

PRESIDENT

UWM FOUNDATION

MILWAUKEE, WISCONSIN



Supporting the **University of Wisconsin Milwaukee** since 1974.

UWM Foundation Mission:

Support the educational, literary and scientific endeavors of the University of Wisconsin-Milwaukee by receiving, managing and distributing gifts to benefit the University's students, faculty, programs and community.

The UWM Foundation also provides leadership, oversight and direction to its affiliated corporations, the UWM Real Estate Foundation, UWM Research Foundation and the UWM Alumni Association. These corporations create new University facilities, support student life, research, academics and regional economic development, and provide new sources of revenue from research commercialization and entrepreneurial activities.

UWM Foundation has partnered with **Spano Pratt Executive Search**, an LAK Group Company, to find their new President. For a confidential conversation and to learn more about this opportunity, please contact:

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Are you a visionary leader ready to shape the trajectory of one of Wisconsin's most dynamic and transformative institutions? The UWM Foundation is seeking its next President who will be a driven, innovative professional who will lead with purpose and passion to drive meaningful impact across the University of Wisconsin-Milwaukee community and beyond.

ORGANIZATION

The UWM Foundation is a visionary partner advancing excellence at the University of Wisconsin-Milwaukee (UWM). For 50 years, the UWM Foundation has been an unwavering pillar of support for UWM, fueling its mission to empower students, faculty, and the broader community. Since 1974, the Foundation has been a steward of generosity, distributing transformative support that today is equivalent to over half a billion dollars. The Foundation is committed to transparency and excellence, clear in the management of its robust portfolio, which enables honoring donor intentions and strategically dispersing funds across all facets of campus life, touching lives and programs that advance UWM's mission.

The UWM Foundation has a proven record of accomplishment with achieving ambitious and impactful philanthropic initiatives. The most recent comprehensive campaign set a goal of \$200 million and concluded with a record-breaking \$250 million raised. This milestone underscores the vital role UWM plays in the community and highlights the generosity of those who believe in its shared vision. Additionally, the Foundation proudly stewarded the largest gift in UWM's history, a \$20 million endowed gift in support for the College of Public Health. This remarkable contribution ensures enduring support for public health research and education, cementing UWM's legacy as a leader in innovation and community impact.

The UWM Foundation's mission extends beyond traditional fundraising by embracing innovation and efficiency to amplify the University's success:

- **Research Leadership:** The UWM Research Foundation (UWMRF) has fostered a thriving culture of innovation. By managing intellectual property, awarding seed funding, and supporting graduate research, this affiliate has driven \$36.6 million in follow-on funding, issued 211 patents, and 25 startup ventures, firmly positioning UWM as an R1 research university and a catalyst for regional economic growth.

- **Alumni Integration:** The integration of the UWM Alumni Association and the Board of Visitors into the Foundation enhances collaboration, achieves economies of scale, and unites its shared commitment to advancing UWM.
- **Real Estate Development:** Through the UWM Real Estate Foundation (UWMREF), critical campus needs have been addressed, including constructing two residence halls and the UWM Innovation Accelerator Building, all without relying on tax dollars.



UWM's accelerator is a 25,000 sq. ft. facility that serves as a catalyst, enabling the region's academic, medical, and business organizations to collaborate on projects that work to move science to application and commercial uses.

POSITION OVERVIEW

The UWM Foundation is more than a fundraising entity; it is a dynamic, forward-thinking organization dedicated to advancing the University's mission and ensuring its success for future generations. We are searching for a President who shares our passion for UWM's transformative impact and who can lead with vision, innovation, and a deep commitment to the University and to Milwaukee. This is an unparalleled opportunity to lead an organization with a rich legacy, an empowered board, and a community of donors and partners committed to making UWM a beacon of excellence for Milwaukee and beyond.

As President of the UWM Foundation, you will guide an organization that serves as the backbone of opportunity, progress, and excellence at UWM. Your leadership will ensure the Foundation's daily operations align with its ambitious mission and strategic vision, positioning the University as a hub of innovation, entrepreneurship, education, and community empowerment.

This role is more than management, it's about building bridges. As the primary connection between the Board of Directors and the University, as well as its key affiliate organizations, the UWM Real Estate Foundation, UWM Research Foundation, Alumni Association, and the Board of Visitors, you will foster collaboration that amplifies UWM's impact on students, alumni, and the greater Milwaukee region.

This role is ideal for a leader who thrives in complexity, sees opportunity in challenges, and is committed to making a difference in partnership with the Chancellor and the Vice Chancellor of Advancement. Join the UWM Foundation and play a vital role in shaping the next chapter of a university that empowers thousands of students, fuels groundbreaking research, and enriches Milwaukee's cultural and economic vitality.



Multi-generation Panther Pride on UWM campus

CORE RESPONSIBILITIES

Strategic Planning and Execution:

- Inspire and execute strategy with the utmost integrity.
- Lead the charge in developing and executing a bold vision alongside the Board of Directors, ensuring that every initiative aligns with UWM's mission and long-term goals.
- Support the success of UWM's 2030 Plan.
- Develop and execute annual work plans and performance measures in collaboration with foundation staff, university advancement team, board members, and stakeholders.

Advocacy and Community Relations:

- Initiate and strengthen community connections.
- Serve as a powerful advocate and ambassador for the Foundation and UWM, cultivating partnerships and relationships, with community organizations, business leaders, elected officials, and media representatives, which elevate the University's profile locally, regionally, and nationally.

Program Oversight and Marketing:

- Oversee the development and management of programs that align with the Foundation's strategic goals and UWM's priorities.
- Promote impactful research, innovation and entrepreneurship, elevating UWM's role and reputation as a leading public, urban, access, and research university.
- Monitor program delivery to ensure quality, compliance, and alignment with donor intentions.

Donor Engagement and Fundraising:

- Champion ambitious philanthropic efforts that fuel scholarships, groundbreaking research and transformative campus in partnership with the UWM Office of Advancement to achieve annual and long-term financial goals.
- In concert with the Board of Directors, cultivate relationships with individual donors, corporations, and foundations to secure major gifts and ongoing support.

Board of Directors Leadership and Governance:

- Cultivate a strong, collaborative relationship with the Board of Directors, providing regular updates on strategic initiatives and activities.
- Serve as an ex-officio member of all Board committees and onboard new Board members.
- Ensure compliance with Board policies and keep exact records of Board activities.

Fiscal & Financial Management:

- Demonstrated financial and business expertise, with the ability to strengthen the foundation's financial health, ensure long-term sustainability, and optimize resource allocation.
- Oversee the development and management of the Foundation's annual budget, ensuring fiscal responsibility and alignment with strategic goals.
- Support transparency, accountability, and compliance of financial operations.

Organizational & Workforce Leadership:

- Oversee operations, from fiscal management and human resources to marketing and program execution, ensuring efficiency and value alignment.
- Collaborate across affiliate organizations and foster workplace culture.
- Engage as a voting member of key affiliate boards, contributing to their growth and constructive collaboration with the University's priorities.

QUALIFICATIONS & EXPERIENCE

Education

- A bachelor's degree in a field that sharpens your ability in nonprofit administration or management, providing the backbone for your strategic thinking and operational excellence.
- A commitment to lifelong learning, proven through professional development and continuing education in nonprofit leadership, ensuring you stay ahead in a rapidly evolving landscape.

Experience

- **Nonprofit Leadership:** At least 7 years of considerable experience leading and managing nonprofit organizations, where your strategic direction has led to measurable results and sustainable growth.
- **Program Excellence:** A history of successful planning, managing, and executing impactful events and programs that inspire engagement and deliver meaningful outcomes.
- **Boardroom Savvy:** Proven ability in organizing and energizing nonprofit boards, ensuring productive relationships, governance, and strategic alignment.
- **Master Connector:** Proven ability to build and sustain impactful relationships across the public, private, and governmental sectors.



The Maggi Sue will be the nation's most technologically advanced freshwater research vessel, a floating lab at the UWM School of Freshwater Sciences.

COMPETENCIES

Leadership

- **Inspirational Executive Leadership:** Experience leading complex organizations, preferably in higher education or a comparable professional environment. In alignment with UWM and Foundation mission and vision. Shows confidence in self and others; motivates others to perform well; gives recognition; displays passion and optimism; inspires respect and trust.
- **Strategic Leadership:** Develops strategies and problem solves to achieve organizational goals, in close partnership with the Chancellor and the Vice Chancellor of Advancement; understands organization's strengths and weaknesses; analyzes market and competition; finds external threats and opportunities; adapts strategy to changing conditions; works to set up and articulate vision; shows creativity when defining solutions.
- **Transformational Leadership:** Shows ability to lead transformative changes while keeping alignment with the Foundation's mission in service to the university. Values making strategic, decisive decisions in the face of competing demands. Develops workable implementation plans; effectively communicates changes; builds commitment; overcomes resistance; prepares and supports those affected by change; monitors transition and evaluates results.

Communication & Advocacy

- **Public Speaking & Media Relations:** Functions as the face and spokesperson of the Foundation, and a key support person to the Chancellor and the Vice Chancellor of Advancement. Exhibits exceptional public speaking and storytelling skills to inspire and engage diverse audiences. Skilled at navigating media relations and standing for the Foundation in the public eye.
- **Mission Communication:** Ability to effectively communicate the Foundation's mission, goals, and impact from external and internal spaces.
- **Transparent Collaboration:** Highly visible and transparent communicator with a collaborative approach to problem-solving.

Donor Centric & Fundraising

- **Donor Cultivation & Gift Solicitation:** In partnership with the Advancement team, cultivates long-term donor relationships and secures significant gifts. Ability to create a donor-centric culture within the organization.
- **Fundraising:** Supports and influences successful fundraising campaigns or initiatives in higher education, nonprofits or corporate foundations.

Visionary & Community Oriented Mindset

- **Community Commitment:** Passion for Milwaukee's growth and urban development, with a commitment to serving the community.
- **Innovation:** History of fostering innovation and creativity within organizations.
- **Practical Implementation:** Ability to balance visionary thinking with practical implementation.
- **Public Education Advocacy:** Advocacy for public education and understanding of its critical role in societal progress.

Stakeholder Engagement and Relationship Building

- **Trust Building:** Ability to build trust with diverse stakeholders, including board members, university leadership, and donors. Demonstrates impeccable integrity.
- **Community Presence:** Active presence in the Milwaukee community and passion to engage with varied socio-economic population, to advocate for the foundation's mission.
- **Strategic Partnerships:** Strong people skills to keep and grow strategic partnerships.
- **Consensus Building:** History of consensus-building in complex organizational environments.

Financial & Business Acumen

- **Fiscal Management:** Knowledge of monetary management, including budgeting, investments, and endowments. Experience overseeing operational and financial strategies to improve efficiency and impact. Familiarity with real estate development, particularly in higher education or nonprofit contexts. Ability to make data-informed decisions and manage competing stakeholder priorities.



Zilber Family Foundation gives \$20 million to UWM's Zilber College of Public Health

PERSONAL ATTRIBUTES

As the next UWM Foundation President, you will be a transformational leader with emotional intelligence, vision, and a strong connector to the Milwaukee community. With a passion for urban education and philanthropy, you excel in building relationships with key stakeholders, including business leaders, philanthropic organizations, and academic partners. You are politically astute and persuasive and are comfortable navigating complex environments. You drive impactful initiatives while fostering talent, embracing change, and cultivating collaboration. You are a growth-oriented leader focused on expanding the Foundation's reach and its vital role in advancing UWM's mission and the region's economic and educational vitality.

TOTAL REWARDS

You will receive highly competitive rewards, offered and designed to recognize your contributions and support your growth, including a competitive compensation range of \$250,000 - \$300,000, robust benefits, and unique opportunities to make an impact.

LOCATION: MILWAUKEE, WISCONSIN



In Milwaukee, you will find urban living and a Midwest ambience combined with providing an ideal work-life balance for modern living. Short commute times, big city amenities, diverse and affordable neighborhoods, below average cost of living, an abundance of natural resources and a nationally recognized education system all come together during an unprecedented time of opportunity and growth. The Milwaukee Region is made up of five counties in southeastern Wisconsin that have a combined population of nearly 1.8 million people.

Sitting on the southwest shore of Lake Michigan, there are beach related activities such as canoeing, paddle boarding, beach volleyball, yoga, and fishing. Beach-front and inland parks cover more than 15,000 acres of land, allowing city dwellers to enjoy green spaces. If you prefer to watch professional sports, Milwaukee is home to the MLB Brewers and NBA Bucks.

Milwaukee is known for its festivals and food scene. The largest festival is Summerfest, a two-week music festival, which brings people from across the country to hear their favorite artists and bands. The Milwaukee food scene continues to grow with more options for exotic taste buds and wild appetites from James Beard award winners to Food Halls.

Milwaukee is home to the famous Milwaukee Art Museum, the Milwaukee Public Museum, Discovery World and The Betty Brinn Children's Museum. Milwaukee features an opera company, ballet, and a symphony. With over 15,000 theater seats, the Milwaukee Theater District ranks No. 1 in the United States for the highest number of theater seats per capita.



NOMINATION & APPLICATION PROCESS

The position will remain open until it is filled. Confidential inquiries, nominations, and questions concerning this search may be sent by email. **To be considered for this opportunity, please send your resume with cover letter to:**

Shelly Beaver, Executive Search Consultant
sbeaver@spanopratt.com

Lindsey Kriete, Practice Director
lkriete@spanopratt.com

Learn more about the UWM Foundation and the University of Wisconsin Milwaukee:

- [UWM Foundation Website](#)
- [UWM Research Foundation Website](#)
- [UWM Real Estate Foundation Website](#)
- [UWM Alumni Association Website](#)
- [UWM 2030 Action Plan](#)
- [UWM Website](#)
- [UW System Website](#)
- [UWM Athletics Website](#)

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