

SEARCH PROFILE:

GRADUATE DEAN

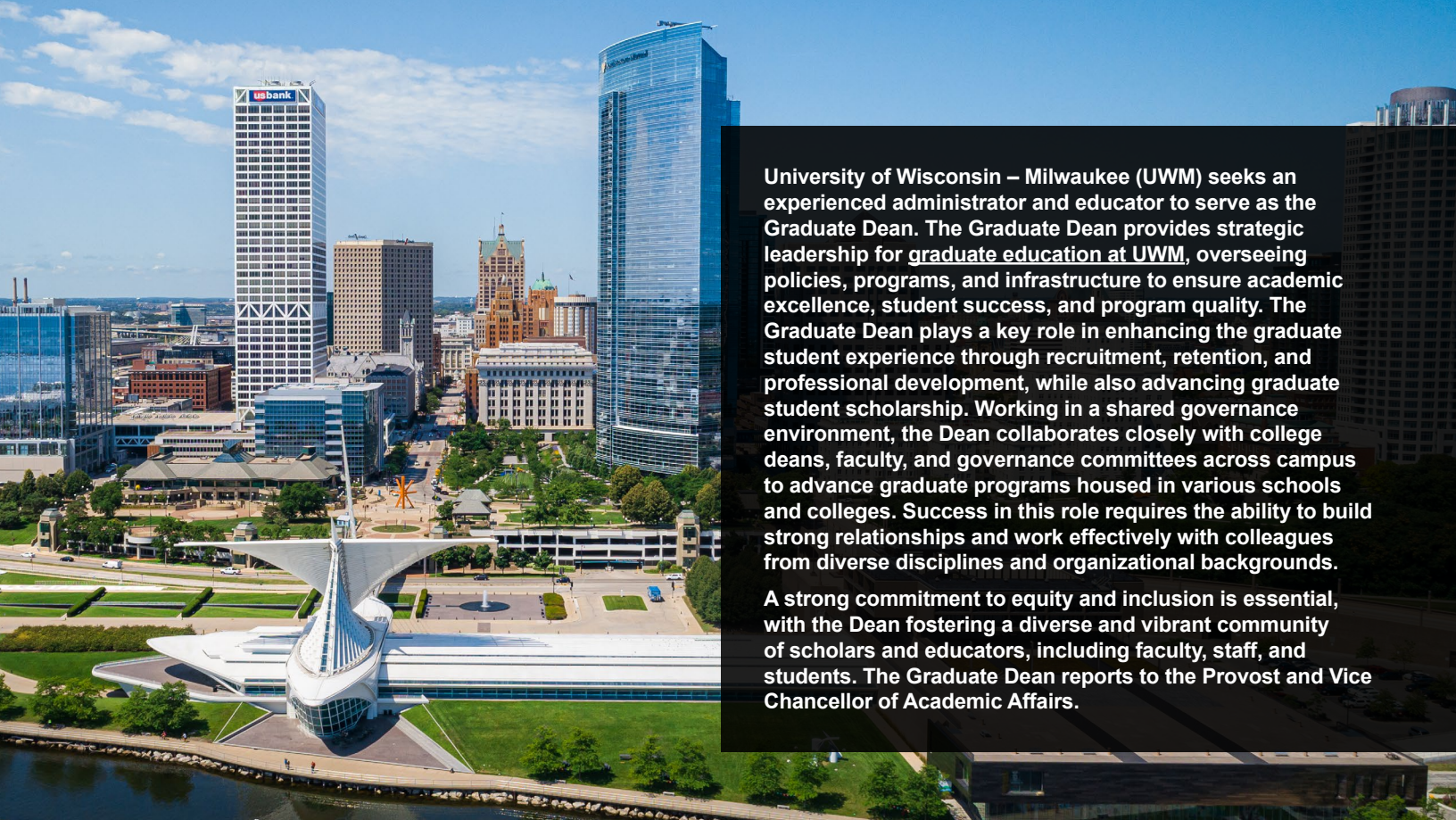


UNIVERSITY OF WISCONSIN
MILWAUKEE



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University of Wisconsin – Milwaukee (UWM) seeks an experienced administrator and educator to serve as the Graduate Dean. The Graduate Dean provides strategic leadership for graduate education at UWM, overseeing policies, programs, and infrastructure to ensure academic excellence, student success, and program quality. The Graduate Dean plays a key role in enhancing the graduate student experience through recruitment, retention, and professional development, while also advancing graduate student scholarship. Working in a shared governance environment, the Dean collaborates closely with college deans, faculty, and governance committees across campus to advance graduate programs housed in various schools and colleges. Success in this role requires the ability to build strong relationships and work effectively with colleagues from diverse disciplines and organizational backgrounds.

A strong commitment to equity and inclusion is essential, with the Dean fostering a diverse and vibrant community of scholars and educators, including faculty, staff, and students. The Graduate Dean reports to the Provost and Vice Chancellor of Academic Affairs.

ABOUT THE UNIVERSITY OF WISCONSIN-MILWAUKEE AND THE REGION

As the only public research and access-mission institution in Wisconsin, the University of Wisconsin–Milwaukee is transforming the state and region by advancing equity through education and addressing societal issues through research and partnerships. The university is a leading contributor to Wisconsin’s workforce, providing highly skilled graduates in critical, high-demand areas. UWM has been named a top-tier research institution three times since attaining R1 status in 2016. The UWM shared governance practices ensure that faculty, academic staff, university staff, and students all have a voice in the governance of the institution and actively participate in institutional policy development, working in collaboration with administrators and each other.

The University of Wisconsin–Milwaukee provides an affordable, world-class education to students from eighty-seven countries and is an engine for innovation in southeastern Wisconsin. As one of the nation’s top research universities, UWM partners with leading companies in Wisconsin and beyond to advance knowledge, bring new discoveries to market, and prepare students for work in a global economy.

Additionally, UWM has the Carnegie classification for Community Engagement reflecting our commitment to developing and actualizing mutually beneficial collaborations

with the larger communities to advance graduate education, and research and creative activities. The Graduate School at the University of Wisconsin-Milwaukee supports impactful graduate-level research that contributes to a thriving Milwaukee metropolitan area and extends to regional, national, and global communities. By fostering inclusive, equitable, and forward-thinking graduate education, UWM supports the professional and personal growth of students while advancing knowledge and innovation that address critical societal challenges. As the only university in Wisconsin recognized as both an R1 institution and Community Engaged, UWM is uniquely positioned to fulfill its access mission.

UWM serves just under 23,000 students and places student success at the heart of its mission. With 39% of students being first-generation, a third Pell-eligible, and a quarter from underrepresented minority groups, UWM is dedicated to fostering access and equity. Programs like the Milwaukee Tuition Promise provide “last dollar” aid to families earning under \$62,000, ensuring affordability. UWM is also a leader in veteran education and is nationally recognized for its support of military-affiliated and LGBTQ+ students. Through partnerships with local and regional organizations, including M³ with Milwaukee Public Schools and MATC, and the Higher Education Regional Alliance (HERA), UWM advances efforts to close achievement gaps and promote student success.

ABOUT THE UNIVERSITY OF WISCONSIN-MILWAUKEE AND THE REGION (CONT.)

The Princeton Review named UWM a 2024 Best Midwestern University based on overall academic excellence and student reviews. Wisconsin and its employers benefit directly from UWM's research and graduates. The university has a \$1.5 billion impact on the state economy and produces about 5,300 graduates a year, 80% of whom remain in Wisconsin to live and work. As of 2022, UWM has more than 200,000 alumni.

The university's reach goes well beyond its beautiful 93-acre campus. The university is a central catalyst and partner in the Milwaukee 7, a regional collaborative focused on enhancing the economic well-being of the city of Milwaukee and the seven counties that comprise the southeast region of Wisconsin. The Milwaukee 7 fosters an environment of collaborative thinking – bringing all the region's assets to bear in meeting key economic and social challenges and attracting new talent, investment, and industry to the area.

Sitting on the coast of beautiful Lake Michigan, Milwaukee is a big, bustling city with a friendly, small-town feel. Summer in Milwaukee is marked by outdoor music festivals, a 24-hour bike race, sunny days on the beach, and a small army of food trucks. Fall is an ideal time to tour some of the city's historic architecture during Doors Open or to take a nature walk along one of Milwaukee's many trails. Winter is perfect for ice-skating downtown, followed by warming up at the botanical domes. Milwaukee celebrates its history with activities and cultural festivals throughout the year, all while investing in its future with urban renewal and water technology. Milwaukee is a vibrant center of arts and culture, home to the Milwaukee Art Museum (featuring the Calatrava-designed Quadracci Pavilion), the Milwaukee Symphony Orchestra and the Florentine Opera.

Of course, Milwaukee is more than just a metropolitan and cultural center—it also serves as the extended campus of UWM. The university partners with its neighboring communities through volunteer opportunities, service-learning courses, and leadership programs. This partnership not only enriches both the university and Milwaukee, but it also provides UWM students with invaluable real-world experiences and offers both students and graduates a treasure trove of networking opportunities. More than 1,700 companies actively recruit interns and employees from UWM each year. For many students, internships become full-time jobs upon graduation. Given that three-quarters of UWM alumni live in Wisconsin, students graduate with a valuable, career-building resource they can rely on for years to come.

COLLEGES AND SCHOOLS

The **College of the Arts and Architecture** offers outstanding training for visual and performing artists, architects, and urban planners, including internship and performance opportunities. The College includes the School of Architecture and Urban Planning and the Peck School of the Arts.

The **Lubar College of Business** develops the business leaders of tomorrow through highly regarded programs led by outstanding teacher-scholars and enhanced by real-world learning with industry partners across Wisconsin.

The **College of Community Engagement and Professions** develops informed, engaged, and empathetic professionals through the School of Education, the Helen Bader School of Social Welfare, and the School of Information Studies.

The **College of Engineering and Applied Science** provides engineering students with the skills and connections to build their careers through research and collaborations with industry. UWM is one of only two public universities in Wisconsin to offer engineering degrees at the doctoral level.

The **School of Freshwater Sciences** is the only school in North America dedicated solely to freshwater sciences. It offers a wide range of research experiences, internships, and fellowships in the water technology industry, public policy organizations, and federal and state government.

The **College of Health Professions and Sciences** offers an array of nationally recognized and highly ranked certificate, bachelor's, master's, and doctoral programs through the School of Biomedical Sciences and Health Care Administration, the School of Nursing, and the School of Rehabilitation Sciences and Technology.

The **College of Letters and Science** includes more than ninety-five academic programs in the humanities, natural sciences, and social sciences. It is the campus leader in research funding and expenditures, driving UWM's status as a top-tier research institution.

The **Joseph J. Zilber College of Public Health** is Wisconsin's only nationally accredited school of public health. It is committed to advancing population health, health equity, and social and environmental justice.

[VIRTUAL TOUR](#)



LEADERSHIP AT THE UNIVERSITY



MARK A. MONE, CHANCELLOR

Mark A. Mone was named the University of Wisconsin-Milwaukee's ninth chancellor in December 2014. A professor of management in the university's Lubar School of Business, Dr. Mone has been on the UWM faculty since 1989 and served for more than 15 years as associate dean for executive education and business engagement. From 2011 to 2014, Dr. Mone served as the chancellor's designee for strategic planning and campus climate.

As chancellor, Dr. Mone co-created the Higher Education Regional Alliance and expanded UWM's innovation through the Lubar Entrepreneurship Center. Under his leadership, the university launched TechEd Frontiers and the Connected Systems Institute and co-created the Northwestern Mutual Data Sciences Institute.

Dr. Mone co-founded and co-leads M-cubed, a joint initiative among Milwaukee's three major public universities to close the achievement gap. A founding partner in the Moon Shot for Equity's launch in the Milwaukee region, he is committed to eliminating student equity gaps in education. Chancellor Mone co-led the creation of the Freshwater Collaborative of Wisconsin, an effort among the thirteen institutions in the UW System to solve the world's water challenges.

Dr. Mone previously taught Organizational Behavior and Strategic Management in the College of Business and Economics at Washington State University. In addition, he taught at HotelConsult in Le Bouveret, Switzerland, and regularly led Executive MBA students on international residencies. His industry background includes more than a decade of management experience in the hospitality and food service industry. Dr. Mone earned a B.A. in Organizational Management from Central Washington University, an M.B.A. from Idaho State University, and a Ph.D. in Organizational Behavior and Organization Theory from Washington State University.



ANDREW P. DAIRE, PROVOST AND VICE CHANCELLOR FOR ACADEMIC AFFAIRS

Andrew Daire took office in June 2023 as provost and vice chancellor for academic affairs at UWM, where he also serves as a professor in educational psychology. Prior to joining the university, he served as dean of the School

of Education at Virginia Commonwealth University (VCU) since 2016.

Under his leadership at VCU, the School of Education had been second only to the School of Medicine in extramural research funding, doubled enrollment, and rose to No. 16 in U.S. News and World Report's rankings of public graduate schools of education. Prior to VCU, Dr. Daire served as associate dean for research at the University of Houston's College of Education. He also spent 13 years at the University of Central Florida, where he co-founded the university's Marriage and Family Research Institute.

A successful researcher and scholar, Dr. Daire has received more than \$16 million in external funding to support his primary research in family stability and economic mobility as well as in career development in STEM recruitment and retention. He has more than eighty professional publications, including peer-reviewed journals, book chapters, and research briefs and reports.

Throughout his career, Dr. Daire has built a reputation as a decisive, data-driven, and inclusive leader. He is an advocate for research advancement and community engagement while championing inclusive excellence, student success, and workplace culture and climate. Dr. Daire holds a B.S. in biology and M.S. in mental health counseling from Stetson University, and a Ph.D. in counseling psychology and school psychology from Florida State University.

STRATEGIC DIRECTIONS AND 2030 ACTION PLAN

The [2030 Action Plan](#) provides the framework for UWM to advance student success and fulfill its mission as a research and access institution that enhances and improves the quality of life for all in southeastern Wisconsin. The 2030 Action Plan framework was initially developed in 2019 and has been updated in 2024 to reflect significant accomplishments. The revised 2030 Action Plan includes four broad pillars that reinforce UWM's mission and vision.

The four pillars or commitments focused on success for UWM are:

- Commitment to Students' Academic & Personal Journey
- Commitment to a Positive Employee Experience
- Commitment to Research, Innovation & Community Impact
- Commitment to Fiscal Sustainability & Economically Anchoring Southeastern Wisconsin



VISION AND MISSION

VISION AND VALUES

The University of Wisconsin-Milwaukee's vision is to be a top-tier research university, the best place to learn and work for students, faculty and staff, and a leading driver for sustainable prosperity. UWM will realize this vision through a commitment to excellence, powerful ideas, community and global engagement, and collaborative partnerships, guided by the following values:

1. Innovation, leadership, and collaboration that fosters learning through education, scholarship, research, and public service.
2. Opportunities for open inquiry to support the positive transformation of individuals (students, faculty, and staff), institutions, and communities.
3. A caring, compassionate, and collegial community characterized by mutual respect and safety.
4. Diversity in all of its definitions, including who UWM is, how it thinks, and what it does.
5. Ethical behavior based on integrity, accountability, and responsibility.
6. Transparent and inclusive decision making.
7. Stewardship of resources that promotes sustainability, prosperity, and equity for all in the local and global communities.
8. Pride in the University of Wisconsin-Milwaukee, its unique qualities, and the vital role it plays.

MISSION AND GOALS

To fulfill its mission as a major urban doctoral university and meet the diverse needs of Wisconsin's largest metropolitan area, the University of Wisconsin-Milwaukee must provide a wide array of degree programs, a balanced program of applied and basic research, and a faculty active in public service. This requires the pursuit of several mutually reinforcing academic goals:

- Developing and maintaining high quality undergraduate, graduate, and continuing education programs appropriate to a major urban doctoral university.

FAST FACTS

Total enrollment: 22,937 students

- 18,445 undergraduate students
- 4,492 graduate students
- 3,101 students who are fully online
- Students from 72 Wisconsin counties and 50 states
- 81% Wisconsin residents
- 6% International students
- 39% of undergraduates are first-generation college students
- 1,169 veterans and military-related students enrolled, more than any other Wisconsin university
- 207,872 alumni - more than 80% of graduates in the last decade live and work in Wisconsin
- 214 academic programs
- 108 master's and doctoral programs, including professional programs and coordinated degrees
- 900+ online courses - largest and top-rated online education program in Wisconsin
- 52 fully online degree and certificate programs

UWM students represent today's increasingly diverse world. More than one-third of students are the first in their families to attend college and 25% self-identify as students of color. Designated as a 2022-2023 Top 10 Military Friendly institution among large public universities, UWM is the largest educator of veterans in Wisconsin, with more than 1,000 enrolled each year under the federal G.I. bill. For several years running, Campus Pride Index named UWM as one of the Best of the Best Top 30 LGBTQ-friendly postsecondary institutions in the United States.

- Engaging in a sustained research effort that will enhance and fulfill UWM's role as a doctoral institution of academic and professional excellence.
- Continued development of a balanced array of high-quality doctoral programs in basic disciplines and professional areas.
- Attracting highly qualified students who demonstrate the potential for intellectual development, innovation, and leadership for their communities.
- Furthering academic and professional opportunities at all levels for women, minority, part-time, and financially or educationally disadvantaged students.
- Establishing and maintaining productive relationships with appropriate public and private organizations at the local, regional, state, national, and international levels.



THE GRADUATE SCHOOL

The [UWM Graduate School](#) integrates the resources of a large top-tier urban research university with the feel and mentorship of a personalized program. With more than [150 master's, doctoral, professional and graduate certificate programs](#), UWM offers distinctive research and learning experiences alongside world-class faculty, research centers, and institutes. As a key contributor to Milwaukee and beyond, the Graduate School is committed to accessible, inclusive, and forward-thinking graduate education that promotes both professional growth and the advancement of knowledge. UWM faculty and graduate students engage in cutting-edge research and scholarship, driving innovation and contributing to UWM's mission of community impact at the regional, national, and global levels.

Campus constituents describe the Graduate School as a vibrant, student-centered environment distinguished by its commitment to access and research, fueled by dedicated faculty and staff. The school's location on beautiful Lake Michigan is described as a diverse campus and enhances this commitment, providing a rich educational experience for students and fostering a respectful, collaborative environment. Faculty and staff at the Graduate School are passionate about supporting UWM's access-oriented research mission, ensuring that all graduate students receive a well-rounded, impactful education.

As UWM's next Dean of the Graduate School, the incoming leader will face several important challenges that call for strategic vision and an unwavering commitment to student success. A key focus will be managing enrollment challenges while implementing innovative strategies to sustain and increase enrollment. Additionally, the new Dean will be tasked with securing funding to support teaching and research assistantships, crucial roles that are essential to the Graduate School's mission of providing high-quality graduate education and advancing research opportunities.

Faculty and staff at UWM emphasize that the new Dean should embody transformational and visionary leadership, with a deep commitment to advancing graduate education and student success. This role requires a strategic thinker with a solid track record of fostering collaboration, inclusivity,

and respect. The ideal candidate will be a strong relationship builder, actively engaged with campus and community partners to support shared goals, and knowledgeable in best practices for inclusive excellence. Familiarity with online and hybrid program development is essential, as the Dean must be committed to supporting all students, regardless of their program modality. Furthermore, the ability to thoughtfully review and adapt policies to meet the evolving needs of UWM's diverse graduate student population, including Pell-eligible, first generation, and underrepresented students, is essential.

Overall, the new Dean will play a pivotal role in ensuring the Graduate School's continued growth and relevance by championing innovative and inclusive approaches that prioritize both educational access and academic excellence.

GRADUATE SCHOOL VISION

The Graduate School at the University of Wisconsin-Milwaukee contributes to a thriving Milwaukee metropolitan area and to the regional, national, and global communities by fostering inclusive, equitable, forward-thinking, and accessible graduate education that supports the professional and personal development of individuals and the growth of knowledge.

GRADUATE SCHOOL MISSION

The UWM Graduate School advocates for prospective and current graduate students, alumni, and graduate program faculty and staff. We support excellence in graduate education across UWM's wide variety of programs. The UWM Graduate School:

- Serves programs, faculty, and staff by administering the procedural aspects of graduate studies in collaboration with shared governance groups and campus resource units;
- Guides graduate students in navigating policies and procedures and provides professional development;
- Fosters practices of diversity, equity, and inclusion to create a sense of connection and belongingness within a vibrant UWM community.



LEADERSHIP RESPONSIBILITIES FOR THE GRADUATE SCHOOL DEAN

As the leader of the Graduate School, the Dean is responsible for planning, development, and administration of all its programs and services, setting priorities, and maintaining academic standards. Additionally, the Dean represents UWM and the Graduate School to alumni, external agencies, and organizations advocating for graduate education.

The following are critical focal points for the new Graduate Dean:

- 1. Provide Visionary Leadership and Advocate for Graduate Education:** Serve as the university-wide leader and advocate for graduate education, advancing a strategic vision for graduate programs. Collaborate closely with UWM administration and governance groups to integrate graduate education into university planning, resource allocation, and strategic initiatives. Promote the value of graduate education to internal and external stakeholders, ensuring visibility and support for graduate-level programs.
- 2. Ensure Academic Excellence and Program Quality:** Oversee the academic program array management within the Graduate School, ensuring that graduate programs meet the highest standards of quality. Support the processes for review and assessment of graduate programs to ensure continuous improvement. Oversee accreditation and program review efforts to ensure program excellence. Collaborate with college deans and curriculum and institutional governance committees to guide program development and changes.
- 3. Champion Graduate Student Success:** Work closely with academic and service units to develop and implement initiatives focused on graduate student recruitment, retention, professional development, and overall success. Incorporate efforts to create an inclusive environment that supports students from diverse backgrounds.
- 4. Lead Strategic Planning and Resource Development:** Drive strategic planning and budget management for the Graduate School, ensuring alignment with UWM's institutional objectives. Prioritize the expansion of funding for graduate assistantships and fellowships by securing grants, engaging in fundraising efforts, and pursuing other resource development efforts. Manage staff and resources to support graduate education operations effectively.
- 5. Resolve Graduate Student Concerns:** Oversee the resolution of graduate student concerns, including grievances, appeals, and misconduct cases, ensuring a fair and transparent process that upholds academic integrity as well as the rights of both students and faculty at UWM.



EXPERIENCES, EXPERTISE, AND COMPETENCIES

In addition, the following are the personal and professional qualities, skills, and attributes that the Provost and Vice Chancellor for Academic Affairs, academic colleagues, and stakeholders expect the Graduate Dean to demonstrate:

Visionary Leadership: Strong leadership skills with the ability to motivate stakeholders and guide teams toward shared institutional goals related to student success and ensuring equitable student success outcomes. Ability to lead, manage and communicate organizational change, adapt to new circumstances, and innovate in a dynamic higher education environment.

Strategic Decision-Making: Demonstrated skills in strategic thinking with the ability to create and assess long-term plans within student success programming and the institution. Strong and timely problem-solving and decision-making skills based on analysis of quantitative and qualitative data and an extensive understanding of the higher education landscape.

Improved Outcomes: Demonstrated success with making significant improvement in advancing research, scholarship and/or creative activities for faculty, graduate and undergraduate students, particularly with students from access populations (e.g., first-generation students, Pell-eligible students).

Advancing Graduate Education: Demonstrated critical consciousness and understanding of systemic issues impacting populations historically underserved in the academy, including challenges and opportunities; lived experience and/or direct experience advancing the research and scholarship engagement and productivity of faculty, graduate and undergraduate students, particularly

from populations underrepresented in the academy (e.g. first-generation students, Pell-eligible students); and demonstrated experience supporting and/or advancing community engaged research.

Communication Skills: Excellent writing and presentation skills with the ability to articulate complex ideas in an accessible manner, to engage and persuade stakeholders toward the institutional vision, and to positively represent the institution to external stakeholders.

Collaborative Relationships: Strong relationship building skills and emotional intelligence to foster collaborative relationships, engage stakeholders, and resolve conflicts toward positive outcomes. Ability to foster a culture of innovation, creativity, and continuous improvement in teaching, research, and student success.

Inclusive Environments: Demonstrated experience and track record in fostering inclusive environments, particularly for those who have been historically underrepresented in the academy, towards excellence in institutional programming, personnel, and initiatives.



MINIMUM AND PREFERRED QUALIFICATIONS

To be effective, the successful candidate for the Graduate Dean position shall demonstrate these **required qualifications**:

- An earned doctoral degree or terminal degree, and either holding the rank of associate or full professor with tenure or possessing a distinguished record of scholarly achievements sufficient to meet the criteria for tenure at the rank of associate or full professor at UWM.
- Leadership experience in academic or research-intensive environments, including personnel management, budget analysis, resource allocation, and oversight of operating budgets.
- College or university level administrative leadership experience with oversight of graduate programs, including responsibility for graduate program administration and promoting excellence in graduate education.

The successful candidate for the Graduate Dean position will also demonstrate some of these **preferred qualifications**:

- Demonstrated success in supporting and advancing graduate education, including supporting graduate students from populations historically underrepresented in the academy (e.g., first-generation students, Pell-eligible students)
- A track record of cultivating a supportive and service-focused environment that is responsive to the needs of all scholars from the various disciplines represented at UWM.

- Demonstrated ability to work with colleagues from different disciplinary and organizational backgrounds, including effectively addressing the unique needs and cultures of different units.
- Demonstrated success in building graduate enrollment.
- Success in fundraising and securing external funding.
- Experience managing the operational and financial challenges of a Graduate School or similar academic unit.
- A personal record of graduate student mentorship and supervision, and scholarly engagements.
- Experience working with governance groups and strong commitment to public university values, including shared governance, access, equity, and inclusive excellence in graduate education.
- Excellent communication, listening, and interpersonal skills, with the ability to build collaborative relationships with faculty, staff, administrators, and external partners.
- Demonstrated experience in leading organizational change effectively.



NOMINATION AND APPLICATION PROCESS

Academic Search is assisting University of Wisconsin - Milwaukee in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity and discuss your qualifications and interest, potential applicants are encouraged to schedule a confidential conversation with the Senior Consultant for this search, Dr. Nancy Crimmin (nancy.crimmin@academicsearch.org).

Applicants should send the following three documents (each in PDF format) to Academic Search at UWMGraduateDean@academicsearch.org:

1. A detailed cover letter expressing your interest in this position and addressing how you meet the qualifications and expectations outlined in this profile;
2. A current full resume or curriculum vitae that includes relevant responsibilities and accomplishments;
3. A list of five professional references, including names, titles, organizations, phone numbers, and email addresses, noting your relationship with each reference.

References will not be contacted until later in the search process and only with the candidate's permission. A full background check (including personal identity, degree verification, criminal records check, credit check, and sexual misconduct check) must be completed satisfactorily before any candidate can be offered this position.

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations by sending an email to UWMGraduateDean@academicsearch.org. Be sure to include the nominee's full name, position, institution/organization, and email address. Academic Search will notify individuals of their nomination, provide details about the position and encourage them to apply.

Although the search remains open until the position is filled, for full consideration by the Search Committee, candidates should submit application materials by January 13, 2025.

UWM is an AA/EO employer: All applicants will receive consideration for employment without regard to race, color, national origin, religion, sex, sexual orientation, gender identity/expression, disability, or protected veteran status.

ABOUT ACADEMIC SEARCH

Academic Search is assisting University of Wisconsin - Milwaukee in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations.

Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience.

Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

