year, the program has created 11 joint academic programs with an additional eight under development, and substantially reduced transfer issues between the two institutions.

### The Richard J. Resch School of Engineering

The [Resch School of Engineering](#) was established in February 2018 is housed within the UW-Green Bay College of Science, Engineering and Technology and includes the university's Mechanical Engineering, Mechanical Engineering Technology, Electrical

Engineering Technology and Environmental Engineering Technology programs. In Fall 2020, UW-Green Bay is adding an Electrical Engineering program.

### The UW-Green Bay Impact MBA Program

The newly established UW-Green Bay [Impact MBA](#) program is a business partner driven cohort program that delivers the MBA within the culture of the participating business.

### First Gen Forward University

The University of Wisconsin-Green Bay was designated as a First Gen Forward University by the Center for First Generation Student Success. Thirty four percent of undergraduate and 11% of graduate students are first generation college students.

### First Nations Studies Doctorate Program

The university's first-ever [doctoral program](#)—the only one of its kind in the State of Wisconsin—marks a significant milestone for the university and the state as a whole. The new program is centered in Indigenous knowledge systems and draws upon Indigenous teaching and learning methods from elders and oral scholars, and faculty expertise in First Nations Education.

## Engaging the Community

### The Brown County STEM Innovation Center and Phoenix Innovation Park

An important dimension of the expansion of the tech-

The university is engaged in a number of strategic initiatives that will require continued advocacy and energetic leadership by the university's next provost:

innovation ecosystem in Green Bay is the development of a dynamic public-private science community on the UW-Green Bay campus. The anchor for that initiative is the Brown County STEM Innovation Center now under construction on campus. The Center is a result of a unique partnership between Brown County, the Einstein Project, UW-Green Bay, the Board of Regents of the UW System, the State of Wisconsin and private donors. The STEM Innovation Center sits in a 65-acre section of campus designated Phoenix Innovation Park, which is being developed for public-private STEM ventures.

### TitletownTech (TTT)

TitletownTech is a partnership between the Green Bay Packers and Microsoft and promises to insert a high level of technology innovation and venture capital into the region. UW-Green Bay and the UW System have a direct partnership with [TitletownTech](#) through UW-Green Bay Entrepreneur-in-Residence and Noodles & Company founder Aaron Kennedy who works within the TTT leadership team. This creative center will develop digital solutions for key market problems and then transform them into new high growth scalable ventures.

### Leading Regional Efforts to Locate National Estuarine Research Reserve on Green Bay

The University of Wisconsin-Green Bay, in partnership with local and national agencies, is leading efforts to recognize local waters as a national reserve—an important next step in the region's 30-plus-year effort to protect

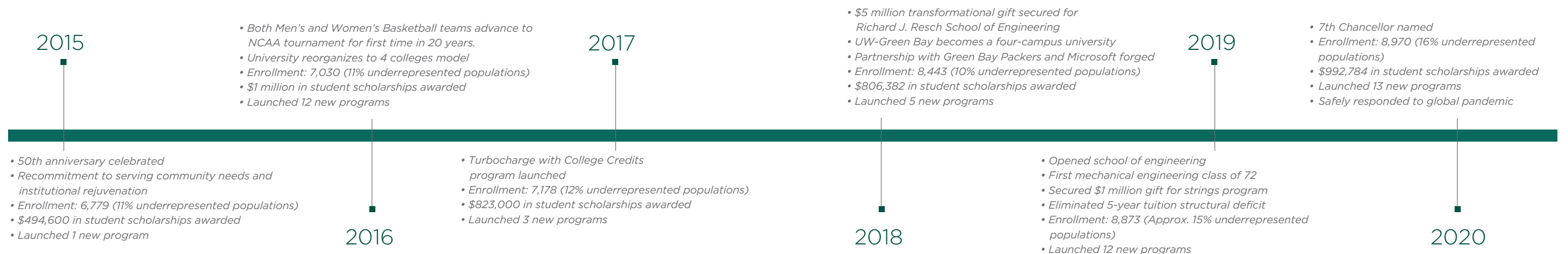
one of the largest surface freshwater systems on earth. Upon site selection within the Green Bay estuary, the NERR designation (National Estuarine Research Reserve) will use locally relevant and nationally significant research to address local coastal management issues and help protect the world's largest freshwater estuary.

### Regional Public Arts, Music and Culture Corridor

The university operates in a rich regional ecosystem of arts, music, theatre and other cultural activities. The university seeks to significantly increase its support and facilitation of this important regional asset.

### Freshwater Initiative of Wisconsin (FWI)

The campuses of the University of Wisconsin System (UWS) are working together to create the nation's first integrated, higher education, multi-institutional program centered on serving the freshwater economy. It is designed to unleash the collective assets of the UW System and place them into an elite, one-of-a-kind program of training and research, while launching a talent development program in which students fully engage a diverse, multidisciplinary course of study across UW campuses. UW-Green Bay will play a major role in this [freshwater initiative](#) built upon the individual advantages and regional market strengths of its multiple campuses.







# ABOUT THE UNIVERSITY OF WISCONSIN—GREEN BAY

Established in 1965, UW-Green Bay is a public institution serving 8,970 undergraduate, graduate and doctoral students and 95,000 continuing education learners each year. We educate students from pre-college through retirement and offer 200+ degrees, programs and certificates. UW-Green Bay graduates are resilient, inclusive, sustaining and engaged members of their communities, ready to rise to fearlessly face challenges, solve problems and embrace diverse ideas and people. With four campus locations, the University welcomes students from every corner of the world. In 2020, UW-Green Bay was the fastest-growing UW school in Wisconsin. For more information, visit [www.uwgb.edu](http://www.uwgb.edu).

In July 2018, UW-Green Bay expanded, becoming a larger, four-campus university with locations in Green Bay, Marinette, Manitowoc and Sheboygan, Wisconsin. UW-Green Bay serves 16 counties including four major manufacturing hubs, an extensive health care sector, a vital and growing arts and music corridor and some of the most desirable natural and tourist areas in the country, including nearly 400 miles of coastline on the Earth's largest freshwater ecosystem.

MARINETTE CAMPUS ●  
GREEN BAY CAMPUS ★  
MANITOWOC CAMPUS ●  
SHEBOYGAN CAMPUS ●



The new provost will oversee the academic programs offered at these campuses:

## UW-GREEN BAY

The university has a modern, spacious campus overlooking Lake Michigan's bay of Green Bay. Wooded trails and a 270-acre arboretum contribute to the park-like setting. The 750-acre campus is home to one of the Midwest's most beautiful performing arts centers, a nationally recognized 4,000-seat student recreation center, an award-winning nine-hole golf course and a five-mile recreational trail and arboretum, which is free and open to the public. This four-campus university transforms lives and communities through student-focused teaching and research, innovative learning opportunities, powerful community connections and a problem-solving approach to education. UW-Green Bay is centrally located, close to both the Door County resort area and at the center of the dynamic economies of Northeast Wisconsin, the Fox Valley region and the I-43 corridor. <https://www.uwgb.edu>

## MARINETTE

UW-Green Bay, Marinette Campus is situated on 36 acres along the historic shoreline of the bay of Green Bay and offers students in the region and the Upper Peninsula of Michigan a start in postsecondary education. <https://www.uwgb.edu/marinette>

## MANITOWOC

UW-Green Bay, Manitowoc Campus is nestled on 40 acres along the breathtaking Lake Michigan shoreline and has served the lakeshore of eastern Wisconsin for more than 50 years, helping generations of students to start their path toward a bachelor's degree. <https://www.uwgb.edu/manitowoc>

## SHEBOYGAN

UW-Green Bay, Sheboygan Campus rests on Lake Michigan in the heart of a rapidly growing region, fueled by cutting-edge scientific and technology services, manufacturing, education, healthcare and more. <https://www.uwgb.edu/sheboygan>

## QUICK FACTS

### ENROLLMENT (FALL 2020):

- 8,970
  - 8,376 Green Bay Campus
  - 135 Marinette Campus
  - 209 Manitowoc Campus
  - 250 Sheboygan Campus

FACULTY/STAFF: 688

MASCOT: The Phoenix

DEGREES AWARDED: 43,362

### ANNUAL BUDGET:

- \$130 Million (17% state-supported)

### RANKED:

- #95 in Regional Universities Midwest (tie) *U.S. News & World Report*

*Schools are ranked according to their performance across a set of widely accepted indicators of excellence.*

### ACCREDITED

The University of Wisconsin-Green Bay is accredited by the Higher Learning Commission (HLC). UW-Green Bay's accreditation status has been re-affirmed after the 10-year Comprehensive Accreditation Review that was completed in fall 2017. To read the final HCL accreditation reports please visit: <https://www.uwgb.edu/accreditation/>



## UW-Green Bay Shared Governance

Our university has a long-standing and active tradition of shared decision making with faculty, staff, and students. Shared governance is valued by UW-Green Bay, as it empowers faculty, staff, and students to make decisions affecting themselves and their colleagues. There are four shared governance groups that represent and advocate for our staff, faculty, and students.

### Faculty Senate

Faculty members from each college and academic department serve on the Faculty Senate, providing comprehensive representation from across the academic realm at UW-Green Bay. Faculty Senate has the primary responsibility for academic and educational activities and faculty personnel matters. <https://www.uwgb.edu/sofas/actions/faculty/>

### Academic Staff Committee

The Academic Staff Committee advocates for fellow academic staff employees at UW-Green Bay and for the university at large. Academic staff includes professional and administrative personnel other than faculty, limited and classified staff, employees in training, and students. <https://www.uwgb.edu/sofas/actions/academicstaff/>

### University Staff Committee

The University Staff Committee provides a voice for all university staff on campus. This Committee seeks to engage university staff in the development and promotion of professional development and recognition activities, to create opportunities to provide input on issues that impact university staff, and to facilitate communication among university staff and administrators. <https://www.uwgb.edu/sofas/actions/universitystaff/>

### Student Government Association

Student Government is the collective student governing body at UW-Green Bay and represents all students who attend the university. Every year fellow students elect their President, Vice President, and Senators who advocate for the best interests of the student body. <https://www.uwgb.edu/student-government/>



## UW-Green Bay Foundation

Private funding continues to propel the university to new heights in serving our region. The University of Wisconsin-Green Bay Foundation serves as the custodian for charitable gifts to the university and assures donor intent is honored. As of December 31, 2020, the UW-Green Bay Foundation totaled \$56,505,500 in assets and distributed \$5,663,331 in support to the university to pursue its mission. Worthy of special recognition was the \$992,382 for student scholarships which increased access to higher education for hundreds of students.

The Foundation's mission is to encourage scholarship, to participate and encourage all endeavors to advance the cause of education at UW-Green Bay, and to assist in developing and increasing the opportunities for students primarily in areas other than those in which the State of Wisconsin ordinarily makes appropriations. The Foundation is governed by an 15-member board of directors composed primarily of finance and investment professionals. The Chancellor of UW-Green Bay serves as a non-voting member of the Foundation Board.







# ABOUT THE DIVISION OF ACADEMIC AFFAIRS

The Division of Academic Affairs fosters the success of a diverse student body by providing educational access and strong academic support to incoming and continuing students, creating a superb and highly supportive teaching and learning environment.

## Academic Colleges, Schools and Divisions

### COLLEGE OF ARTS, HUMANITIES AND SOCIAL SCIENCES

The College of Arts, Humanities, and Social Sciences includes the interdisciplinary and disciplinary programs in the visual and performing arts, communication, information sciences, humanities, social sciences, and online degree programs, including integrative leadership studies.

<https://www.uwgb.edu/cahss/>

### AUSTIN E. COFRIN SCHOOL OF BUSINESS

The Austin E. Cofrin School of Business offers degrees focused on helping individuals become engaged learners and professional leaders within the greater Northeast Wisconsin area and beyond.

<https://www.uwgb.edu/csb/>

### COLLEGE OF HEALTH, EDUCATION AND SOCIAL WELFARE

The College of Health, Education and Social Welfare has three academic programs, including The Professional Program in Education, The Professional Programs in Social Work, and Nursing, and Health Studies. Three community support centers serving the region and state are: Behavioral Health Training Partnership, Education Center for First Nations Education, and Phuture Phoenix.

<https://www.uwgb.edu/chesw/>

### THE COLLEGE OF SCIENCE, ENGINEERING AND TECHNOLOGY

The College of Science, Engineering, and Technology offers majors and minors in a broad array of STEM fields and houses the Richard J. Resch School of Engineering.

<https://www.uwgb.edu/cset/>

### GRADUATE STUDIES AND OFFICE OF GRANTS AND INSTITUTIONAL RESEARCH

Graduate studies at UW-Green Bay is experiencing rapid growth and is dedicated to the importance of research, applied projects, and partnerships.

<https://www.uwgb.edu/graduate/>

### OFFICE OF INSTITUTIONAL RESEARCH

The Office of Institutional Research leads transformative change through strategic policy analysis and proactive analytics embedded in a culture of excellence. It is the source of meaningful metrics that, developed in collaboration with the Cabinet, tell the University of Wisconsin-Green Bay story of student success. It connects mission and goals with resources, assesses the effectiveness of initiatives, and facilitates data informed decision-making, enabling the University of Wisconsin-Green Bay to be a place of perpetual distinction and innovation.

<https://www.uwgb.edu/ise/>

### ADDITIONAL LOCATIONS

In 2018, UW-Green Bay became a four-campus university when it joined with the former UW-Colleges campuses at Marinette, Manitowoc, and Sheboygan. Each campus is led by a Campus Executive Officer reporting to the Provost. With the addition of three dynamic and vibrant communities, UW-Green Bay has gained important new sources of intellectual capital and innovation, and a geographic footprint including some of the most important and beautiful areas in the state.

<https://www.uwgb.edu/project-coastal/>

### DIVISION OF CONTINUING EDUCATION AND COMMUNITY ENGAGEMENT

The Division of Continuing Education and Community Engagement at the University of Wisconsin-Green Bay offers credit and non-credit courses, continuing education, programs, services, conferences, certificates, and workshops to meet the developmental needs of all ages.

<https://www.uwgb.edu/continuing-education/>

### ENROLLMENT SERVICES

The Division of Enrollment Services, comprised of Admissions, Registrar, Academic Advising, and Financial Aid, advises prospective and enrolled students to make informed decisions so they may achieve their academic and lifelong learning goals. Through collaboration and coordination with Academic and Student Affairs, the division strives to provide student access and opportunity, academic advisement, student support, and financial assistance empowering students on their path toward a degree.

<https://www.uwgb.edu/admissions/>

### LIBRARY SERVICES

The UW-Green Bay Libraries advances the UW-Green Bay mission of teaching, research, and service by providing services and resources to meet the needs of its community and by serving as an intellectual and cultural asset for both the University and Northeast Wisconsin.

<https://www.uwgb.edu/library/>







# THE GREEN BAY AREA

Green Bay is the third-largest city in the State of Wisconsin, after Milwaukee and Madison, and the third-largest city on Lake Michigan's east shore, after Chicago and Milwaukee. As the economic hub of Northeast Wisconsin and comprising an abundance of natural resources, Green Bay historically was, and continues to be, a major shipping center. The city's largest employers remain the education, health care and paper and shipping industries. With continuous development in Green Bay and its surrounding communities, the area boasts a progressive atmosphere from industrial parks to shopping districts.

The historic waterfront in downtown continues its redevelopment renaissance with the addition and expansion of housing, hotels and corporate headquarters, including the Tiletown District and TiletownTech, a national partnership between the Green Bay Packers and Microsoft, Neville Museum, Rail Yard innovation district and the Shipyard

outdoor events center. Partnership is what makes the Greater Green Bay community united in the mission of enhancing the economic and workforce development of the area. Community leaders work in partnership to conserve resources, grow our economy and increase our quality of life. Leaders work in conjunction with our K-12 and post-secondary educators to ensure students are community, college and career ready; continuing our tradition of cultivating generations of a strong work ethic that is second to none.

In addition to being known around the world for contributions to industry and agriculture, Green Bay is the smallest city to host a National Football League team. Founded in 1919, the 13-time National Champion Green Bay Packers are the only NFL team to be owned by its fans. Lambeau Field is hallowed ground to most sports fans in the area.

For more information, see [https://www.greatergbc.org/media/3445/fb18\\_proof.pdf](https://www.greatergbc.org/media/3445/fb18_proof.pdf).

## PROCEDURE FOR CANDIDACY

The executive search firm [Greenwood/Asher & Associates, Inc.](#) is supporting the University of Wisconsin-Green Bay in the search for its next Provost and Vice Chancellor for Academic Affairs. For formal consideration, applicants should submit materials including the following: 1) a letter of application addressing the leadership opportunities and qualifications articulated within this document; 2) a curriculum vitae or resume; and 3) a list of at least five references with contact information.

The position will remain open until filled. Nominations and expressions of interest will be treated in confidence. References will not be contacted without prior knowledge and approval of candidates. The university will not reveal the identities of applicants who request confidentiality in writing, except as required by [Wis. Stat. §19.36\(7\)](#) which requires disclosure of those identified as final candidates for position of Chancellor. Employment will require a

criminal background check. It will also require applicants and references to answer questions regarding sexual violence and harassment.

Submission of application materials as PDF attachments is strongly encouraged. Please direct inquiries, nominations, and application materials to:

**Jan Greenwood, Founder, Greenwood/Asher & Associates**  
**Vice President & Managing Partner, Shelley Feather,**  
**Library Practice Leader and Senior Executive Search Consultant**

**Greenwood/Asher & Associates, LLC.**  
**42 Business Centre Drive, Suite 206**  
**Miramar Beach, Florida 32550**  
**Phone: 850-650-2277 / Fax: 850-650-2272**  
**[jangreenwood@greenwoodsearch.com](mailto:jangreenwood@greenwoodsearch.com)**  
**[shelleyfeather@greenwoodsearch.com](mailto:shelleyfeather@greenwoodsearch.com)**



### AAEEO Statement and other

*Note: The University of Wisconsin System will not reveal the identities of applicants who request confidentiality in writing, except that the identity of finalists will be released. See [Wis.Stat. sec. 19.36\(7\)](#).*

*For more information regarding the University of Wisconsin-Green Bay and the surrounding area, see our [Campus and Community](#) section. For Campus Safety information see our [Office of Public Safety website](#) and our [Annual Security Report](#) (for a paper copy please contact the Office of Human Resources at (920) 465-2390). This report includes statistics about reported crimes, as well as information about crime prevention and campus security policies and procedures.*

*The University of Wisconsin-Green Bay is an Affirmative Action Equal Employment Opportunity employer committed to achieving a diverse workforce and to maintaining a community which welcomes and values a climate supporting equal opportunity and difference among its members. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender and/or gender identity or expression, marital or parental status, genetic information, national origin, ethnicity, citizenship status, veteran or military status (including disabled veteran, recently separated veteran, other protected veteran, or Armed Forces service medal veteran status), age, or disability.*

*A criminal conviction investigation will be conducted on the finalist(s). In compliance with the Wisconsin Fair Employment Act, the university does not discriminate on the basis of arrest or conviction record.*

*All final candidates must be asked, prior to hire, whether they have been found to have engaged in, are currently under investigation for, or left employment during an active investigation in which they were accused of sexual violence or sexual harassment. When obtaining employment reference checks, these same sexual violence or sexual harassment questions must also be asked. ([UW Administrative Policy 1275, Section 4.B](#))*

*Candidates must be legally authorized to work in the United States at the time of hire and maintain work authorization throughout the employment term. If you have questions regarding this, please contact [Human Resources](#).*

*The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from University of Wisconsin-Green Bay documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.*





[www.uwgb.edu/provostsearch](http://www.uwgb.edu/provostsearch)



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