

# SEARCH PROSPECTUS:

Provost and Vice Chancellor for Academic Affairs



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## THE SEARCH

The University of Wisconsin-Platteville (UW-Platteville) invites nominations for and inquiries and applications from individuals interested in assuming a transformational leadership opportunity as Provost and Vice Chancellor for Academic Affairs. The Provost is expected to be an effective collaborative partner with Chancellor Dennis Shields (see [his bio](#)), the Chancellor's Leadership Team (Chief of Staff and Assistant Chancellor for Diversity and Inclusion, Vice Chancellor for Administrative Services, Vice Chancellor for Student Success and Enrollment, Vice Chancellor for University Relations), an Associate Vice Chancellor of Academic Affairs and Assistant Provost, Deans of the three Colleges, Division of Professional Studies, and the two branch campuses recently merged with UW-Platteville. In addition, the Provost will work with a professional and motivated team of administrators, faculty members, staff colleagues, and a superb student body.

There are approximately 400 faculty members at UW-Platteville who are actively engaged in teaching, research, scholarship, and service. The student to faculty ratio is 20:1.

It is an exciting time of growth with the addition of the Baraboo Sauk County and Richland campuses which became official on July 1, 2018. This merger involved integration of faculty and staff, students, committees, curriculum, and governance.

The physical transformation of UW-Platteville has already begun, which will lead to an educational benefit for all campus constituents for years to come. The nineteen-million-dollar addition of Williams Fieldhouse has recently been completed. This student-funded project has added nearly 56,000 square feet to the facility plus an all-purpose outdoor turf field. Boebel Hall renovations from state-approved funding of 23



## THE SEARCH (Cont.)

million dollars will update 52 rooms, including 17 labs and can accommodate up to 300 additional biology and pre-professional majors. This project is scheduled for completion in Fall 2021. The focal point of the new campus transformation is the 55-million-dollar Sesquicentennial Hall academic building with occupancy expected for Fall 2022. The new three-story structure will adjoin Engineering Hall, giving the University a striking engineering corridor supporting the engineering program, which graduate the second-highest number of engineers in the state.

The new Provost will become a leader in the on-going implementation of the 2019-2024 Strategic Plan which had significant engagement across the campus. This plan identifies top-level strategies, along with developed performance targets and resources needed for implementation.

The new Provost will begin leadership at UW-Platteville on June 1, 2020 to allow for a transition period with retiring Provost Joanne Wilson.

## THE COMMUNITY OF PLATTEVILLE AND THE REGION

Platteville is the largest city in Grant County in the rolling hills of southwestern Wisconsin. Platteville began as Platte River Diggings in 1822. Once home to the Ho-Chunk tribe, Platteville was settled in the mid 1820s by American and European miners who were attracted to rich lead deposits. After the decline of the mining industry, Platteville became home to UW-Platteville which is a leading economic driver for the area.

Platteville and the surrounding communities have many attractions including The Mining and Rollo Jamison Museums, the North American Manx Museum, the American Breweriana National Brewery Museum and Library, The Stone Cottage, the Big "M," a historic downtown, over ten miles of non-motorized trails, the Sinsinawa Mound Center Art Gallery, 25 faith communities, numerous service organizations, Center for the Arts, and Veterans Memorial and City Park. The Platteville public schools are outstanding, with 71.7 percent of high school graduates attending post-secondary schools. Platteville's downtown offers a unique blend of shops, restaurants, aquatic center, and other services.

There is a wealth of opportunities for the sportsman and photographer. Fishing, hunting, biking, birding, and water sports abound.

Nearby cities add to this rich and friendly environment. Dubuque, Iowa, houses a commercial airport, the Mississippi River Museum and Aquarium, the Grand Opera House, and excellent restaurants. Galena, Illinois, and Mineral Point, Wisconsin, both offer art galleries, historic site, and restaurants highlighting regional cuisine.





## ABOUT UW-PLATTEVILLE

The University of Wisconsin-Platteville is a highly regarded, comprehensive four-year public institution founded in 1866 thanks to a determined Pioneer attitude that has enriched Southwest Wisconsin and the tri-state region. UW-Platteville was designed as the first teacher preparation school in Wisconsin and was named the Platteville Normal School.

The University also has roots in the Wisconsin Mining Trade School, established in 1907 to train specialized technicians to work in the mining operations surrounding Platteville. In 1936 mining students began to work on a lasting project, the world's largest "M" made of 400 tons of whitewashed stone. This "M" is still an important part of student life activities.

UW-Platteville offers both bachelor's and master's degrees. The University has three Colleges: Business, Industry, Life Science and Agriculture (BILSA), Engineering, Mathematics, and Science (EMS), and Liberal Arts and Education (LAE).

UW-Platteville serves approximately 7,000 on-campus students, 1,308 taking only online courses and an additional 1,425 taking one or more courses online through distance education programs. The university offers 40 majors and 67 minors.

UW-Platteville encompasses 821 acres, including a 400-acre education and research farm, 20 academic and student services buildings, 13 residence halls, and two branch campuses. The branch campuses at Richland and Baraboo-Sauk County were recently integrated into UW-Platteville.

The Vision Statement emphasizes the importance of UW-Platteville students: "UW-Platteville will be recognized as the leading student-focused university for its success in achieving excellence, creating opportunities, and empowering each individual."

The Mission Statement also focuses on the student. "The University of Wisconsin-Platteville provides associate, baccalaureate, and master's degree programs in a broad spectrum of disciplines including: science, technology, engineering, and mathematics; criminal justice; education; business; agriculture; and the liberal arts. We promote excellence by using a personal, hands-on approach to empower each student to become broader in perspective, intellectually more astute, ethically more responsible, and to contribute wisely as an accomplished professional and knowledgeable citizen in a diverse global community."



## EXAMPLES OF EXCELLENCE AND POINTS OF DISTINCTION AT UW-PLATTEVILLE

The University of Wisconsin-Platteville is an outstanding institution with many impressive features. Listed here are just a few examples to illustrate the quality of UW-Platteville.

- Recipient of annual funding as part of the UW Dairy Innovation Hub. UW-Platteville is one of three UW campuses to receive significant state annual resources to support salaries for new positions, research fellowships, teaching fellow, labs and equipment, and staff support.
- 84 percent of UW-Platteville students engage in an internship or co-op experience.
- Faculty receive a variety of external grant funding.
- Featured as the No. 2 school in the 2018 Best On-line Colleges in Wisconsin by SR Education Group.
- Ranked No. 5 of the Best Colleges in WI in 2018 for excelling at providing a quality education to students.
- The Women in Engineering, Mathematics, and Science program received the ABET Claire L. Felbinger Award for Diversity and Inclusion in 2016
- Ranked as a military-friendly school and a designated Yellow Ribbon institution by the U.S. Department of Veteran Affairs.
- The Forensic Investigation Crime Scene House is just one of a handful of similar facilities in the country that allows for hands-on learning of forensic investigation.







## STUDENTS AND STUDENT LIFE

Of the 7,000 students at UW-Platteville, nearly 44.26 percent are first-generation students and 28.63 percent are Pell-Eligible. The student body is 65.94 percent male and 34.06 percent female, 7.97 percent students of color, and nearly 1.3 percent international. UW-Platteville students hail from 22 states and 11 countries which promotes the richness of a diverse population.

The top majors in student enrollment are: Mechanical Engineering, Business Administration, Industrial Technology Management, Civil Engineering, Criminal Justice, Electrical Engineering, Biology, Agriculture Business, Forensic Investigation, and Elementary Education.

Student governance is organized into five groups and each is designed to represent the interests and views of students. There are over 80 events hosted annually. Students can join any of over 200 clubs and organizations.

There are sixteen sports that compete in Division III athletics in the Wisconsin Intercollegiate Athletic Conference, one of the strongest conferences in the country. Students support athletics with a cheer and stunt team, a Pioneer dance team, and Sports Medicine. Intramural sports offer additional opportunities for non-varsity athletes.

Study abroad programs range from two weeks to a year, including short-term faculty-led programs which allow students to take a course for credit taught by one or more UW-Platteville faculty members.

Diversity is embraced and supported by the Office of Multicultural Student Affairs and the Patricia A. Doyle Center for Gender and Sexuality.

Students from all majors participate in a multitude of performing and visual arts activities, including bands, choirs, and theatre.



## STUDENTS AND STUDENT LIFE (cont.)

The Greek community is comprised of sixteen chapters and four associations. These chapters exist to enhance the life of a student through leadership abilities, scholastics, social involvement, networking, and community service.

The Pioneer Involvement Center (PIC) helps to create and support co-curricular programs and to

enhance retention and encourage diversity and inclusivity. The PIC oversees Greek Life, Student Organizations, and Leadership and volunteer experiences.

Many other opportunities are also available for students, including a variety of community service options.

## ADMINISTRATIVE STRUCTURE

The Provost and Vice Chancellor for Academic Affairs oversees a variety of areas at the Platteville Campus as well as the two branch campuses of Baraboo Sauk County (84 miles and 1.5 hours away) and Richland (51 miles and a little over an hour away). The Provost's Office supports the academic mission and vision of UW-Platteville.

The Provost's excellent leadership team works to recruit and retain talented faculty members. They also help to identify professional development and grant funding opportunities. By empowering

faculty, the office of the provost encourages scholarship that enriches the classroom experience. The Provost's Office also supports efforts to increase diversity on campus by creating an inclusive and welcoming community.

The Provost's span of leadership is shown in the organizational chart [here](#).

The Provost is responsible for maintaining an allocated budget of \$45.5 Million.







## LEADERSHIP AGENDA FOR THE PROVOST AND VICE CHANCELLOR FOR ACADEMIC AFFAIRS AT UW-PLATTEVILLE

As the chief academic officer, the Provost and Vice Chancellor for Academic Affairs engages all members of the community to uphold and enrich the academic life at UW-Platteville. As a member of the Chancellor's leadership team, the Provost will continually communicate with Chancellor Shields regarding strategic initiatives and implementation to assure operational success.

The Provost will be a **"leader,"** not merely a "manager."

The successful Provost will focus on the following priorities:

### 1. **Leadership and Strategic Visioning**

The Provost will provide energetic and innovative leadership for the faculty, staff, and members of the administration. The Provost will join UW-Platteville in implementing the recently completed Strategic Plan for the years 2019-2024. The Provost will foster the mission and vision while adding guidance as the plan evolves.

### 2. **Academic Excellence**

The Provost will ensure the quality of academic programs through effective use of program reviews, assessment, accreditation, and grant writing to support and advance the core academic mission of the University. The Provost will provide guidance in ensuring that all modalities deliver high-quality education.

### 3. **Diversity, Inclusion, and Social Justice**

The Provost must demonstrate strong commitment to advancing and supporting diversity, inclusion, and social justice initiatives and encourage all campus members to engage in this important on-going challenge.

### 4. **Communication, Community Building, and Engagement**

The Provost will communicate regularly, proactively, and in multiple venues to connect, collaborate, and foster inclusion and constructive working relationships both internally and externally. The successful candidate will value and call upon the expertise of the faculty and staff in developing and advancing partnerships with community agencies, organizations, corporations, and foundations.

### 5. **Enhancing Value of the Two Branch Campuses**

The recent addition of the Baraboo Sauk County and Richland campuses will be both a challenge and an opportunity for the new Provost to establish cost-effective campuses while assuring top academic quality. Successful governance, integration, support, and assessment will be essential in this new structure.

# LEADERSHIP AGENDA FOR THE PROVOST AND VICE CHANCELLOR FOR ACADEMIC AFFAIRS AT UW-PLATTEVILLE (cont.)

## REQUIRED QUALIFICATIONS

- An earned terminal degree from an accredited institution
- A minimum of five years of higher education teaching experience
- A demonstrated commitment to diversity, equity, and inclusion
- The ability to communicate effectively
- A record of scholarly, professional, or artistic achievements
- Relevant higher education administrative experience with progressively increasing responsibility

## DESIRED EXPERIENCE, KNOWLEDGE AND CHARACTERISTICS

### 1. Leadership and Strategic Visioning

- Demonstrated record of transparent and motivational leadership that inspires faculty, staff, and students
- Strong analytical and organizational skills
- Supervisory experience, which may include hiring, developing, and mentoring faculty and staff
- Demonstrated budget management experience
- Ability to make difficult decisions informed by inclusive processes and reliable data
- Ability to initiate and facilitate change

### 2. Academic Excellence

- Demonstrated experience setting priorities
- Experience as an accomplished teacher and scholar who supports excellence in teaching, scholarship, and service
- Experience and flexibility working with a variety of disciplines to include supporting

the liberal arts, STEM fields and all other programs

- Assessment and accreditation experience
- Experience with technology and online and hybrid educational pedagogies, as well as innovative modalities of delivery

### 3. Diversity, Inclusion, and Social Justice

- Demonstrated commitment to advancing and supporting diversity initiatives
- Demonstrated commitment to student success and retention, with special attention to the challenges of access institutions
- Ability to work with a diverse body of students, faculty, and staff
- An understanding of the complexities of working and living in rural communities, particularly as it pertains to issues of diversity

### 4. Communication, Community Building, and Engagement

- Experience building and maintaining positive relationships with students, staff, and the community
- Excellent communication skills
- Ability to unite the campus and surrounding community for mutual benefit and success
- Willingness to develop strong relationships with key leaders in the surrounding communities and with alumni and friends of UW-Platteville

### 5. Enhancing Value of the Two Branch Campuses

- A passion for public higher education and an understanding of state system challenges and opportunities
- Experience working in or with branch/satellite campuses



## CHANCELLOR DENNIS SHIELDS PROFILE

Dennis J. Shields has been the Chancellor of UW-Platteville since 2010. An Iowa native, Chancellor Shields earned his undergraduate degree in business administration from Graceland College in 1977 and his Juris Doctor from the University of Iowa College of Law in 1982. Immediately prior to becoming chancellor at UW-Platteville, he served as acting vice president of Student Affairs at the City College of New York – City University of New York. He has held administrative positions at the Phoenix School of Law, Duke University School of Law, the University of Michigan Law School, and the University of Iowa. Chancellor Shields has been actively involved in the national dialogue around diversity and inclusion in higher education. He has served as chair of the Diversity and Inclusion Working Group of the National Collegiate Athletics Association, Division III. Over the past decade, the racial and ethnic diversity of students at UW-Platteville more than doubled. In addition, the profile of racially and ethnically diverse students has shifted from being primarily African-American to include a higher proportion of people who identify as Hispanic or Asian.

The new Provost and Vice Chancellor for Academic Affairs will be working closely with Chancellor Dennis Shields. As noted in this profile, Chancellor Shields has nine years of leading UW-Platteville and looks forward to a Provost who will complement his leadership strengths.





## PROCEDURE FOR NOMINATIONS AND APPLICATIONS

The University of Wisconsin-Platteville is being assisted by Academic Search. Confidential discussions may be arranged by contacting **Dr. Pamela Balch**, Senior Consultant, at [pam.balch@academicsearch.org](mailto:pam.balch@academicsearch.org).

Applications should include: 1) a detailed cover letter addressing the priorities and desired qualities for the position; 2) a current curriculum vitae (CV); and 3) a list of five professional references with contact information and an explanation of the working relationship. References will not be contacted without explicit permission from the candidate. Inquiries, nominations, and applications should be sent to [UWPlattevilleProvost@academicsearch.org](mailto:UWPlattevilleProvost@academicsearch.org). This position is open until filled, but only applications received by **Monday, December 9, 2019** can be guaranteed full consideration.

**We support Diversity and Inclusion:** Our mission is to foster a diverse environment that contributes to an inclusive culture and climate by promoting critical and meaningful interactions between all members of our campus community.

**Equal Employment Opportunity:** The University of Wisconsin-Platteville is committed to recruiting, supporting, and fostering a diverse, inclusive and civil community of outstanding faculty, staff and students, and is an AA/EEO Employer. A criminal

background check is required for employment. Applicants must be legally entitled to work in the U.S. at the time of hire.

Employment will require a criminal background check. It will also require you and your references to answer questions regarding sexual violence and sexual harassment.

*The University of Wisconsin-Platteville will not tolerate discrimination or harassment by or toward students, employees, and guests on the basis of sex, race, religion, color, creed, disability, sexual orientation, gender identity or expression, national origin, ancestry, age, marital status, pregnancy, political affiliation, arrest or conviction record, veterans status, or any other prohibited basis defined by federal or state law or University of Wisconsin System policy. Discrimination and harassment are inconsistent with UW-Platteville's efforts to foster an environment of respect for all members of the university community. Incidents of discriminatory conduct are detrimental to the individuals directly involved and diminish the university community as a whole. It is, therefore, the policy of the University of Wisconsin-Platteville that such behavior will not be tolerated. Retaliation for filing a complaint of discrimination or harassment is also a form of harassment and is therefore prohibited.*



# ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting University of Wisconsin-Platteville in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit <http://www.academicsearch.org/>.



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