

University of Wisconsin
Eau Claire



CHANCELLOR SEARCH PROSPECTUS





OPPORTUNITY OVERVIEW

A Century of Excellence

The Universities of Wisconsin invite nominations and applications for the position of Chancellor of the University of Wisconsin–Eau Claire. This is a unique opportunity for a visionary, collaborative, and student-centered leader.

Founded in 1916 as the Eau Claire State Normal School, UW-Eau Claire has evolved into one of the Midwest’s premier public universities known for excellence in undergraduate research, interdisciplinary learning with strong connections to regional partners, and groundbreaking public-private partnerships. UW-Eau Claire enrolls approximately 9,500 undergraduate and graduate students across two campuses, including UW-Eau Claire – Barron County, our two-year campus in beautiful Rice Lake.

The UW-Eau Claire experience combines a thoughtful, challenging curriculum with intentional community-engaged learning opportunities for students to build real-world experiences and connections to community partners as they earn their degrees. Our employees are united in supporting students and fostering success through caring, empathetic interactions in our classrooms, on our campus, and in our community. Supported by our generous alumni, government and industry partners, and the UW-Eau Claire Foundation, UW-Eau Claire has distinguished itself through leading-edge facilities partnerships and next-level support for students and faculty.

The next Chancellor will be expected to champion the strategic initiatives underway as part of the 2030 Vision for Distinction, sustaining momentum to reach our guidepost goals by expanding access, fostering belonging, and elevating UW-Eau Claire’s reputation as the innovator’s university.

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UNIVERSITIES OF WISCONSIN SEEKS APPLICANTS

The Universities of Wisconsin are looking for an experienced, forward-thinking and collaborative leader committed to building meaningful relationships on and off campus, who will be presented with the following opportunities for professional and personal fulfillment. ►

1. **Serve** as a visible, welcoming figure for students from all areas of campus, demonstrating steadfast commitment to a learning environment marked by inclusive excellence, respect for differing viewpoints, and meaningful connections.
2. **Collaborate** regularly with an exceptional team of administrators, faculty and staff to enhance UW-Eau Claire's reputation for academic excellence across all colleges and programs.
3. **Foster** a culture of belonging among faculty and staff from diverse backgrounds as a servant-leader committed to enriching the living, learning, and working experiences of the campus community.
4. **Serve** as an engaged leader within the Eau Claire community, with public officials at all levels of government, and across the Universities of Wisconsin, to position UW-Eau Claire as a university committed to improving workforce development and quality of life outcomes for all residents.
5. **Work and reside** in a beautiful community typified by strong collaborations and shared values that support distinctive opportunities in the arts, entertainment, and commerce, which provide resources for people from all walks of life.

The Universities of Wisconsin are a premier system of public higher education serving more than 164,000 students. Awarding more than 37,000 degrees annually, the universities are Wisconsin's talent pipeline, putting graduates in a position to increase their earning power, contribute to their communities and make Wisconsin a better place to live.

The Chancellor of each UW university reports to the [Universities of Wisconsin President](#).



OPPORTUNITIES AND EXPECTATIONS

The Leadership Opportunity

Beyond managing a complex academic organization focused on student success and community impact, the next Chancellor of UW-Eau Claire will be encouraged to place a particular emphasis on strategic imperatives to prepare the university for its next century of service to our talented students.

1. Serve as the university's "champion" in the public sphere

- The Chancellor is a respected community leader and collaborator, and a preeminent state public official in northwestern Wisconsin at the helm of a prestigious university. The university's success in securing state funding and creating groundbreaking public-private facilities partnerships is thanks to broad-based community support for the university's mission and vision as articulated by the Chancellor to diverse stakeholder groups and through individual relationships. Key among these relationships are members of the Wisconsin State Legislature, the Governor of Wisconsin, the Board of Regents, area economic development corporations and chambers of commerce, and varied major employers, all of whom have specific interests in policy development and funding priorities. In navigating dialogue with public officials, community members and leaders, and alumni, the Chancellor will position UW-Eau Claire as an indispensable partner for responsible community advancement in both Eau Claire and Rice Lake.

2. Provide executive sponsorship for the 2030 Vision for Distinction

- In collaboration with the campus community and implementation teams, continue articulating UW-Eau Claire's moment of opportunity, fostering cross-campus initiatives, which build upon the university's areas of strength and distinction by prioritizing high-impact investments to increase:
 - UW-Eau Claire's total enrollment on both campuses
 - First-to-second year retention rates
 - Four-year graduation rates

3. Prioritize UW-Eau Claire's Enrollment Management efforts

- The Chancellor will build on UW-Eau Claire's successes to enhance retention efforts while cultivating a campuswide innovation mindset toward recruitment, program development, and program array to help more students become successful Blugold alumni. In particular:
 - Expand access to and support for high-impact learning experiences such as undergraduate research, internships, and global immersion;
 - Strengthen and grow partnerships with regional and national organizations, including leaders in rural health care innovation and partners in high-demand public and private industries served by our graduates; and
 - Structure support areas to maximize student success within available resources.

4. Strengthen relationships, trust, and respect with key internal stakeholders

- As the university's chief administrative officer, the Chancellor will manage motivated executives and leaders to ensure strategic alignment of efforts while maintaining compliance with campus, state, and federal processes. High trust and commitment to transparent, collaborative operations with both executive leaders and shared governance bodies will be necessary to secure institutional buy-in on initiatives during a period marked by continual transitions. Positive, honest leadership that addresses in-the-moment concerns while staying true to the university's mission, vision, and strategic priorities will enhance the university's capacity for meaningful process improvements to drive student success and institutional longevity.

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Everyday Extraordinary



- Positive engagement with the university's faculty and instructors will help the Chancellor identify the excellent academic and co-curricular opportunities that students find only at UW-Eau Claire, in large part due to the innovative expertise of our employees. Fostering open dialogue and uplifting examples of excellent work will encourage more members of the campus community to bring forward ideas and actively participate in initiatives that make UW-Eau Claire "everyday extraordinary."
- The Chancellor's public leadership and private advocacy to donors and community stakeholders can help recent facilities partnerships reach their full potential for sustainable operations, securing unbeatable learning opportunities in the state-of-the-art facilities for future generations of students. Ensuring financial sustainability through strategic planning, resource development, and operational efficiencies will help UW-Eau Claire meet its moment of opportunity.

5. Steward and grow university resources

- The Chancellor is a catalyst for alumni giving and steward of the university's financial operations, committed to securing and deploying funds for maximal impact while maintaining operational efficiencies. Following multiple capital campaigns, successful state funding efforts, and innovative facilities partnerships, the UW-Eau Claire Foundation is positioned to help the next Chancellor diversify the university's revenue streams while directing assets to their highest and best uses. In turn, the Chancellor will work with the Foundation board and leadership to identify, cultivate, and solicit prospects for private gifts which sustain the university's margin of excellence.
- A Chancellor has a critical responsibility to maintain a growth mindset when it comes to capital projects and facilities improvements. This means encouraging innovation, embracing long-term strategic thinking, and being ready to seize emerging opportunities that align with institutional goals—even when they arise unexpectedly. By fostering adaptability and forward-looking leadership, the Chancellor ensures that infrastructure investments support both current needs and future aspirations.



Candidate Qualifications

The ideal Chancellor for UW-Eau Claire will demonstrate the following professional qualifications and personal qualities:

Collaborative Academic Leadership

- Solid academic credentials, experience working collaboratively with shared governance bodies, a commitment to fostering faculty and staff professional development and fulfillment, and a history of navigating challenging moments in higher education
- A steadfast belief in the transformative potential of regional comprehensive universities

Communication and Storytelling

- Sophisticated public speaking, communication, and interpersonal skills, and an ability to articulate the university's value to numerous stakeholder groups of varied backgrounds
- An enthusiasm for telling the university's story and maintaining trust-based relationships with faculty, staff, students, alumni networks, university-affiliated boards and advisory councils, and community leaders

Financial Acumen

- A track record of financial stewardship and collaborative leadership to maximize the use of limited resources in pursuit of strategic objectives
- Experience with budget management and resource development through foundations and/or university-affiliated organizations

Collaborative Strategic Decision-Making

- A dedication to student success when managing day-to-day operations and prioritizing institutional initiatives
- An open mindset toward engaging diverse perspectives in strategic decision making and a knack for building stakeholder momentum around innovative ideas
- An ability to provide enterprise-level strategic and visionary leadership for high-performing leaders, often in times of ambiguity and uncertainty, using both quantitative data and qualitative perspectives

Community Engagement and Strategic Partnerships

- A commitment to championing the university's role as a local and regional contributor to a rich fabric of community life and cultural resources
- Keen political acumen suitable for engaging in legislative advocacy and distilling complex political dynamics to build understanding
- An eagerness to engage and collaborate with community and industry professionals to create workforce pipelines that benefit our graduates and sustain the regional economy
- Experience overseeing academic, institutional, and facilities partnerships with business, healthcare, government, and nonprofit sectors

Role of the Chancellor

The Chancellor of UW-Eau Claire personifies the university for students, faculty, staff, the community, alumni, businesses, the Regents, the Universities of Wisconsin chancellors and leadership, and local, state, federal, and tribal government officials. The Chancellor safeguards the university's heritage of excellence in teaching, learning, undergraduate research, and high-impact experiences, and carries its mission and vision into the future. The Chancellor works with the Universities of Wisconsin President and Board of Regents to ensure institutional alignment with strategic initiatives while championing UW-Eau Claire's particular attributes as a distinctive university with a special role in its community.

The Chancellor will embrace the university's commitment to fostering student success and will strive to maintain and enhance the bedrock of excellence upon which all UW-Eau Claire's successes are built. The Chancellor will empower administrative and faculty leaders to develop initiatives in alignment with the 2030 Vision for Distinction while ensuring responsible, open administration of the university's compliance obligations with a high degree of integrity. Expanding the collaborations that connect the Eau Claire and Rice Lake campuses to their communities will guide the Chancellor's efforts to fulfill the Wisconsin Idea. The Chancellor will recognize the value of all academic programs across UW-Eau Claire's array that prepare students to be future leaders and innovators in their fields while also shining a spotlight on key academic programs that align with UW-Eau Claire's core strengths. In so doing, the Chancellor will elevate UW-Eau Claire's longstanding excellence as a top regional comprehensive university to more nationwide acclaim, enhancing the reputation of this institution and the Universities of Wisconsin as a jewel among all American public universities.

The Chancellor has 10 direct reports: the Vice Chancellors for Academic Affairs, Enrollment Management, Finance & Administration, and Student Affairs; the President of the UW-Eau Claire Foundation; the Director of Athletics; the Director of Strategic Partnerships and Program Development; the Chief Information Officer; the Chief of Staff; and an Executive Assistant.

The Chancellor's principal duties include:

- Leading UW-Eau Claire consistent with its mission, values, and obligations;
- Ensuring the university's long history of excellence in undergraduate and graduate learning, undergraduate research, domestic and international immersion experiences, and community endeavors reaches new heights;
- Serving as executive sponsor of the 2030 Vision for Distinction and empowering leaders at all levels of the university to strategically build on UW-Eau Claire's areas of strength;
- Working closely and collaboratively with the UWs' President and Board of Regents to ensure UW-Eau Claire's distinctive service to the State of Wisconsin is recognized, appreciated, and prioritized;
- Managing a strong, collaborative, innovative, and responsible executive leadership team, with a high degree of integrity and professionalism;
- Personally interacting with local, regional, state, and federal public officials to further appreciation for UW-Eau Claire's teaching, research, and public service missions;
- Cultivating new partnerships and nurturing existing collaborations to extend the impact of UW-Eau Claire well beyond the boundaries of the campuses, providing high-profile thought leadership on the value of inter-institutional collaborations for the public good;
- Working closely with the UW-Eau Claire Foundation to cultivate robust relationships with donors, ensure responsible management of innovative facilities partnerships, and grow the engagement of our more than 100,000 living alumni with the university's day-to-day student success mission and long-term strategic vision; and
- Providing public leadership that inspires confidence in UW-Eau Claire's historic and future contributions to the strength and vitality of our regional economy.



Overview of the University of Wisconsin–Eau Claire

As one of 10 comprehensive universities, one polytechnic, and two R-1 universities in a public higher-education system, the university provides more than 200 academic undergraduate and graduate programs and has been consistently ranked among the top regional public universities in the Midwest for more than three decades. Its longstanding undergraduate research program is bolstered by extensive extramural funding from private and federal sources, the only named Honors College among the UWs, and the largest Foundation endowment of any comprehensive UW campus. Together, these factors sustain UW-Eau Claire's tradition of excellence and provide students with unparalleled opportunities that make every day extraordinary.

Eau Claire Campus

Located on the banks of the Chippewa River, the Eau Claire campus spans bluffs, woodlands, and downtown environments to provide impactful learning experiences across its 653 acres. Bisected by the beautiful Putnam Park State Natural Area, students and researchers working on the leading edge of academic and societal problem solving are never more than 10 minutes away from a pristine natural environment that has been honored by Indigenous Peoples for centuries.

Barron County Campus

Our two-year branch campus, UW-Eau Claire – Barron County (UWEC-BC), located in Rice Lake is about to celebrate its 60th anniversary. UWEC-BC provides opportunities for students in northern Wisconsin seeking their associate degree in arts and sciences, as well as transfer opportunities to UW-Eau Claire and mid-career skills development. UWEC-BC faculty foster meaningful relationships with students, offer the opportunity to get involved, and provide high-quality education in a small-town atmosphere. The campus is located on 211 acres in Barron County along the banks of the Red Cedar River.

Our Mission

We foster in one another creativity, critical insight, and intellectual courage, the hallmarks of a transformative liberal education and the foundation for active citizenship and lifelong inquiry.

Our Shared Values

- A spirit of innovation
- A passion for collaboration in service to the common good
- A commitment to liberal education
- A shared responsibility for excellence
- A dedication to opportunity and belonging

Honors and Distinctions

UW-Eau Claire is nationally recognized for its excellence in undergraduate research and known throughout the region for our unique opportunities in healthcare education and strong community partnerships.

The University of Wisconsin–Eau Claire offers a distinctive academic experience rooted in broad, integrative learning that equips students with the knowledge and skills needed to navigate a rapidly changing world. All undergraduates complete a core curriculum with outcomes focused on knowledge, skills, and responsibilities. Students integrate what they’ve learned across the core curriculum, with major coursework and hands-on experiences such as student-faculty research, internships, study abroad, and collaborative projects with local and global partners. Rooted in UW-Eau Claire’s strong tradition in the liberal arts, this approach prepares graduates with versatile, transferable knowledge and skills that are highly sought after in today’s professional environments.



Designation as Top Master’s Level University for Undergraduate Research, *Council on Undergraduate Research, 2016*



The only university in North America to be recognized as a 2023 Globally Engaged University because of our entrepreneurial and partnership activities



More than 30 consecutive years as a Top Public University in the Midwest (U.S. News & World Report), consistent rankings as a Top 10 Military Friendly School (Victory Media), a top producer of Fulbright Scholars, home to multiple Rhodes Scholars and top school for study abroad participation among master’s level colleges in Wisconsin and Minnesota



Having three Goldwater Scholars selected in 2025 — the most ever for a regional comprehensive university in a single year across six Midwestern states



Having one of the largest music programs in the region, where most student performers are majoring in an area other than music, which sustains the longest-running student-led jazz festival in the country through a public private partnership



The second-ever university in the world to forge a master collaborative research agreement with Mayo Clinic, now entering its ninth year



Recognized for years by Campus Pride as a “Best of the Best” university for LGBTQ+ students, earning five out of five stars for creating a safe and welcoming environment



Home to one of the largest marching bands in the country; Wisconsin's 2024 Public Library of the Year; one of the country's oldest and most successful forensics speech teams; a branch of the Wisconsin Small Business Development Center, whose staff and student interns have served entrepreneurs in 70 of Wisconsin's 72 counties; and more than 220 student organizations

UW-Eau Claire's commitment to academic excellence is matched by its dedication to inclusion, innovation, and community partnership.

Students benefit from small class sizes, hands-on learning, and access to groundbreaking research — often beginning in their first year. The university is home to four colleges:

College of Arts and Sciences

- 3,446 students in 72 undergraduate majors
- 137 students in 5 graduate programs

College of Business

- 1,930 students in 16 undergraduate majors
- 314 students in one graduate program

College of Health and Human Sciences

- 2,127 students in 21 undergraduate majors
- 171 students in three graduate programs

College of Nursing

- 826 students in two undergraduate majors
- 69 students in three graduate programs

2023-24 Graduates' First Destination Report

99%

employed or continuing education within six months

80%

received job offer before commencement

97%

of employed grads have job related to career field

27%

remained in Chippewa Valley after commencement



The Sonnentag, UW-Eau Claire's new event and recreation center, opened in 2024.

2030 Vision for Distinction

This fall, we launched our 2030 Vision for Distinction. Our goal is to become a premier university in our region and beyond, with exemplary healthcare education serving as a beacon to attract students. It is also our goal to open our doors to more students, no matter their field of interest, who are motivated to learn and who seek a place to belong and to challenge themselves to achieve excellence. And it is our goal to affirm our intention for growth, strength, and leadership as a university for the future based on these three foundational pillars: Academic Excellence and Belonging; National Leadership in Healthcare Education; and Multiple Doorways.

Partnerships and Collaborations

As a national leader in undergraduate research and innovation, UW-Eau Claire is deeply committed to building and maintaining strong collaborations with regional and national partners to offer unique opportunities for our students, giving them an academic advantage they may only get at UW-Eau Claire. Key highlights include:

Blugold Biomedical Innovator Scholars Program:

Scholarships, mentorship, and real-world research experience with healthcare professionals from their first year.

New Science and Health Sciences Building:

\$270 million facility with shared lab space with Mayo Clinic Health System for collaborative research, set to open in the fall of 2027.

Blugold Center for High Performance Computing:

Advanced computing resources supporting interdisciplinary research, powered by local innovations through Hewlett Packard Enterprise and the National Science Foundation.

Collaborative Undergraduate Research:

Research projects span all academic departments in the four colleges—allowing students to participate in the generation of new knowledge to help advance their academic fields.

Menard Center for Constitutional Studies:

Funded by philanthropy, the Menard Center creates space for discourse on Americans' First Amendment rights and brings high-profile speakers to campus.

University Advancement and Public-Private Partnerships

The UW-Eau Claire Foundation has the largest endowment of any UW comprehensive institution, with \$210 million in total assets and a \$111 million investment portfolio. In the last year, the Foundation received \$17.9 million in gifts from more than 10,000 unique donors. It awarded \$3.4 million in scholarships to UW-Eau Claire students last year and an additional \$7.1 million in faculty and program support.

In addition to providing the margin of excellence for UW-Eau Claire's students and programs, the Foundation was awarded the Association of Governing Boards' 2024 John W. Nason Award for Board Leadership in recognition of its innovative approach to numerous successful public-private facilities development partnerships. These partnerships include:

- **Haymarket Landing, Aspenson-Mogensen Hall, and The Priory**, which developed private facilities to be leased by the state to increase our university-operated housing supply by more than 600 beds;
- **Pablo Center at the Confluence**, a groundbreaking public-private partnership to bring a \$60 million state-of-the-art performing arts center to downtown Eau Claire, whose stages are home to our Theatre program and whose development sparked an additional \$120 million in private redevelopment in the downtown before the center even opened in 2018, and hundreds of millions in additional investment since; and
- **The Sonnentag**, an ambitious \$122 million sports, recreation, events, and wellness facility made possible by (and named for) the university's biggest donors, whose gift ranked in the Chronicle of Philanthropy's 2021 Top 50 gifts.

Altogether, these innovative facilities partnerships have transformed the trajectory of Eau Claire's economy and revitalized a once-dormant downtown. Careful stewardship of these amenities and a deep commitment to cultivating new gifts and opportunities will continue to set UW-Eau Claire apart from its peers.



Pablo Center at the Confluence

The Eau Claire Area

Located within two hours of the Twin Cities of Minneapolis and St. Paul, Minn., Eau Claire is a thriving city of 74,000 in northwestern Wisconsin, at the heart of a metropolitan statistical area with a total population of approximately 176,000. The university plays a central role in the community's cultural and economic vitality and, as head of one of the region's largest employers, the Chancellor is expected to be a visible and active civic leader.

Eau Claire is one of the fastest growing cities in Wisconsin, recently becoming the seventh largest city in the state, and Eau Claire County is one of only three in Wisconsin whose population is projected to grow between now and 2050. This growth has spurred new businesses and job opportunities in healthcare, manufacturing and the tech sectors. *U.S. News & World Report* ranked Eau Claire as the No. 1 best place to live in Wisconsin, noted for the quality of life, affordable cost of living, vibrant arts and music scene, access to outdoor activities and the amenities of a big city, with a warm, welcoming, small-town community feel.

Center of Excellence for Undergraduate Research

UW-Eau Claire's first peer-reviewed academic journal article authored collaboratively by faculty and students was published in 1966, and we've been the UW Board of Regents' Center of Excellence for Faculty/Student Collaborative Undergraduate Research since 1988. Each year, more than 280 students present their research projects at national and international conferences, and 65% of undergraduates are engaged in research. Each year, the Office of Research and Sponsored Programs provides \$850,000 in support for scholarly activities and hosts a week-long annual Celebration of Excellence in Research and Creative Activity (CERCA) to highlight student achievements.



Blugold Athletics

UW-Eau Claire's scholar-athletes participate in 13 women's teams and 12 men's teams and have earned 16 national titles, 109 individual national titles, and 174 conference titles. With more than 750 students engaged in Blugold Athletics in a given year, our Division III scholar-athletes excel on the field and in the classroom. Over 75% hold a GPA over 3.0. The Blugold Athletics staff plays a vital role in recruiting, retaining, and coaching a significant portion of the university's overall enrollment; in 2023-24, student athletes had a first-to-second-year retention rate of 91.4%. New facilities like The Sonnentag and the restored Simpson Field, as well as partnerships with the YMCA and other sports facilities, are helping take the Blugolds' competitive success to the next level.



The Mark Stephen Cosby Honors College

The only named Honors College in the system, the Cosby Honors College enhances teaching and learning opportunities for high-performing UW-Eau Claire students and builds interdisciplinary connections among participating faculty. This year, a record 12% of UW-Eau Claire's incoming class entered as members of the Honors College, and an impressive 40% of the overall class boasted high school GPAs of 3.8 or higher.



Commitment to Shared Governance

Since the tenure of Chancellor Leonard Haas in the 1960s, the responsibilities of the Chancellor have been shared by the institution's student, faculty and academic staff, and university staff governance groups. Open, candid consultations and respectful dialogue with shared governance bodies have allowed UW-Eau Claire to respond decisively in challenging budget scenarios and helped meaningfully engage the whole university community in strategic planning. The shared governance values enshrined in Chapter 36 of the Wisconsin State Statutes are a longstanding, foundational part of UW-Eau Claire's operations and will continue to play an important role in the university's future.

Application and Selection Process

AAEEO Statement

Qualified applicants will receive consideration for employment without regard to color, religion, sex, sexual orientation, gender identity, national origin, age, pregnancy, disability, status as a protected veteran, or other bases as defined by federal regulations and Universities of Wisconsin policies. We are committed to building a workforce that represents a variety of backgrounds, perspectives, and skills, and encourage all qualified individuals to apply.

Application Process

The search for the next Chancellor of UW-Eau Claire is being conducted by the Universities of Wisconsin in collaboration with the Board of Regents. Details on the nomination and application process will be shared via the official Universities of Wisconsin careers portal.

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; and
- 2) a curriculum vitae or résumé.

The position will remain open until it is filled. Complete applications received by **February 2, 2026**, are assured full consideration. Nominations and expressions of interest will be treated in confidence.

Confidentiality

The Universities of Wisconsin 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 the position of Chancellor.

Employment will require a criminal background check. It will also require applicants and references to answer questions regarding employee misconduct, sexual violence and harassment.

Contact Information

The executive search firm WittKieffer is assisting UW-Eau Claire in the search for its next Chancellor.

Application materials should be submitted using WittKieffer's candidate portal (will send link).

Nominations and inquiries can be directed to: Christine Pendleton, Ashlee Musser, and Bree Liddell at

UWEauClaireChancellor@wittkieffer.com.

Individuals with disabilities who need a reasonable accommodation during the application or interview process should contact Jason Beier, Chief HR Officer of the Universities of Wisconsin, at: Jason.Beier@wisconsin.edu.



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