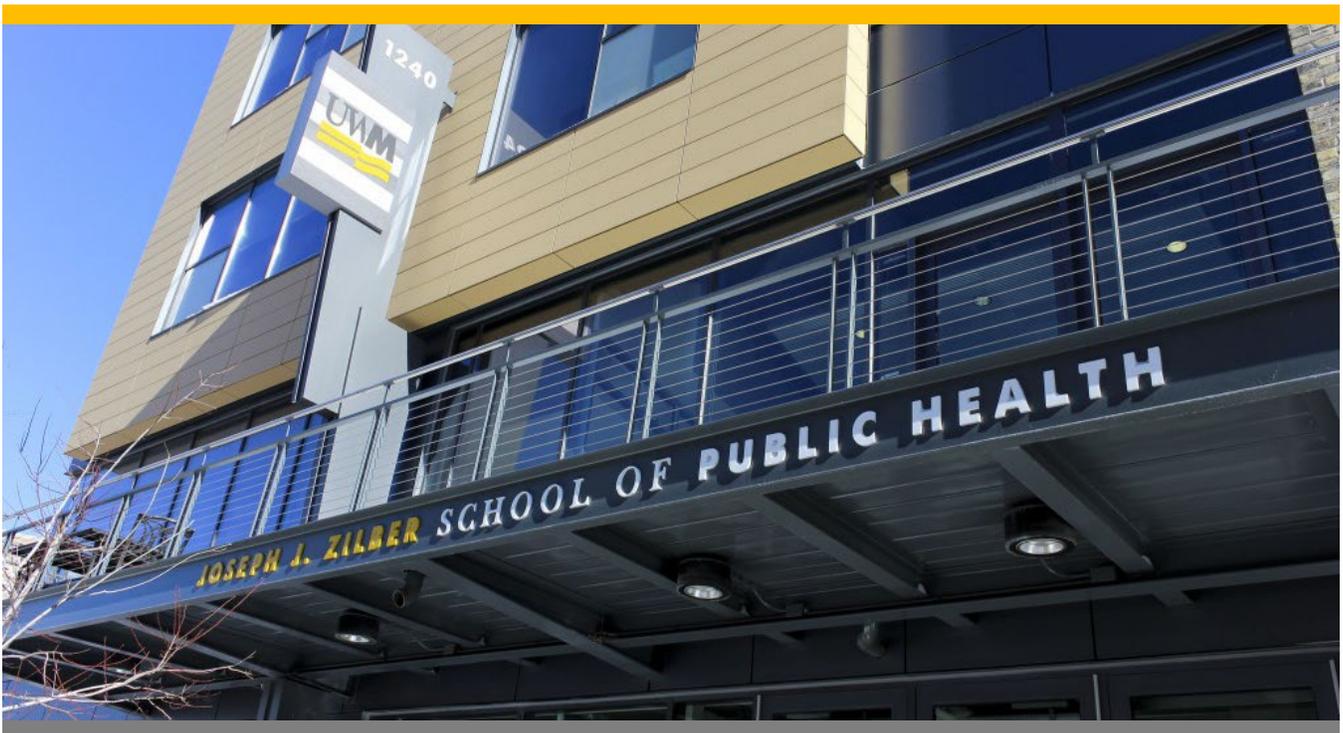




# **DEAN** **ZILBER COLLEGE OF PUBLIC HEALTH**

**Leadership Profile**  
**2023–2024**



## EXECUTIVE SUMMARY

The University of Wisconsin–Milwaukee (UWM) seeks a visionary, entrepreneurial and collaborative academic leader to serve as the dean of the Joseph J. Zilber College of Public Health.

Wisconsin's only accredited school of public health, the Zilber College of Public Health is committed to advancing population health, health equity and social and environmental justice among diverse communities in Milwaukee, the state of Wisconsin and beyond through education, research, community engagement and advocacy for health-promoting policies and strategies. The college was founded with a vision and commitment to confront health disparities and other public health challenges that have long plagued Milwaukee and other communities across the state where racism and discrimination have become a public health crisis. Zilber College faculty, staff and students see Milwaukee as a sentinel city in the campaign for social and environmental justice where the pursuit of health equity stands to benefit not only their city but communities across the nation.

In July 2023, the Joseph and Vera Zilber Family Foundation presented the college with a historic \$20 million gift to support student achievement and faculty excellence. The largest single gift in the university's history will enhance and sustain public health education, research and practice and improve health outcomes and health equity in the state, region and beyond.

As part of the university's 2030 Action Plan, UWM has recently undergone a strategic realignment of schools and colleges. As a result, in 2023 the School of Public Health's original program areas—Biostatistics, Community and Behavioral Health Promotion, Environmental Health, Epidemiology and Public Health Policy—integrated with faculty from the departments of Kinesiology, Nutritional Sciences and Health Informatics to form what is now the Zilber College of Public Health.

Today, the Zilber College of Public Health enrolls nearly 700 students across more than 20 degree and certificate programs. The college has 26 tenured or tenure-track faculty and 11 instructional academic staff. Faculty work with a wide range of methodologies, including statistical genetics, laboratory experimentation, surveys, community-based intervention trials, implementation studies, epidemiology and policy analysis.

Research areas in the college include: maternal and child health; statistical genetics; social, environmental and cancer epidemiology; toxicology; health informatics; community-engaged and participatory research; HIV prevention; substance abuse; aging; physical activity and sedentary behavior; biomechanics of lower extremity and athletic injury; and weight stigma and weight-neutral approaches to health and fitness—with a strong overarching focus on addressing health disparities. Building on these successes, Zilber College aspires to expand its funding portfolio and establish multiple federally funded research centers to strengthen public health locally, nationally and globally.

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, strategic re-invention and partnerships. UWM serves 23,000 students on three campuses and has the largest population of diverse students of any four-year campus in the state. 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 and earned the Carnegie Foundation's Community Engagement classification.

The next dean will articulate a vision and strategy for distinguishing Zilber College as a leading school of public health, charting a path for the college's future. The dean will inspire excellence in teaching, research, practice and service, and foster community within the newly reorganized college. An earned doctoral degree in public health or a related discipline is required along with qualifications for appointment as a tenured full professor in the College.

For information on how to apply or to submit nominations, please see "Procedure for Candidacy" on page 20.

## OPPORTUNITIES & EXPECTATIONS FOR LEADERSHIP

As its chief executive and academic officer, the dean of the Joseph J. Zilber College of Public Health provides strategic leadership of the college and stewards the pursuit of its education, research and practice mission. Reporting directly to Provost and Vice Chancellor for Academic Affairs Andrew Daire, the dean is responsible for all instructional, research and outreach programs in the college, including a substantial community and public service component that is integral to the strength of the college and vital to the city of Milwaukee, the state of Wisconsin and beyond. The dean exercises responsibility for the college's academic and administrative operations, including personnel, budget, programs, physical facilities, research, professional practice and educational programs.

The next dean of the Zilber College of Public Health will be expected to:

- **Articulate a vision and strategy for distinguishing Zilber College as a leading school of public health.**  
Building on the excellence of faculty and programs across Kinesiology, Nutritional Sciences, Health Informatics and Public Health disciplines, the dean will shape a cohesive, compelling and unifying identity for the Zilber College of Public Health. Working collaboratively across constituencies, the dean will chart a path for the college's future, inspiring students, staff and faculty to make a transformative impact on public health locally, across the state and around the globe.
- **Inspire excellence in teaching, research, practice and service.**  
Inspire and incentivize high-impact outcomes in scholarship and research, curricular and pedagogical innovation, and outreach and service across Zilber College's programs, disciplines and activities.
- **Foster community within a newly reorganized college.**  
Cultivate an inclusive community and an environment of trust, collaboration and collegiality in which all faculty, staff and students are respected, supported and empowered.
- **Model authentic leadership in advancing institutional diversity, equity and inclusion.**  
Model and promote the essential roles that diversity, equity and inclusion play in Zilber College's mission and how they extend to its relationships across the university and with the communities it serves.
- **Recruit, retain and support exceptional faculty.**  
Recruit and retain outstanding, diverse faculty who will distinguish the college and strengthen the UWM community. Invest in the mentorship and professional development of all faculty and instructional academic staff, particularly those in early stage of their careers and from underrepresented groups.
- **Develop a strategic enrollment management strategy.**  
Steward responsible, sustainable enrollment growth, balancing goals and expectations with capacity and existing resources to support student recruitment, retention and success.
- **Secure resources to realize the college's mission and vision.**  
Building on the Zilber Family Foundation's historic gift, generate extramural financial support through fundraising and alumni relations, particularly for student and faculty needs.
- **Build community partnerships and other external relationships.**  
Build and maintain strong relationships with external constituents, community partners, the public health and health-related workforce, and the broader academic community to enhance opportunities for students and graduates, to maximize the college's impact on public health and to advance health equity.
- **Advocate for the college and provide institutional stewardship for University of Wisconsin-Milwaukee.**  
Work effectively with academic partners across campus and effectively represent Zilber College within the university. Be a champion for UWM and institutional goals, priorities and initiatives, and effectively represent the university on the local, state, national and global stages. Leverage the college's strengths to enhance institutional excellence and the university's impact on communities locally and globally.

## PROFESSIONAL QUALIFICATIONS & PERSONAL QUALITIES

The University of Wisconsin–Milwaukee seeks a visionary, entrepreneurial and collaborative academic leader to serve as the next dean of the Zilber College of Public Health. The successful candidate will have a deep and demonstrable commitment to social and environmental justice and advancing health equity; to community engagement with underserved communities; and to developing the public health workforce to serve those communities.

An earned doctoral degree in public health or a related discipline is required along with qualifications for appointment as a tenured full professor in the College.

In addition, the ideal candidate will possess the following qualities and qualifications:

- **Commitment to excellence**  
Demonstrable commitment to and experience in research, teaching and public health or health-related practice. A successful record of research accomplishments and of securing extramural research funding.
- **Demonstrable, authentic commitment to diversity and inclusion**  
Extensive experience working in or leading an institution in which diversity is an integral part of its mission and composition. Exemplary skill in communicating and collaborating with diverse groups. Evidence of engagement and leadership in advancing institutional diversity, equity and inclusion in prior roles.
- **Managerial, operational and fiscal acumen**  
Ability to assemble, inspire and manage highly effective teams. Capacity to understand and support campus and University of Wisconsin System policies and procedures. Sophisticated financial acumen and a record of successful budget, personnel and project management experience.
- **Experience in academic administration**  
Successful leadership experience as an academic administrator. Demonstrated experience with strategic enrollment management. A record of recruiting and supporting the success of diverse faculty, staff and students, ideally in a school of public health, health professions or health-related academic programs.
- **Collaboration and relationship management**  
Ability to build consensus and community among constituents and commitment to shared governance. Successful experience establishing and stewarding collaborative relationships across diverse academic disciplines and administrative units as well as other internal, external and non-academic partners, including community organizations, funding agencies and other organizations.
- **Entrepreneurial orientation and ability to generate resources**  
Capacity to generate resources via diverse mechanisms, including through private philanthropy, federal and state agencies, and corporate or foundation partners.
- **Strong communication, listening and interpersonal skills**  
The interpersonal and communication skills to cultivate a productive, collaborative work environment that contributes to high morale and success. The ability to listen to and learn from others. Capacity to connect with diverse internal and external constituencies and audiences and to promote the agenda of the Zilber College of Public Health at UWM, in Milwaukee and beyond.

## ZILBER COLLEGE OF PUBLIC HEALTH

### History and Overview

In 2007, philanthropist and real estate developer Joe Zilber committed \$10 million to the University of Wisconsin–Milwaukee to establish a School of Public Health and create opportunities to educate the next generation of public health workers and changemakers. In 2008, the State of Wisconsin legislature authorized the Zilber School of Public Health. The school was established in downtown Milwaukee’s Brewery District as an intentional force for revitalization and investment. Situated at the site of the former Pabst Brewery, the school is purposefully located in close proximity to urban neighborhoods most affected by serious public health issues.

In 2017, the school attained national accreditation from the Council on Education for Public Health, making Zilber the first and only accredited school of public health in Wisconsin. In August 2022, the school was re-accredited for a seven-year period. At the same time, the university launched a new strategic plan. Among several strategic priorities, the [2030 Action Plan](#) called for the strategic realignment of campus units.

As a result, in 2023 the School of Public Health’s original program areas—Biostatistics, Community and Behavioral Health Promotion, Environmental Health, Epidemiology and Public Health Policy—integrated with faculty from UWM’s departments of Kinesiology, Nutritional Sciences and Health Informatics to form what is now the Zilber College of Public Health.

Today, the Zilber College of Public Health enrolls nearly 700 students across more than 20 degree and certificate programs. The college has 26 tenured or tenure-track faculty and 11 instructional academic staff. Zilber College faculty and staff are internationally recognized for teaching, research, and community engagement. The college currently has 26 tenured or tenure-track faculty and 11 instructional academic staff.

Zilber College prepares students to make an impact in communities across the country and around the globe. For most students, however, the relationships they develop with local organizations only deepens their commitment to Milwaukee. As a result, the majority of Zilber College students remain in the region after graduation.

In addition to CEPH accreditation, the college’s MPH-Nutrition and Dietetics program was granted Candidacy for Accreditation status as a Future Education Model Graduate Program by the Accreditation Council for Education in Nutrition and Dietetics (ACEND) in April 2023 and admitted its first cohort of students in fall 2023.

Aside from its main building on UWM’s downtown campus, additional Zilber College offices and laboratories are located on the university’s main campus.

Learn more about the [Joseph J. Zilber College of Public Health](#), one of UWM’s Partners for Health, and take a [virtual tour](#).

## Mission and Values

The Zilber College of Public Health is committed to advancing population health, health equity and social and environmental justice among diverse communities in Milwaukee, the state of Wisconsin and beyond through education, research, community engagement and advocacy for health-promoting policies and strategies.

The pursuit of this mission is guided by a commitment to a set of values and priorities, which the college's faculty, staff and students have articulated as follows:

- **Integrity.** We cultivate and sustain trust through transparent, open, and honest communications and decision-making. We uphold ethical standards in all that we do.
- **Accountability.** We hold ourselves and each other responsible to the highest quality, excellence, and measurable impact in our work.
- **Collaboration.** We emphasize and support collaborative, interdependent, mutually respectful engagement and relationships within our school, across our campus, and with our communities.
- **Diversity and Inclusion.** We welcome, support, include, encourage, and respect diverse voices, experiences, intersectional perspectives, disciplines, and approaches in our work together.
- **Health Equity.** We strive to eliminate health inequities through research, teaching, community engagement, and advocacy.
- **Social and Environmental Justice.** We maintain an unwavering commitment to social and environmental justice, focusing our work on the fundamental, underlying requirements for healthy communities by addressing individual, structural, and institutional barriers to health.



Zilber College of Public Health's inaugural cohort of MPH-Nutrition and Dietetics students with two faculty members in fall 2023.



## A Deep Commitment to Community Partnership and Outreach

The Zilber College of Public Health actively seeks, fosters and engages in community engagement—core, mission-critical activities that serve to address health disparities, advance social justice, and benefit the health and well-being of communities in Milwaukee and across Wisconsin. Located in the heart of a rust-belt city on a Great Lake, Zilber College is committed to addressing issues such as infant mortality, gun violence and environmental health disparities.

The college maintains close relationships and collaborations with local, regional and state-level community and agency partners. By design, Zilber College's primary building is located in downtown Milwaukee. With more than 85% of Wisconsin's total population of color living within a 10-mile radius, this central location enables the college to prioritize innovative, translational research that stands to make a direct and tangible impact on community and individual-based health outcomes.

The building's second floor hosts Milwaukee Health Department (MHD) offices, allowing the college and MHD to strengthen and leverage a close reciprocal relationship. MHD provides Zilber College students opportunities for real-world, hands-on learning. In turn, Zilber College students and faculty help analyze data, which MHD uses to address health challenges in the community. The synergistic partnership enables the Zilber College of Public Health to serve as a hub for learning and training and to provide the means for research, community engagement and public health practice.

The college's downtown building also serves as a public meeting space for local organizations, providing spaces to foster ongoing community engagement and partnership. The college hosts hundreds of events annually in support of diverse initiatives that address health disparities in the city, fostering connections and interactions that extend into the greater Milwaukee community and beyond.

Zilber College and UWM's large and growing network of community collaborations are particularly important given the impact of basic sanitation, health education, epidemiology and public health policy on community health. A Community Advisory Council works to expand the college's network of relationships, including through student field placements. A dedicated community engagement coordinator works with students to identify externship opportunities and with the Community Advisory Board to coordinate ongoing engagement with community and agency stakeholders.

## Health Equity in Milwaukee: The Imperative for Zilber College

Milwaukee goes by many names: the Cream City, the Good Land, the City of Champions. A vibrant, dynamic city located on the shores of Lake Michigan, *National Geographic* named Milwaukee one of the 25 best travel destinations for 2023.

The city is also perennially cited as one of the most segregated metropolitan areas in the nation. Racism remains a driving force in creating barriers to health equity and denying opportunities for all Milwaukee residents to reach their full health potential. The COVID pandemic has further exposed and exacerbated longstanding racial disparities and inequities in Milwaukee. The combined effects of racism and discrimination led county and city leaders to declare racism a public health crisis in 2019.

Today, Milwaukee residents of color and poorer residents of all races continue to experience higher rates of poverty, food insecurity and inadequate housing. This translates to racial/ethnic and socioeconomic health disparities in disease outcomes, life expectancy and overall quality of life.

The Zilber College of Public Health was founded with a vision and commitment to confront these challenges head on. Zilber College faculty, staff and students see Milwaukee as a sentinel city in the campaign for social and environmental justice where the pursuit of health equity stands to benefit not only Milwaukee but also communities throughout the state, across the nation and around the world.



ZCPH faculty joined concerned residents in Nov. 2021 as the MKE Black Grassroots Network for Health Equity presented its plan to improve life conditions and the well-being of Black families and communities in Milwaukee County.

## A Transformational Investment in Health Equity and Milwaukee

In July 2023, the Joseph and Vera Zilber Family Foundation presented the Joseph J. Zilber College of Public Health with a \$20 million gift to advance health equity on behalf of the people of Milwaukee. The largest single gift in the university's history builds on a longstanding partnership between the Zilber Family and University of Wisconsin–Milwaukee, which is rooted in a shared commitment to enhancing access through education and eradicating health inequities. The gift is a testament to the transformational impact that public-private partnerships can have on communities and to UWM's role as anchor institution in Milwaukee.

The historic gift will support two endowments: the Zilber Faculty Excellence Fund and the Vera Zilber Student Program Fund. The investment will catalyze research and scholarship in the Zilber College of Public Health and broaden its student and alumni base, thereby strengthening the public health workforce. The gift will allow the college to offer undergraduate student scholarships for the first time while expanding scholarship support for graduate education. This investment in faculty excellence and student achievement will enhance and sustain public health education, research and practice in Wisconsin and improve health outcomes and health equity in the region and beyond.

The Zilber Family Foundation was founded in 1961 by real estate mogul Joseph J. Zilber and his wife, Vera, to champion efforts that address basic needs and ensure personal safety, increase access to social and economic opportunity and improve the quality of life in the city of Milwaukee.



**“The Zilber Family Foundation’s landmark gift reinforces our pillars of faculty excellence, top-tier research and student access and achievement. This extraordinary gift significantly enhances our ability to recruit and retain top faculty members while accelerating and supporting the students who will become our nation’s public health leaders.”**

**– UWM Chancellor Mark Mone**

**“I believe in partnerships, especially those that make Milwaukee healthier and advance health equity for everybody. We all know about the health disparities in our city and state. Partnerships are our way forward to solve the challenges we face.”**

**– Milwaukee Mayor Cavalier Johnson**

## Academic Programs

The new Zilber College of Public Health will offer the following academic programs:

### Undergraduate Baccalaureate Degree Programs

- BS in Kinesiology
- BS in Nutritional Sciences
- BS in Public Health

### Undergraduate Minors

- Kinesiology
- Nutritional Sciences

### Undergraduate Certificate Programs

- Health Care Informatics
- Healthy Aging
- Public Health
- Study of Complementary & Integrative Health Approaches

### Post-Baccalaureate Certificates

- Interprofessional Graduate Certificate in Public and Population Health
- Maternal and Child Health (MCH)

### Accelerated Master's Degree Programs

- BS in Public Health/MPH (*Community and Behavioral Health Promotion; Environmental Health Sciences; Epidemiology; Public Health Policy*)
- BS in Kinesiology/MS in Athletic Training

### Master's Degree Programs

- MS in Biostatistics
- MS in Health Care Informatics
- MS in Health Care Informatics/Master of Library and Information Science (MLIS)
- MS in Kinesiology
- MPH (*Biostatistics; Community and Behavioral Health Promotion; Environmental Health Sciences; Epidemiology; Nutrition and Dietetics; Public Health Policy*)
- MPH/MSW

### Doctoral Programs

- PhD in Environmental Health Sciences
- PhD in Epidemiology
- PhD in Kinesiology
- PhD in Public Health (*Biostatistics; Community and Behavioral Health Promotion*)





## Research

The Zilber College of Public Health is a multidisciplinary, research-based school of innovation that spans cells to society and translates discovery into practice. The college has been a significant contributor to research activity at UWM. Over the past decade, Zilber College has been the second most highly NIH-funded unit on campus, despite its relatively small size and recent founding. Zilber College faculty have received federal funding from the NIH in the form of R01, R03, R21, and K99/R00 awards, as well as funding from HRSA, DHHS, NOAA, NSF, CDC, PCORI, USDA, and several national and state foundations and philanthropies.

Research conducted by Ziber College faculty has addressed a wide variety of topics, including maternal and child health, statistical genetics, environmental epidemiology and toxicology, social epidemiology, health informatics, community-engaged and participatory research, HIV prevention, substance abuse, aging, physical activity and sedentary behavior, biomechanics of lower extremity and athletic injury, body image, weight stigma, weight neutral approaches to health and fitness and size inclusivity, and health disparities, with a strong overarching focus on health equity.

Faculty work with a wide range of methodologies, including statistical genetics, laboratory experimentation, surveys, community-based intervention trials, implementation studies, epidemiology, and policy analysis. Zilber College aspires to build on these research strengths and accomplishments, with goals of expanding the funding portfolio and housing multiple federally funded research centers to benefit public health in Milwaukee and nationwide.

Along with carefully targeted faculty recruitment efforts, the foundational infrastructure required to support complex and rapidly changing translational research continues to be developed.

## Facilities and Infrastructure

Zilber College faculty and staff utilize research facilities and laboratory spaces across the UWM campus. UWM and the college work hand-in-hand to take advantage of the main campus and its approximately 1,700 faculty, 186 academic programs, and research program of \$45 million in federal aid, research grants, and contracts. Zilber College facilities reflect its broad teaching, research and community engagement goals. The facilities are located in downtown Milwaukee (Downtown Campus) and on UWM's Main Campus. The facilities are used for traditional, modular, computer-based, and laboratory classrooms; faculty offices; student, post-doctoral and research scientist space; teaching laboratories; and wet and dry lab research space.



## Downtown Campus

**Zilber College of Public Health Main Building.** By design, the main Zilber College building is located in downtown Milwaukee—a testament to its core public health mission to engage the community in addressing social and public health challenges to address health inequities. The building occupies approximately 50,000 square feet in the former Pabst Brewery, approximately 4.5 miles south of UWM’s main campus. Completed in 2012, the building received the 2015 Milwaukee Award for neighborhood development innovation and boasts Gold LEED Certification, using 22% less energy than baseline. More than half of assignable space is allocated to classrooms, seminar rooms, a computer lab with 40 workstations, faculty and staff office space and a teaching kitchen. Additional amenities include kitchen and common seating areas, a lactation room and a meditation room. The Milwaukee Health Department has offices co-located in the building to encourage collaboration between research and practice.

## Main Campus

On UWM’s main campus, Kinesiology, Nutritional Sciences and Health Informatics offices and teaching classrooms are located in Enderis Hall and the Northwest Quadrant B (NWQ-B). Research Laboratories are located in Enderis Hall, Kenwood Interdisciplinary Research Complex, and the NWQ-B.

**Enderis Hall.** Located on UWM’s main campus, Enderis Hall houses teaching and research facilities and faculty and staff offices for Kinesiology, Nutritional Sciences and Health Informatics, including two newly renovated 100+ seat lecture halls and active learning classrooms. The building also houses the Helen Bader School of Social Welfare and is a resource for campus programming at large.

**Northwest Quadrant.** This newly renovated, 75,000-square foot teaching and research facility on the UWM main campus includes the new state-of-the-art James and Yvonne Ziemer Clinical Simulation Center, which supports clinical training programs in Nursing, Nutritional Sciences and Dietetics, and Kinesiology. The Northwest Quadrant is home to the School of Information Studies and consolidates student health and wellness and medical, counseling, health promotion, and advocacy services, and features 220,000 square feet of adjacent green space.

**Kenwood Interdisciplinary Research Complex (KIRC).** The KIRC building comprises 12,000 square feet of Environmental Health Sciences wet labs, a Biostatistics dry lab, a state-of-the-art teaching laboratory and faculty offices.

## Other ZCPH Research and Teaching Laboratories

- Applied Foods Lab and Demonstration Kitchen
- Body Weight and Shape Laboratory
- Biostatistics Laboratory
- Environmental Health Sciences Wet Laboratories
- Neuromechanics Laboratory
- Physical Activity and Health Research Laboratory
- Social Media and Health Research & Training (SMAHRT) Laboratory
- Exercise Physiology Teaching Laboratories



## UNIVERSITY OF WISCONSIN MILWAUKEE

An R1 institution, the University of Wisconsin–Milwaukee provides an affordable, world-class education to 23,000 students from 87 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.

*The Princeton Review* named UWM a 2021 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. UWM has received the Community Engagement classification from the Carnegie Foundation, a testament to its commitment to community engagement and service. 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 of the region's assets to bear in meeting key economic and social challenges and attracting new talent, investment, and industry to the area.

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. In 2021, Campus Pride Index named UWM as one of the Best of the Best Top 30 LGBTQ-friendly postsecondary institutions in the United States.

Learn more about [University of Wisconsin–Milwaukee](#).

## 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:

- Innovation, leadership, and collaboration that fosters learning through education, scholarship, research, and public service.
- Opportunities for open inquiry to support the positive transformation of individuals (students, faculty, and staff), institutions, and communities.
- A caring, compassionate, and collegial community characterized by mutual respect and safety.
- Diversity in all of its definitions, including who UWM is, how it thinks, and what it does.
- Ethical behavior, based on integrity, accountability, and responsibility
- Transparent and inclusive decision making.
- Stewardship of resources that promote sustainability, prosperity, and equity for all in the local and global communities.
- 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.
- 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.
- Promoting public service and research efforts directed toward meeting the social, economic and cultural needs of the state of Wisconsin and its metropolitan areas.
- Encouraging other UW institutions and other educational institutions and agencies to seek benefit from UWM's research and educational resources such as libraries, special collections, archives, museums, research facilities, and academic programs.
- Providing educational leadership in meeting future social, cultural, and technological challenges.

## Strategic Directions and 2030 Action Plan

University of Wisconsin–Milwaukee is focused on five strategic directions:

- [Diversity, Equity and Inclusion](#)
- [Outstanding Learning Environment](#)
- [Research Excellence](#)
- [Community Engagement and Talent Pipeline](#)
- [Sustainable Future for the Campus](#)

In addition, 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 includes eight priorities focused on success for UWM and its students:

- Becoming a Student-Centric University
- Revising the Curriculum
- Driving Inclusion and Diversity
- Aligning UWM’s Academic Workforce
- Re-Assessing Unit Alignment
- Refocusing Research Infrastructure
- Updating the Budget Model
- Growing the UWM Foundation Endowment



## Leadership



**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 has expanded UWM's innovation through the [Lubar Entrepreneurship Center](#). Under his leadership, the university has 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 13 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 & 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's. 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 80 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.

## Colleges and Schools

The [College of Arts & 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 & Urban Planning](#) and [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 & Professions](#) develops informed, engaged and empathetic professionals through the [School of Education](#), [Helen Bader School of Social Welfare](#), and [School of Information Studies](#).

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

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 General Studies](#) provides an affordable way for students to complete their general education requirements. Courses are offered at the university's [Waukesha Campus](#).

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

The [College of Letters & Science](#) includes more than 95 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.





## MILWAUKEE

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.

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.

Learn more about [Milwaukee](#).

## PROCEDURE FOR CANDIDACY

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV and letter of interest addressing the themes in this profile.

WittKieffer is assisting University of Wisconsin-Milwaukee in this search. Candidates will be considered until an appointment is made. Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Philip Tang and Sarah Seavey  
[UWMZilberCPHDean@wittkieffer.com](mailto:UWMZilberCPHDean@wittkieffer.com)

*UWM is a state agency and subject to Wisconsin's Open Records Law. UWM will not, however, reveal the identities of applicants who request confidentiality in writing except as may be required by Wisconsin's Open Records Law. In certain circumstances, the identities of final candidates and/or the identity of the appointed applicant must be revealed upon request.*

*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.*

