

UW-LA CROSSE VICE CHANCELLOR FOR ADMINISTRATION & FINANCE



UNIVERSITY OF WISCONSIN
LA CROSSE **UW** 

WE ARE EAGLES

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OPPORTUNITY

The University of Wisconsin-La Crosse is seeking a vice chancellor for Administration & Finance (VCAF) to serve as its chief business officer. The university is financially healthy, with a strong Composite Financial Index (CFI) within the Universities of Wisconsin System. The VCAF will play a leadership role in maintaining and enhancing that condition while focusing available resources on implementing the mission and strategy of the university. The position will be part of an organizational culture committed to fiscal responsibility and shared governance. The university has just appointed a new chancellor, James Beeby, who will begin his role July 1, 2024. Beeby will be part of the selection process, and finalists will have the opportunity to meet with him prior to the hiring decision.

Salary and benefits are competitive and commensurate with background and experience.

ABOUT UWL

Established in 1909, the University of Wisconsin-La Crosse (UWL) is a public university enrolling approximately 10,300 undergraduate and graduate students within a vibrant community in one of the most beautiful regions of Wisconsin. UWL is part of the Universities of Wisconsin, a constellation of 13 universities and 26 campuses that promote educational and career opportunities across the state. UWL offers 102 undergraduate programs in 30 disciplines, 30 graduate programs and two doctoral programs. Long recognized as a top mid-sized university in the Midwest, UWL is the No. 1 public university in Wisconsin with fewer than 25,000 students, according to U.S. News & World Report. Students, faculty and staff frequently say they were drawn to UWL because of its strong academic reputation, its vibrant and affable culture, and the La Crosse area's abundant natural beauty. These qualities have allowed UWL to stand out among its peers, leading to years of record-setting enrollment at a time when many universities are experiencing declines. The university's official motto, mens corpusque (Latin for "mind and body") is held as a guiding principle. The UWL campus community is active, involved and engaged – inside and outside the classroom.

CORE DUTIES & RESPONSIBILITIES

- Provide leadership in maintaining and strengthening the financial sustainability of the university.
- Lead the university's financial planning and budget processes, including operating and capital budgets.
- Understand the basics of all key functions of the university, not just those that report to the position.
- Communicate and maintain relationships of trust with key stakeholders, including the local community.
- Promote the university's strong commitment to equity, diversity and inclusion.
- Promote the university's strong commitment to sustainability.
- Have direct leadership responsibility for the Budget Office, Business Services, Facilities Management, Human Resources, Information Technology Services, Planning & Construction, University Police & Parking Services, and Administrative Services.
- Serve as a key liaison with the Universities of Wisconsin System Administration.
- Oversee the university's operating budget of approximately \$242 million, a six-year capital budget of approximately \$276 million, and the Division of Administration & Finance budget of approximately \$29 million.
- Advocate for sound business practices throughout the university.



I could not have predicted my college experience because the journey is just too good to pre-plan. I'm leaving with memories, life lessons and an abundance of knowledge in my field and stories to share.

Audra Geis, '20
Communication Studies



CHARACTERISTICS AND QUALIFICATIONS

The ideal candidate will possess:

- Leadership experience in higher education, a mission-focused public sector or nonprofit of similar size and complexity, or another organization with multiple stakeholders.
- Significant experience in a senior financial management role with a proven track record of success in maintaining and enhancing financial sustainability.
- Demonstrated skill in financial planning and budgeting.
- Capacity to coach and lead the full range of functions including human resources, facilities, IT and auxiliary services.
- Understanding of and commitment to shared governance and collaborative engagement in decision making among key stakeholders.
- A track record of success in a complex environment with many stakeholders.
- Strong intellectual, leadership, collaboration and communication skills.
- Evidence of success enhancing diversity, equity and inclusion.
- Evidence of success promoting sustainability.
- Willingness to learn about the institution's culture, strengths and opportunities before proposing new plans or initiatives.
- Knowledge of and/or experience with information technology and capital projects.
- Ability to navigate and comply within a complex regulatory environment.

REQUIRED QUALIFICATIONS

- Master's degree from an accredited institution of higher education.
- Evidence of progressively responsible financial and/or administrative management in a leadership role.

PREFERRED QUALIFICATIONS

- Master's degree in finance, administration or business-related field.
- Administrative and financial management leadership experience within a higher education setting or a comparable large, complex organization.
- Demonstrated leadership experience in functional areas such as budget and financial planning, business operations, capital planning, project management, facilities management, human resources, information technology, risk management, sustainability and university police.
- Well-developed knowledge of, and ability to interpret and apply, federal and state laws and regulations.
- Working knowledge of current financial information systems, web technology and database applications.
- Experience promoting and supporting equity, diversity and inclusivity.
- Strong analytical skills and experience translating the organization's mission into an operational model.
- Excellent interpersonal communication skills with evidence of a collaborative, team-oriented management and leadership style.



PERSONAL ATTRIBUTES

- Strong communication and interpersonal skills with a collaborative leadership style.
- Ability to foster a cooperative environment, working with a wide range of constituencies in a diverse community.
- Creative thinking skills; ability to think about problems in a new light and a fresh perspective.
- Willingness to make necessary decisions and explain them to key stakeholders.
- Personal commitment to the mission of a public university like UWL, including values such as sustainability and diversity, equity and inclusion.
- Ability to generate, and welcome, innovative ideas for improving the university's business processes and internal controls.



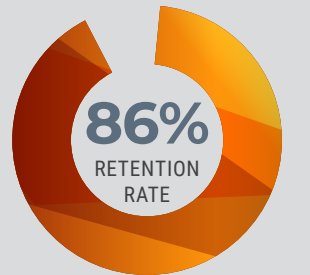
ABOUT OUR STUDENTS

UNDERGRADUATE:
9,379
GRADUATE:
935

OUR STUDENT BODY
COMES FROM:
36 STATES
30 COUNTRIES
79% WISCONSIN
RESIDENTS

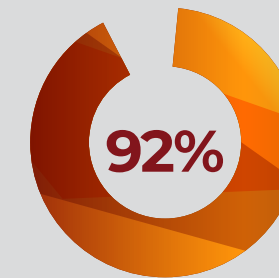
NEW FRESHMAN FACTS
60 VALEDICTORIANS
3.69 AVERAGE GPA
(UNWEIGHTED, 4.0 SCALE)

97%
LIVE ON CAMPUS



RETENTION RATE: NEW
FRESHMEN WHO RETURN TO
UWL THEIR NEXT YEAR

AVERAGE
CLASS SIZE:
29



OF CLASSES HAVE FEWER
THAN 50 STUDENTS

93%
CAREER
PLACEMENT
WITHIN 6
MONTHS OF
GRADUATING

19:1 
STUDENT-FACULTY RATIO

ACADEMIC PROGRAMS

102 **30** **2**
UNDERGRADUATE GRADUATE DOCTORAL

 **21** NCAA DIVISION III ATHLETIC TEAMS
74 NCAA DIVISION III ATHLETIC TITLES

CHALLENGES & OPPORTUNITIES



UWL is seeking a leader who sees the VCAF role as supporting and advancing the university's mission and strategy, and who understands the critical role played by all of the functions within the position's purview.

- Provide leadership and set priorities for a division where available staff is not sufficient to all of the tasks expected of them.
- Identify and act upon issues that improve the retention of faculty and staff, including compensation.
- Broaden the revenue base of the university, including supporting enrollment management, providing creative financing options – such as public-private partnerships – and fully embracing philanthropy.
- Consider policies and procedures that empower administrators to make decisions while maintaining effective internal controls.
- Take full advantage of a new ERP system (Workday), scheduled to go live July 1, 2025, to improve efficiency and service.
- Complete the second phase of the Prairie Springs Science Center and other capital projects, including upgrading of the campus network. Capital projects, including those addressing deferred maintenance, represent a significant opportunity to embed sustainability into the physical infrastructure.
- Partner with a new chancellor at a time of opportunity for the university.



CAMPUS AND FACILITIES



The UWL campus occupies 128 acres of rolling, park-like land in a residential neighborhood of La Crosse. It is framed by towering bluffs to the east and the Mississippi River to the west. A blend of new construction and century-old architecture, the campus has expanded and evolved to meet the educational needs of the 21st century. Newer buildings, such as the Prairie Springs Science Center, provide state-of-the-art learning spaces where students gain career-ready skills and experiences. Older buildings, such as Wittich Hall, the new home of the College of Business Administration, were recently renovated to meet the ever-evolving needs of students and employers. UWL has marked the completion of several new buildings in recent years, including the Student Union (2017), the Prairie Springs Science Center (2018) and the Fieldhouse (2023). UWL is currently advocating for the second and final phase of the Prairie Springs Science Center, which includes classrooms, offices, instructional labs, research labs and other specialized spaces. The chancellor's office and various other administrative departments are located in Graff Main Hall, the original building on campus, completed in 1909.

[Take an aerial tour of campus.](#)

ABOUT THE REGION

The UWL campus is located in southwestern Wisconsin, nestled in a residential area of the city of La Crosse and positioned as part of a larger metro area with a population close to 140,000. The area, known as the 7 Rivers Region, is famous for its exceptional natural beauty, which includes the Mississippi River on one side, majestic bluffs on the other, and views of rolling farmland and forested valleys in between. Abundant water, woodlands and varying terrain provide ample opportunities for year-round outdoor recreation. Approximately 150 miles from both Minneapolis and Madison, La Crosse enjoys the affordability and charm of small-town living with larger city benefits. Three institutions of higher education, two world-class medical institutions, the La Crosse Symphony Orchestra, a restored 19th century downtown business district, and a number of galleries and art centers have made La Crosse a regional hub for culture, entertainment, medical care, shopping, sports and recreation. More information about the La Crosse metro area can be found at [Choose La Crosse](#) and [Explore La Crosse](#).



I've gained confidence in myself and my ability to solve problems on my own... which I'll need in the job market. I'm so grateful for the undergraduate research experiences I've had with my faculty mentor, Dr. Niti Mishra.

Jackson Radenz, '19
Geography & Earth Science



PROCESS FOR CANDIDACY

All nominations, inquiries and applications will be received and evaluated in full confidence. The Search Committee will begin a review of applications immediately and continue its work until an appointment is made. For best consideration, application materials should be received by April 26, 2024. Application materials should be submitted through the AGB Search portal system: [UW-La Crosse VC for Administration & Finance](#) and must include the following:

- A letter of interest stating how the candidate's experiences and qualifications connect with the desired leadership attributes and themes stated in the profile
- Curriculum vitae/resume
- Five professional references with email addresses and telephone numbers. References will not be contacted without prior authorization from the candidate

Nominations and inquiries should be sent to UWLVCAF@agbsearch.com.

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My time here at UWL has been nothing short of amazing. I am happy to call this beautiful city my second home.

Hannah Schwartz, '22
Exercise & Sport Science



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