



University of Wisconsin  
**Stevens Point**

STEVENS POINT • MARSHFIELD • WAUSAU



**CHANCELLOR**  
**SEARCH**

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# OPPORTUNITY SUMMARY

The University of Wisconsin System invites applications and nominations for the position of Chancellor of the University of Wisconsin-Stevens Point (UWSP). This leader will succeed Dr. Bernie L. Patterson, who will be retiring in December 2020 after 10 years of distinguished service as Chancellor.

Established in 1894, UW-Stevens Point is one of 11 comprehensive universities in a public higher education system that also includes two doctoral institutions and a statewide Extension. UW-Stevens Point enrolls approximately 8,300 undergraduate and graduate students across three campuses, with locations in Stevens Point, Marshfield and Wausau.

UW-Stevens Point campuses offer a welcoming, supportive atmosphere focused on student success. While there are many reasons to choose UW-Stevens Point, most often repeated by students and employees alike are statements such as “It feels like home” and “I knew my voice would be heard.” Faculty and staff are committed and energetic, doing whatever is needed to help students reach their goals and discover their purpose. The result is a UW-Stevens Point community that loves their university, shows excitement and enthusiasm about their programs and builds strong relationships with each other.



University of Wisconsin  
**Stevens Point**

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2100 Main Street  
Stevens Point WI 54481

[www.uwsp.edu](http://www.uwsp.edu)

The University of Wisconsin-Stevens Point is an  
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**The new Chancellor will be expected to sustain – and strategically build upon – the university’s recent momentum in reputation and enrollment. The University of Wisconsin System is seeking an experienced, forward-looking, and progressive leader, who will be presented with the following opportunities for professional and personal fulfillment:**

1. Serve as the leader of a three-campus university “on the move,” which has promising admissions growth and enhanced brand value
2. Collaborate regularly with an exceptional team of administrators, faculty, and staff in enhancing UW-Stevens Point’s delivery of high quality, distinctive academic programs at increasingly affordable costs
3. Interact regularly with engaged students who are appreciative of UWSP’s academic and co-curricular programs and eager to apply these resources to their own growth and development as true liberally prepared professionals
4. Work closely with the region’s leaders – government, private sector, academic, and community – in conveying UWSP’s commitment to improving the quality of life and economic well-being of citizens in Northcentral Wisconsin
5. Work and reside in a beautiful area that provides for a high 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. The Chancellor of each UWS institution reports to the UW System President.



**DISCOVER  
YOUR PURPOSE**

# OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

Beyond the management of a complex academic enterprise, the next Chancellor of UW-Stevens Point 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. Finalize and implement a new strategic plan for UW-Stevens Point

With input from faculty, staff, students and community partners, UWSP is presently developing a five-year strategic plan. This process is being guided by the Integrated Planning Advisory Council, a group of faculty and staff members and a student leader committed to this important work and to a transparent process.

A draft of the vision, strategic themes, and goals was sent in early April for approval to senior leadership of the university and to the faculty/staff and student governance bodies. The core elements of this plan include:

- Align UWSP's financial model with its institutional vision
- Offer programs to serve the lifelong learner
- Enhance the student experience
- Serve its communities by expanding partnerships and connections
- Enhance collaboration internally, externally, within the UW System and throughout the state

UWSP's next Chancellor will have the opportunity to bring the 2020-2025 strategic plan to life, and use the plan's firm foundation as a platform to further advance the university's reputation, relationships, and resources. The Chancellor will capitalize on the enthusiasm and commitment demonstrated by the university's constituents during the planning process to develop and execute specific steps designed to move this plan forward.

## 2. Sustain UWSP's promising enrollment projections and institutional momentum

Until recent years, UWSP had experienced enrollment losses (20% over five years) driven by challenging demographic trends of the region and intensifying competition from other universities in Wisconsin and from surrounding states. However, recent enrollment metrics have been very positive. Currently, UWSP leads the Wisconsin system

with a 50% increase in student applications and encouraging yields in acceptances and deposits for the Fall 2020 academic year. This was accomplished through a comprehensive "rebuild" of the university's enrollment infrastructure – organizational structure, senior leadership, staff, technology, policies and practices. While COVID-19 will certainly have an impact here, this positive trend is thus far encouraging.

The Chancellor will work to ensure sustainable enrollment levels (and associated revenues) through adhering to this focused and effective enrollment management strategy that provides tuition and housing revenues necessary to support the university's budget. Beyond growing UWSP's tuition revenues, the Chancellor should also more aggressively explore and build-out alternative sources of revenues, such as those driven through on-line learning and by serving non-traditional, continuing learners.

## 3. Build and steward UW-Stevens Point's resources.

While UWSP had recently begun to return to more solid ground from its financially fragile position of several years ago, the consequences of COVID-19 will add significant stress to the university's financial position. At present, the university's budget projects a \$2.1 million operating deficit – which will be closed through ongoing expense and personnel reductions (a planned reduction in FTEs will produce \$8 million in savings over three years). Given the uncertainties of the COVID-19 on Fall 2020 enrollment and tuition, the new Chancellor must be prepared to undertake further actions to strengthen UWSP's financial position.

Some of these budget pressures can be mitigated by new philanthropic revenues. Over the past several years, UWSP has placed a higher emphasis on fundraising activities and the results have been very positive. The university's first-ever capital campaign raised almost \$42 million, and generated over 10,000 new donors. Its endowment has now reached \$40 million. The time is right for the next Chancellor to intensify efforts to instill a culture of philanthropy and raise more private funds. The next Chancellor will achieve this goal by dedicating appropriate time and energy to personally cultivating and stewarding current and future donors.



#### 4. Serve as UW-Stevens Point's "Champion" in outreach and advocacy.

The Chancellor is looked to as the "face and voice" of UWSP in representing its interests to external partners. The university's success in building its reputation and resources is directly impacted by the effectiveness of its external advocacy and communications – with the legislature, the Governor and state administration, the UW President and Board of Regents, the private sector, donors, and leaders in key Wisconsin communities. This outreach will need to be further intensified in the future, as public resources become tighter and the expectations of these external stakeholders become sharper. The next Chancellor will need to convey to all stakeholders a clear and enthusiastic personal embrace of UWSP.

The Chancellor must be able to navigate the Wisconsin political landscape and build positive working relationships with elected officials and community/business leaders. He or she must continue to strengthen bridges to the Stevens Point, Wausau and Marshfield communities by engaging actively with business and community neighbors in building "town/gown" partnerships and by working with them to manage healthy physical and economic growth. Other key constituencies include local school districts and other institutions of higher learning.

The Chancellor's efforts in this area should ascribe more distinctiveness to UWSP. Recent work has been done to better understand and convey UWSP's reputation, identity, and "brand promise". This knowledge will be folded into a strategy to present a renewed UWSP brand and identity – "Discover Your Purpose" – that will directly support the goal of strategically positioning the university as a "destination" school for first time and transfer students. It will also enhance UWSP's standing with its donors and other key external constituents and funders, including the Governor, the legislature, and the Board of Regents.

#### 5. Strengthen relationships, trust and respect with key internal UWSP constituents

While the external role of the Chancellor is critical, they 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 UWSP's future success. The Chancellor will invest

appropriate personal energy into building positive relationships with key campus constituents, including faculty, staff and students. The campus culture of UWSP prizes a leader who is visible, accessible, engaged, and outgoing 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/staff needs and expectations, demonstrating a keen appreciation for shared governance, and implementing proper planning and communication protocols that strengthen this partnership on an ongoing basis.

These efforts to nurture positive, trusting relationships with all UWSP constituents will serve to alleviate campus tension that has developed over the past several years. The new Chancellor will want to take genuine steps to heal the campus, and align all constituents behind the plans for the university's future successes.

Finally, the Chancellor will also be expected to build a high-performing senior leadership team. There are a number of new senior administrators in the cabinet, and the next Chancellor will have the opportunity to develop and mentor new and seasoned executives and to forge a culture of mutual support where each leader shares an interest in the positive well-being of the entire university that extends beyond his/her immediate areas of responsibility.





# QUALIFICATIONS AND QUALITIES

The ideal candidate for Chancellor of UWSP will possess most of the following professional qualifications and personal characteristics:

## Professional Qualifications

### Academic Credentials

Possess solid academic credentials, preferably with a doctorate or equivalent terminal degree, and a record of significant accomplishment. A candidate without an equivalent terminal degree but with significant and successful executive-level experience leading a complex public or private organization will be considered if they demonstrate the qualities expected of any applicant: a deep-rooted understanding of and appreciation for the freedoms, responsibilities and independence of the academy and a thorough command of the forces and issues shaping the national higher educational landscape.

### Financial Acumen

Experience in managing the financial and budgeting operations of a major unit or organization is a prerequisite for this position. Prior financial management experience will provide the foundation for effectively managing all major business aspects of the university, especially in a time where resources must be prioritized.

### Fundraising

Raising resources is critical to the growth and progress of UWSP, and the Chancellor must play a key role in this process. The Chancellor provides overall strategy, oversight, and involvement to help cultivate and raise necessary funds. The Chancellor will have demonstrated both a talent and an enthusiasm for fundraising, including the personal and social skills - and a passion about UWSP's mission - to cultivate financial support and partnerships in the private sector.

### Strategic Planning

Previous experience overseeing - or playing a major contributing role in - the design and implementation of an enterprise-wide strategic plan is essential. The chancellor will be equally skilled in establishing success metrics and milestones - and using those to adapt strategies and tactics to changing times or assumptions.

### Community Engagement

UWSP must constantly be sensitive to its community presence and image, and the Chancellor must have a high level of involvement and visibility in the area. The Chancellor's work in the community is a must to help position UWSP as a leading university in the Northcentral Wisconsin region and beyond. Past experience in community organizations or nonprofit boards are indicators that the new Chancellor would embrace such initiatives in this position.

### Advocacy

As a public institution, UWSP's fortunes are regularly impacted by how its external stakeholders perceive its value to the region and the State of Wisconsin. UWSP's Chancellor must present the political acumen and "street smarts" to position the university effectively and positively with the UW Board of Regents, political, business, and civic leaders, and its surrounding higher education competitors.

### Marketing and Promotion Experience

Much of the university's future successes will be based on a repositioning of its brand and image not only locally, but nationally as well. A key part of driving the university's strategic direction will be its external marketing efforts. Experience in overseeing a promotion or marketing campaign that propelled an organization forward would be beneficial to the new Chancellor.

### Governance in a University Environment

Having first-hand knowledge of governance practices is essential, and experience gained in a university setting would be preferred. Working with a governing board will help the new Chancellor become quickly and properly engaged with the University of Wisconsin's Board of Regents.



Of particular value would be previous experience in an atmosphere of shared governance. The Chancellor 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 UWSP. 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.

### **Information Technology**

In today's world of rapid technological advances and applications, a working knowledge of the direction and possibilities of information technology would be very useful in steering advances and shaping communications at UWSP. This is purely at an oversight level; however, some knowledge of technology and social media would be beneficial.

### **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 priority.

#### **Executive Disposition**

Conveying a persona that is consistent with UWSP's values; demonstrating the high energy, positive attitude and personal demeanor that command 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; 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.

#### **Valuing 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 UWSP.

#### **Student Orientation**

A commitment to keep students at the center of UWSP'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; conveys 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, a servant leader who has the courage and conviction to make the necessary decisions in a compassionate way to ensure UWSP's long-term success.



## ROLE OF THE CHANCELLOR

The Chancellor of UW-Stevens Point is the face of the campus for students, faculty, staff, the community, businesses, the Regents, the UW System, and state and local government. An engaged, inspiring leader, the Chancellor is committed to the university's heritage, mission and core values while leading the university into the future. The Chancellor demonstrates these values with authenticity, humility, and a bias for collaborative action. The Chancellor is an effective and transparent communicator who respects and encourages differing views and works with both internal and external constituencies to further the mission and strategic aspirations of UW-Stevens Point. The Chancellor will work effectively with the University of Wisconsin System President and Regents in pursuit of the strategic initiatives that will further strengthen the University and the community.

The Chancellor will embrace UW-Stevens Point's commitment to provide an unparalleled environment for students to take lead roles across the university through support of high-quality educational programs and grant-funded research opportunities. The Chancellor will tap the untapped potential of UW-Stevens Point's geographical reach, branch campuses, partnerships with business and community to extend the impact of the university throughout the state of Wisconsin. Finally, the Chancellor will capitalize on the assets of nationally recognized programs in Natural Resources, Fine Arts, and Health and Wellness, enhanced enrollment efforts resulting from collaborative efforts across the institution, and a committed, engaged faculty, staff and leadership team to position UW-Stevens Point as a top regional comprehensive university.



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**The Chancellor's principal duties are to:**

- Lead UW-Stevens Point consistent with its mission and core values;
- Ensure the university pursues and achieves excellence in its academic endeavors, including, but not limited to, quality undergraduate and graduate academic offerings, recognition of scholarly and creative activities of the faculty and the achievement and success of its students;
- Achieve the goals identified in the Plan for Strategic Action:
  - Align financial model with institutional vision, particularly in the areas of equity, diversity and inclusion.
  - Offer programs to serve the lifelong learner.
  - Enhance the student experience.
  - Serve our communities by expanding partnerships and connections.
  - Enhance collaboration internally, externally, within the UW System and throughout the state.
- Work closely and collaboratively with the leadership of the University of Wisconsin System in regularly reviewing and refining UW-Stevens Point's strategies for continued success;
- Build a strong, collaborative, innovative and committed administrative leadership team;
- Personally interact with local, regional and state elected officials to further their appreciation for the value UW-Stevens Point provides to the citizens of Wisconsin;
- Nurture partnerships with area school districts and other institutions of education, the business community and residents of local and regional communities with an entrepreneurial spirit that creates a mutually beneficial impact on the university and the region;
- Strengthen the UWSP Foundation, and the branch campus foundations, through cultivating robust relationships between the university and alumni to include participation in university events, mentoring, internships, career opportunities and financial support;
- Lead aggressive efforts to raise funds from individual donors, private and nonprofit sources, government grants, corporations and foundations. The Chancellor's principal role here is to facilitate this process by ensuring donors recognize the significance of their potential gift and how the gift will help the university accomplish its goals.

**Mission, Vision and Values**

**Mission:** "Through the discovery, dissemination and application of knowledge, UW-Stevens Point fosters intellectual growth, provides a broad-based education, models community engagement and prepares students for success in a diverse and sustainable world."

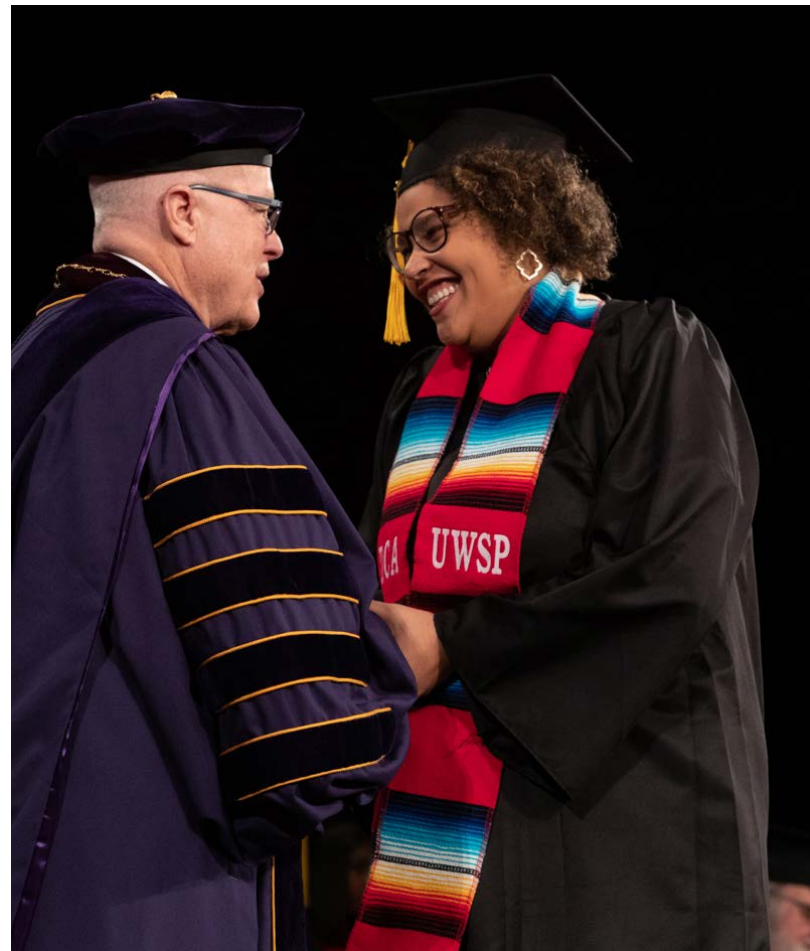
**Vision:** "The University of Wisconsin-Stevens Point will continue to be recognized for developing, supporting and educating students and citizens to constructively engage in local, regional and global communities."

**Values:** "In addition to our primary value of education, we also value:

- Community engagement
- Critical thinking
- Diversity and inclusivity
- Lifelong learning
- Professional preparation
- Research, scholarly and creative activity
- Student-centered environment
- Sustainable management of natural resources and other resources"

**Chancellor's Advisory Council**

The Chancellor's Advisory Council is a robust group of industry leaders, alumni and government representatives who work with and advise the Chancellor on matters of importance to the university. This community-focused group is committed to success of the university and the region.



# ABOUT THE UNIVERSITY



## History

Founded in 1894 as the sixth site for a Normal School in Wisconsin, the University of Wisconsin-Stevens Point has evolved through several stages of educational service to the citizens of Wisconsin. In 1927, permission to grant degrees was conveyed along with a name change to "State Teachers College." By 1964 "teacher education" was no longer our sole emphasis and the school was re-named "Wisconsin State University-Stevens Point." With the merger of Wisconsin's two higher education systems in 1972, the campus assumed the name University of Wisconsin-Stevens Point, with a mission to serve central Wisconsin.

In a 2018 reorganization of University of Wisconsin System colleges, UW-Stevens Point was combined with two former two-year colleges in Marshfield and Wausau. Today, these additional campuses serve approximately 1,000 students who earn associates or bachelor's degrees while living nearby. These open-access campuses offer seamless transition to the Stevens Point campus or transfer to any other UW institution.

UW-Stevens Point celebrated its 125<sup>th</sup> year of higher education in 2019, with an enrollment of approximately 8,270 students at three campuses.

## Overview

UW-Stevens Point offers more than 100 program options within 80 baccalaureate degree programs, 90 minors and 17 graduate programs, including two doctorates, within the College of Fine Arts and Communication, College of Letters and Sciences, College of Natural Resources and College of Professional Studies. In addition, the University College offers students academic support, resources and services housed in Albertson Hall, such as the Academic and Career Advising Center, Office of International Education and Tutoring-Learning Center.

UW-Stevens Point offers an exceptionally diverse curriculum. Its well-known natural resources program offers an interdisciplinary approach and emphasis on hands-on field experiences. Elementary and secondary education programs are recognized statewide and growing stronger with the addition of the Harju Center for Equity in Education. Students in the arts have the advantage of attending the only university in the state with all fine arts programs (art, dance, music and theater) nationally accredited. Emphasizing an interdisciplinary and career-focused curriculum, a reorganization of several programs has resulted in the new School of Design, which brings together art, graphic design and interior architecture, and the new School of Health and Wellness, which combines the schools of Health Care Professions, Health Promotion and Human Development and Communication Sciences and Disorders.

UW-Stevens Point also emphasizes research opportunities for both undergraduate and graduate students in a variety of disciplines. Faculty members work closely with students to develop and support research projects, offer co-authorship and presentations at professional conferences. This effort has resulted in UW-Stevens Point producing more science, technology, engineering and mathematics (STEM) graduates going on to earn advanced degrees than any other comprehensive UW institution.

Approximately 3,000 students live in residence halls on the Stevens Point campus, which has about 475 faculty and academic staff members, approximately 448 non-teaching professional staff members and 324 university support staff members.





## One University, Three Campuses

### UW-Stevens Point

[Virtual Campus tour](#)

[Virtual Viewbook](#)

A 406-acre campus, [UW-Stevens Point](#) includes the 280-acre Schmeckle Reserve and a 25-acre lake. There are 15 academic buildings, 13 residence halls and three student centers. The newest is the Chemistry-Biology Building, opened in fall 2018 and designed as a “science-on-display” facility with state-of-the-art labs and equipment. Jenkins Theatre, Michelsen Hall and Edna Carlsten Gallery in the Noel Fine Arts Center bring theatre, music and visual art to the campus and community. The campus is located midway between Milwaukee and Minneapolis at the intersection of Interstate 39/Highway 51 and U.S. Highway 10.

The university also has three off-site natural resources research field stations: [Central Wisconsin Environmental Station](#) in Amherst Junction, Wis.; [Treehaven](#) in Tomahawk, Wis.; and [Northern Aquaculture Demonstration Facility](#) in Bayfield, Wis.

### UW-Stevens Point at Marshfield

[UW-Stevens Point at Marshfield](#) is a wooded, 114-acre campus located in a quiet residential area. The campus, formed in 1963, is west of downtown [Marshfield](#), a community named one of the nation’s best small cities and home to one of the state’s largest health care providers, Marshfield Clinic. Campus amenities include the new state-of-the-art Everett Roehl STEM Center, 340-seat Helen Laird Theater, which hosts campus and community performances, and a 99-acre arboretum. The city of Marshfield is located nearly 40 miles northwest of Stevens Point.

### UW-Stevens Point at Wausau

[UW-Stevens Point at Wausau](#) is an urban campus located in [Wausau, Wis.](#), adjacent to the 78-acre [Marathon Park](#) and walking distance from the city’s vibrant and historic downtown. Known for strong science, math, music and theatre offerings, the campus has been serving Wausau since 1933. Facilities include the James F. Veninga Theater, Ahrnsbrak Gallery and UW Center for Civic Engagement. The city of Wausau is 35 miles north of Stevens Point.



## QUICK FACTS

- Enrollment (fall 2019)
  - Stevens Point campus: 7,251
  - Marshfield campus: 431
  - Wausau campus: 587
- Faculty/staff: 1,347 (all campuses)
- Student/Faculty ratio: 18:1
- Average class size: 29, with 79 percent of classes taught by Ph.D. faculty
- Mascots: UW-Stevens Point Pointers, UW-Stevens Point at Marshfield Marauders, UW-Stevens Point at Wausau Huskies
- Degrees awarded: 2,074 (July 1, 2018-June 30, 2019, all campuses)
- Ranked: #53 in Regional Universities Midwest (tie) by U.S. News and World Report, Education program ranked #2 by Study.com
- Military Friendly: Victory Media has named UW-Stevens Point a Military Friendly School for the last 10 consecutive years.
- Accredited: UW-Stevens Point is accredited by the Higher Learning Commission (HLC) and was recently reaffirmed for accreditation in June of 2019. To learn more about HLC accreditation and the numerous accredited departments and programs at UW-Stevens Point, visit [www.uwsp.edu/acadaff/Pages/accreditation.aspx](http://www.uwsp.edu/acadaff/Pages/accreditation.aspx).

## The Stevens Point Area

The city of [Stevens Point](#), the county seat of Portage County, was recently recognized by Wallet Hub's "[Best College Towns and Cities in America](#)." At its founding in 1858, Stevens Point was a community of loggers and fur traders. Known for the legendary Stevens Point Brewery, the city is the national headquarters of Sentry Insurance and features state-recognized companies such as Skyward, Delta Dental, Herrschners and Lands' End. Stevens Point is home to Ascension St. Michael's Hospital, regional centers of Aspirus and Marshfield Clinic and other medical clinics.

With a population of 27,000, Stevens Point is the focal point of a Micropolitan Statistical Area that serves approximately 70,000 people. The city is known for recreational opportunities including the 27-mile Green Circle that surrounds the community and local foods movement. The many waterways and parks make the area an attractive destination for year-round outdoor sports enthusiasts.

Vibrant arts and cultural opportunities abound, with numerous museums, art galleries, venues for live music and theater and a 20-acre sculpture park. Historic downtown Stevens Point offers a local farmer's market six months of the year, along with diverse cuisine and shopping. The city is also home to numerous festivals, including the renowned Portage County Cultural Festival.

## Advancement at UW-Stevens Point

**The UWSP Foundation**, which functions as a separate nonprofit organization, supports UW-Stevens Point by raising outside private gifts to enhance educational programs and activities, provide scholarships for UWSP students, and holds property used for class instruction, research, and community outreach. As of Dec. 31, 2018, the UWSP Foundation totaled \$49,976,051 in assets and had an endowment market value of \$36,832,521. The endowment doubled with UW-Stevens Point's first capital campaign, "Then, Now and Forever: We Are Point." Launched in 2013, the campaign closed on June 30, 2019, after raising more than \$41.5 million in support of student scholarships, cutting-edge academic programs and endowed chairs. The UWSP Foundation is advised by a 21-member board.

**The UW Wausau Campus Foundation** is a nonprofit, tax-exempt philanthropic organization supporting academic and outreach programs at the UW-Stevens Point at Wausau. The foundation promotes student scholarships, faculty and staff professional development, improved facilities, and institutional visibility to increase educational resources serving north central Wisconsin.

**The University Foundation at UW-Stevens Point at Marshfield** supports the campus by raising, managing and distributing funds to provide resources for students, faculty, and campus initiatives resulting in a campus that is diverse, accessible, and vibrant, enhancing the intellectual and cultural environment of the community.

## Shared Governance

Shared governance plays a strong role on the UW-Stevens Point campuses. All university personnel (academic staff, faculty, university staff, and students) are involved in recommending policies to the administration in many areas; academic and curricular issues are the specific responsibility of faculty and academic staff. Past leaders have demonstrated a commitment to strong shared governance, the success of which depends upon the administration's openness to listening to and consulting with university personnel, and university personnel's willingness to participate in this important responsibility.

UW-Stevens Point's [Common Council](#) is a governance body representing all three categories of employees: faculty, academic staff and university staff. This arrangement is unusual, as most universities have separate bodies. This builds on a proud tradition of inclusive shared governance at UW-Stevens Point. For many years, Faculty Senate included both faculty and academic staff. When university staff were given governance rights in 2011, the current structure was created rather than having two separate bodies.

The [Student Government Association](#) is the shared governance representative of the student body.





## Economic Impact

UW-Stevens Point is an integral part of the economic success of central Wisconsin and the state. According to a June 2019 study by Northstar Consulting, the three campuses generate \$671.3 million in total economic impact to Wisconsin annually, generating \$40.9 million in state and local tax revenue. Every \$1 in state tax investment in UW-Stevens Point, yields \$18.28 to the state's economic activity.

Strong partnerships with area businesses have yielded support for new programs as well as numerous internship and employment opportunities for UW-Stevens Point students. For example, a donation of \$4 million from Sentry Insurance created the Data Analytics Program and funded two endowed faculty members within the program.

Another gift, from the estate of alumna Dorothea Harju, is making an impact on Wisconsin by funding the Harju Center for Equity in Education at the university. The center will address educational inequities in the state by supporting scholarships for diverse and first-generation elementary education teachers.

## Sustainability

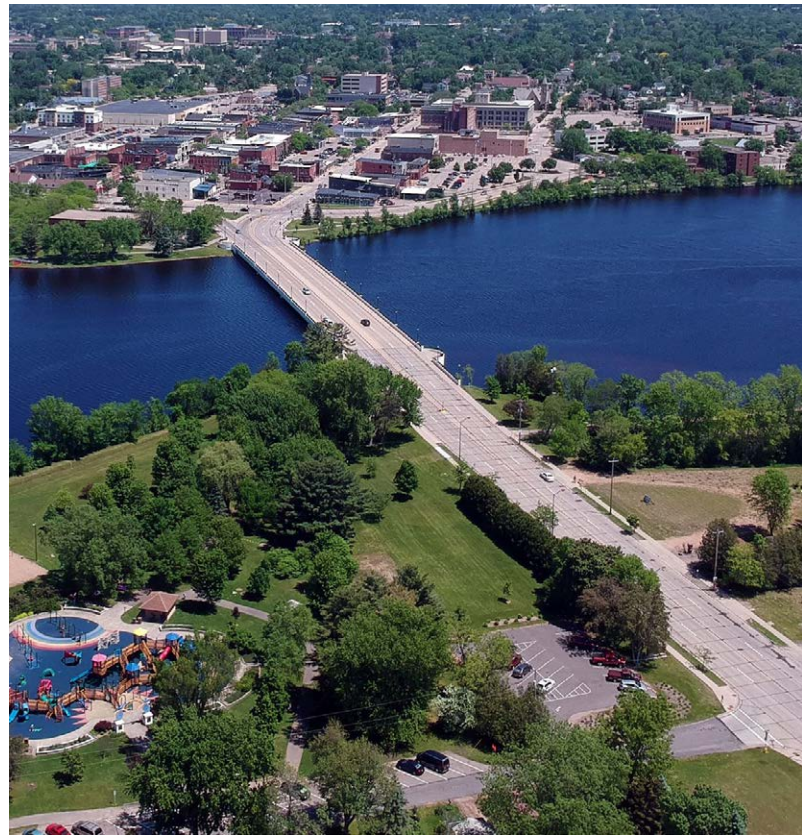
UW-Stevens Point is committed to sustainability and its practice in our daily operations. The university demonstrates this through measures such as on-site resource recovery (recycling), composting food waste, energy reduction and continually exploring ideas to promote and support sustainability initiatives.

UW-Stevens Point was the first university in the state to have **100 percent of its electricity** come from renewable sources and has been recognized nationally as a Green Ribbon School for numerous sustainability initiatives.

## UWSP Diversity and Inclusion Statement:

The students, faculty, and staff of the University of Wisconsin-Stevens Point (UWSP) recognize the lived experiences, identities, and contributions of past students, faculty, staff, and community members. In recognition of this history, we commit ourselves to the ongoing work of building and championing an inclusive UWSP. We strive to dismantle bias and hate by empowering voices of the marginalized and building relationships of trust across differences. Together we aim to develop and support a community where all can safely maintain integral, personal identities, be equitable participants, and learn from one another.

Each of us has a responsibility and role in actively educating ourselves while holding one another accountable. In so doing, we cultivate a reflective, engaged culture of learning and living which supports, embraces, and celebrates diversity, inclusivity,



and accessibility. We are a university where all are encouraged to challenge and debate complex issues in order to sustain a campus culture that nurtures reflection, learning, holistic development, community engagement, and global citizenship.

Our goal is equitable educational opportunities. As such, UWSP encourages inclusive pedagogy and the integration of differing perspectives across disciplines. Diverse needs and perspectives must be accounted for when making institutional decisions, and in turn, immediate action must be taken to address hate, bias, and harassment.

None of this will be accomplished immediately. This process demands mindful reflection, continual commitment, and resources from the University of Wisconsin System, UWSP leaders, and each of us personally. We remain committed to the learning, development, safety, and well-being of all while working toward an [inclusive community](#). Together, we build a better UWSP.





### UW-Stevens Point Athletics

Excellence is a tradition across 21 National Collegiate Athletic Association Division III intercollegiate sports through [Pointers athletics](#). Many NCAA national championship trophies can be found in Marshfield Clinic Health Systems Champions Hall, including those for men's and women's basketball, softball and men's hockey. In 2019, a new tradition began with the addition of women's wrestling, with the university being the first Midwest public institution to add this sport. UW-Stevens Point is the proud recipient of the top national award for public service in all of NCAA Division III, as students log in thousands of service hours and raise thousands of dollars through community games for charities.



UW-Stevens Point also offers nearly 30 different club sports, with national championships in men's rugby, women's volleyball and bass fishing. The university also has one of the largest intramural sports programs in the UW System and recently launched an eSports team in collaboration with the local high school.

Both the UW-Stevens Point at [Marshfield Marauders](#) athletics and the UW-Stevens Point at Wausau's [Husky athletics](#) compete as part of the Wisconsin Collegiate Conference with men's and women's basketball, women's volleyball, golf and soccer. Both campuses also offer a variety of intramural sports.





# PROCEDURE FOR CANDIDACY

The executive search firm WittKieffer is assisting UW-Stevens Point in the search for its next Chancellor. Inquiries, nominations, and applications are invited and should be sent to WittKieffer's consultants John Thornburgh and Elizabeth Bohan at [UWSPChancellor@wittkieffer.com](mailto:UWSPChancellor@wittkieffer.com).

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. Complete applications received by August 1, 2020, are assured full consideration. 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.

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-Stevens Point 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. All images and logos used in this leadership profile were attained from University of Wisconsin-Stevens Point and are owned by UW System.

## AAEEO statement

The University of Wisconsin-Stevens Point is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, or status as a qualified individual with a disability. UW-Stevens Point values diversity and inclusion as supported by our mission, "Through the discovery, dissemination and application of knowledge, UW-Stevens Point fosters intellectual growth, provides a broad-based education, models community engagement and prepares students for success in a diverse and sustainable world."

Individuals with disabilities who need a reasonable accommodation during the application or interview process should contact Human Resources and Affirmative Action at 715-346-2606 or [hr@uwsp.edu](mailto:hr@uwsp.edu).

The safety and success of students, faculty, and staff at the University of Wisconsin-Stevens Point is paramount. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires the distribution of an annual security report to all current and prospective students, faculty, and staff. You may obtain the complete report at [www.uwsp.edu/dos/clery/Documents/ASR-ASFR.pdf](http://www.uwsp.edu/dos/clery/Documents/ASR-ASFR.pdf). The University of Wisconsin System will not reveal the identities of applicants who request confidentiality in writing, except that the identities of finalists must be revealed upon request. See [Wis. Stat. § 19.36\(7\)](#).

