President

Leadership Profile

Prepared by
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Elizabeth K. Bohan

Spring 2016

This leadership profile is intended to provide information about St. Norbert College and the position of president. It is designed to assist qualified individuals in assessing their interest in this position.
The Opportunity

St. Norbert College is a higher education success story. Over the past decade, the college has generated significant gains in virtually every metric — enrollment, endowment value, fundraising outcomes, balance sheet, and multiple national rankings. The college has successfully completed an ambitious comprehensive campaign, has completely renovated both a science facility and a student center, has almost doubled its annual budget, has increased diversity across its community, and has enhanced its relationships with its host community. Perhaps most importantly, the college has accomplished all of these things while both augmenting its academic program — particularly by housing a new Medical College of Wisconsin campus on the St. Norbert campus — and keeping its discount rate laudably low.

To build on this momentum and to lead the college to even greater levels of success, St. Norbert seeks a president, only the eighth in its 118-year history.

St. Norbert College is the only institution in the world to combine the liberal arts, Catholic, and Norbertine traditions. At its center is the Norbertine concept of *communio*, which is a profound, deeply held commitment to one another. The college also emphasizes Vatican II values of collegiality (working together as equals) and solidarity (being one with others). Located on the banks of the Fox River just a few miles from historic Green Bay, Wisconsin, St. Norbert is a classic institution in the liberal arts tradition with selected, outstanding professional programs. With 136 full-time faculty members teaching 2,100 students in a residential environment, St. Norbert has a long and successful history and bold aspirations for its future.

Critical to attaining these aspirations is a president who will personify the institution and will advocate its cause to internal and external constituencies. To this end, he or she will be a Catholic who will both support and participate in the college's Catholic, Norbertine, and liberal arts traditions. The president will be an exceptional communicator and fundraiser with the experience and skill as a leader of an academic enterprise necessary to envision great things for the college and to turn those visions into reality. The president will also possess an earned terminal degree and the significant intelligence, intellectual curiosity, and scholarly mien necessary to command the respect of the campus and external communities.

St. Norbert College has much left to do, and its next president will have the opportunity to make a significant and lasting impact on this institution on the move.

Information about how to nominate someone or to apply for this opportunity may be found near the end of this document in the section entitled “Procedure for Candidacy.”
St. Norbert College: An Overview

Founded in 1898, St. Norbert College, a Catholic liberal arts college embracing the Norbertine ideal of communio, provides an educational environment that fosters intellectual, spiritual, and personal development. Located in a thriving, diverse economic region on the picturesque Fox River just a few miles south of Green Bay and Lake Michigan, the college enrolls 2,100 students; employs 136 full-time and 63 part-time faculty; provides a four-year graduation guarantee, and offers 20 NCAA Division III sports.

In the last decade St. Norbert College has ascended from a regional institution to a national liberal arts college ranked 127th by U.S. News & World Report. Forward thinking but committed to the time-honored wisdom found in the Norbertine, Catholic, and liberal arts traditions, St. Norbert is on a course to be recognized as the nation’s next great liberal arts college.

In addition to offering undergraduate degrees in 30-plus major fields of study, an honors program, 75-plus study abroad opportunities in 29 countries, and professional internships, St. Norbert offers four graduate programs, including a successful new MBA. Other distinctive features include a full-blown medical college/partnership that is physically on its campus; and a successful new “gap” alternative-admission program for freshmen that is a national model of innovation. Academic centers include the Center for Norbertine Studies; the St. Norbert Undergraduate Research Collaborative; the Norman Miller Center for Peace, Justice & Public Understanding; the Sturzl Center for Community Service & Learning; the Center for International Education; the St. Norbert College Strategic Research Institute; and the Cassandra Voss Center, which is dedicated to education and awareness about gender and diversity.
The Norbertines

St. Norbert founded the Norbertine Order in Prémontré, France in 1120. The Order ultimately became a distinguished community of priest-scholars and teachers who established a long-standing tradition of excellence in education. Today, the Norbertine Order consists of a number of abbeys throughout the world, including its main American presence in De Pere, Wisconsin. The Norbertine heritage is the cornerstone on which St. Norbert College was established, and it continues to be reflected in the educational mission of the college today. For more information, please visit the www.norbertines.org.

Governance

St. Norbert operates within a matrixed system of governance. Internally, the college is governed by a collegial system in which the faculty as a whole (there is no faculty senate or other such representative process) has primary authority over, for example, curriculum, faculty status, and aspects of student life that relate to the educational process. Overarching this system of campus governance is the legal model of a modern corporation, in which the board and the Norbertine Order are final authorities and delegate a portion of that authority conditionally to the president and vice presidents. In accordance with the by-laws governing the college, the Order retains several reserve powers, including the power to appoint the president and to approve the institution’s budget.

The St. Norbert College Board of Trustees is a diverse group of generous alumni, Norbertine fathers, and beloved friends of the college dedicated to service, stewardship, and sustenance of the college community of St. Norbert. A list of trustees may be found in the appendix to this document.
The President’s Cabinet is composed of the vice presidents of the six administrative divisions of the college along with the chief of staff, as noted below. They provide advice and counsel to the president and provide administration and strategic direction for their divisions.

- Vice President for Mission and Student Affairs
- Dean of the College and Vice President for Academic Affairs
- Vice President for Business and Finance
- Vice President for Enrollment Management and Communications
- Vice President for College Advancement
- Vice President and Chief Information Officer
- Chief of Staff

Students

The student body consists of 2,100 undergraduate students from 28 states, 17 countries, and six continents; 71 percent come from Wisconsin, many from rural areas; 21 percent are first generation, largely from Wisconsin and the Chicago area; and 10 percent are ethnically diverse. Eighty-four percent of the students live on or near the campus, which creates a strong sense of community and a wide range of opportunities for involvement.

Undergraduate students are provided with opportunities to interact directly with faculty and some professional staff in their labs and studios on research and creative projects. These professional development opportunities for students often result in presentations at regional and national conferences as well as in publications. Grants are available for both the collaborative work and for travel to present the results at professional meetings. St. Norbert College sponsors an annual day of celebration of these collaborative activities each spring where students present their work to the community. There are also opportunities for special internships on campus, including editing and communication internships.

Leadership is a key component of community life at St. Norbert College. As one of the first institutions to offer a minor in leadership studies, St. Norbert College includes co-curricular involvement in its description of a rewarding college experience. St. Norbert College has been the recipient of two major grants from the Lilly Foundation to focus on the concept of vocation in its inclusive sense for all members of the St. Norbert College community. There are about 85 student activities and organizations — academic honor societies, independent social organizations, community service organizations,
academic clubs, local and national fraternities and sororities, and special-interest activities — available to St. Norbert College students.

St. Norbert College maintains membership in the Midwest Conference for men and women, offers NCAA Division III teams in 20 sports, and is a member of the Northern Collegiate Hockey Association for men’s and women’s hockey. About 25 percent of students are involved in intercollegiate athletics. Successful men’s and women’s teams have won 104 conference championships since St. Norbert College joined the Midwest Conference in 1983, and have won 15 league titles since joining the NCHA in 1994. In addition, Green Knight student-athletes have been selected CoSIDA “Academic All-Americans” 63 times. An extensive intramural program, including club teams in crew, lacrosse, and water skiing, is also available for students.

Alumni

St. Norbert College has more than 20,000 alumni of record, including a former Colorado state supreme court chief justice, a former Wisconsin state supreme court justice, a number of prominent business leaders from Wisconsin and Illinois, the current mayor of Green Bay, and 11 U.S. Army generals (more than from any other non-military undergraduate institution). The College’s ROTC program was established in 1935 and remains strong. There are seven active regional alumni communities in Chicago, Denver, Madison, Milwaukee, Minnesota, Northeastern Wisconsin, and Washington (D.C.). Approximately 60 percent of the members of the college’s Board of Trustees are graduates of the college.

Information about St. Norbert College alumni programs can be found at www.snc.edu/alumni.

Faculty

The St. Norbert faculty is composed of 199 men and women, 136 of whom are full-time. Ninety percent of the full-time faculty members hold the doctoral or other terminal degree in their field. The faculty-student ratio is approximately 1:13.5.

A caring, mentoring faculty has always been a hallmark of St. Norbert College, and it still is today. Faculty members work closely with students in their major area of study, perform student advising, help students prepare for graduate school, and work with those who seek independent study and research opportunities. Faculty members also work with the Office of Career and Professional Development in its professional practice program.

St. Norbert faculty members are practicing teacher-scholars, their research informing their teaching. Faculty publish widely; present scholarship at regional, national, and international conventions and conferences; are involved in professional organizations on the national level; and serve as editors of major academic journals. The college has a nationally respected...
faculty development program that provides monetary and other institutional support for scholarly endeavors.

Staff

As the second largest workforce in De Pere, St. Norbert employs 465 full- and part-time staff. The college recruits a diverse, mission-focused workforce by providing competitive pay and attractive benefits. Every staff member is encouraged to support the collegiate experience of students and is invited to participate in college activities.

Financials

At a time when almost all small private colleges and universities are facing financial challenges, St. Norbert College is operating with strong cash flow, balanced budgets, and financial discipline. The leadership team and board actively engage in ongoing analysis of opportunities to achieve operational efficiencies. The college’s assets include an endowment that stands at $102 million. Long-term debt is $17 million. The tuition discount rate is 44 percent. Total net assets currently stand at $240.1 million. The college’s operating budget is $71.3 million.

Fundraising over the last decade has largely been focused on raising capital for new construction. A plan to expand the indoor sports arena, including incorporating a wellness center, is expected to cost $26 million, of which nearly $20 million has been committed as of this writing. A campaign primarily focused on building the endowment to support academic programs and scholarships, as well as renovation of the residence halls, will likely be announced in 2018.

Strategic Plan

The Board of Trustees recently approved the college’s latest strategic plan with a focus on five key initiatives: Educational Experience, Access and Affordability, Talent Management, Operational Excellence, and Identity. The creation of a budget plan for each initiative, including reallocation of existing resources and revenue enhancement initiatives, is underway.

Facilities

Over $100 million in new construction and renovation has taken place on the St. Norbert College campus in the past eight years.

The $42 million renovation and expansion of the Gehl-Mulva Science Center is the college’s most significant building initiative to-date. The facility houses the physics, math, psychology, geology, biology and chemistry disciplines. It contains 45 teaching/research labs, 10 classrooms, lecture halls, 15 students study lounges and offices for 38 faculty. The laboratories feature state-of-the-art equipment and the latest technology. The Gehl-Mulva Science Center also serves as the primary home of the Medical College of Wisconsin's Green Bay campus, which welcomed its first class in July 2015.

Michels Commons was completed in 2012 and completely transformed the former student union into a state-of-the-art dining and gathering facility, with a total capacity of 625 in its main
dining room. The building serves as the home for the Norman Miller Center for Peace, Justice and Public Understanding, and it also contains several conference rooms, catering staff offices and a ballroom for events.

In 2010 the college dedicated the Donald J. Schneider Stadium. The new athletic complex includes capacity for 2,500 spectators, a 400-meter track with an all-weather surface, field turf for football and soccer, and a locker room to accommodate more than 200 home and visiting athletes. The grounds also feature an open-air pavilion and a prayer labyrinth. In 2014, construction on the adjacent Mel Nicks athletic complex was completed, and that location is now home to the SNC baseball and softball teams.

The Miriam B. and James J. Mulva Library was completed in 2009. The 80,000 square foot facility contains the college's collection, archives, a coffee shop, and the Center for Norbertine Studies. The Mulva Studio is located in the lower level and, in addition to the campus television studio, it has large spaces dedicated to innovative and collaborative learning.

In spring of 2016 the college began an expansion and major renovation of Schuldes Sports Center. This $26 million project will add a competitive swimming pool, a state-of-the-art fitness center, and the college's wellness and counseling centers. The project is anticipated to be completed in May 2017.

Other projects completed in the recent past include the new Ariens Family Welcome Center, which houses the college's admissions and communications offices, and Todd Wehr Hall. Todd Wehr Hall was a complete renovation of a former residence hall, which now houses student services. Located there are career services, the bursar's office, financial aid, campus ministry, and academic support. The building also contains the college bookstore and conference rooms.

These new and newly renovated facilities have transformed the campus and complement other recent improvements, including the college's on-campus hotel, the Kress Inn; the F. K. Bemis International Center; the Ray VandenHeuvel Family Campus Center; and Gries Hall.

The Community

The St. Norbert campus — approximately 111 acres — is located on the banks of the Fox River in De Pere, Wisconsin, just minutes south of Green Bay, the center of a metropolitan area of about 250,000 people and home to the world-famous Green Bay Packers football team. (In
fact, the Packers still are in residence at St. Norbert for their summer training camp — the longest such college-franchise relationship in the National Football League.) With a highly diversified economy, Green Bay’s historic reputation as a leader in the paper and cheese industries has broadened; the community now boasts a solid service economy and consistent growth in healthcare, insurance, and transportation. Wisconsin’s oldest community, De Pere today is a charming blend of old and new. The community of 20,000 has redeveloped its business district, which is within walking distance of the campus. Door County, Wisconsin’s favorite vacation spot, is less than an hour away.

Greater Green Bay serves St. Norbert students as an internship laboratory. Students are sought after for financial, industrial, and retail internships and as reporters and writers at newspapers and television stations within the community. The area offers many specialty shops and restaurants, expansive shorelines, fishing, state parks, waterfalls, outdoor recreational activities, and a number of museums and diverse cultural opportunities.

St. Norbert College is within easy driving distance of Madison, Milwaukee, Chicago, and Minneapolis-St. Paul. Austin Straubel International Airport, just 15 minutes from the campus, is a regional air transportation center, serving cities throughout the country.

More information about St. Norbert College may be found at the college’s website: http://www.snc.edu/, and in the president’s messages to the community, which may be accessed through this link: http://www.snc.edu/about/leadership/messages/.
Opportunities for Leadership

Among the many opportunities the new president will have to make a mark, the following represent some of those by which his or her performance will be judged during the first two to three years of his or her tenure. They are presented here in no particular order of importance.

Build on momentum

St. Norbert College has enjoyed considerable success in recent years. The academic program has grown considerably with the addition of an MBA program, the addition of a 3+3 BA/JD program in partnership with the Marquette University School of Law, and the presence of the Medical College of Wisconsin on the campus. The college has enjoyed record enrollments in five of the past seven years, and applications, admissions, and confirmations for the 2016-2017 entering class are among the highest in St. Norbert College history. The outlook for achieving the college's enrollment goal of 585 students is very positive, and the entering class is projected to be one of its largest ever. Current statistics also indicate an increase in academic profile, ethnic diversity and geographic diversity. Faculty are joining the college from across the country and from the nation's top graduate programs. Relationships between the college and its host city are extremely strong and mutually supportive, and all of the above has been accomplished while strengthening the institution's commitment to its core values and its relationships to the Norbertine Community. SNC has faced and is facing the disruptive changes in higher education head-on and with considerable success.

The college community — and particularly its leadership — understands very well that the institution must not diminish the time, energy, and imagination it commits to continual improvement and innovation. The college's next president must anticipate the emerging challenges the institution will face, must fight complacency and risk aversion, and must create a sense of urgency in institutional planning, operations, effectiveness, and governance. Building from the current, solid base, the president will not only lead the college to the “next level,” but will also have the opportunity — indeed, the challenge — of articulating what that next level is.

Focus on the academic program

Having experienced a significant burst of program creation in recent years and benefiting from a strong balance sheet, the advent of a new presidency is an ideal time to take stock of the academic program with an eye toward both the immediate and the long-term future. The new president will charge and will empower the dean of the college and the institution's academic leadership and faculty to assess the academic program and to create from that assessment an academic strategic plan that will both lay out priorities for the foreseeable future and dovetail with the college's overarching plan. In addition to anticipating the creation of new programs, this effort should recommend existing programs that would thrive academically and organizationally with additional investment as well as those in which the college's investment may need to be re-examined.

In undertaking such planning, the college and its leadership will build upon such existing academic assets as the college's long-standing commitment to service and experiential learning, the strength of its faculty across all ranks and disciplines, and its track record for innovation, including in extra- and co-curricular programming. Another of its important assets is the
college's adherence to its Norbertine values and mission. As Catholic higher education evolves to address the current challenges in the marketplace, St. Norbert College and its president have the opportunity to help define what a Catholic college will be in the future. In undertaking all of these initiatives, a guiding star will be the recent work being done and published on high-impact practices by the Association of American Colleges and Universities.

**Raise money**

St. Norbert College completed its most recent campaign in 2015 having raised $106 million against a goal of $90 million. The result of the campaign is a major makeover for the campus, including a completely renovated science center, several new academic buildings, and a renovated and expanded sports and wellness complex (fundraising which is being brought to a successful conclusion during this immediate post-campaign period). Clearly, much has been accomplished, but much remains to be done. The college has already begun early planning for the institution's next campaign effort, and the new president will have the opportunity to mold that effort — both in its goals and in its organization — for an optimal outcome.

The objectives of the next campaign are likely to be quite different from its predecessor. There is wide acknowledgement that the college's endowment (current market value as of this writing, $102 million) is insufficient to provide the support necessary to sustain and build its academic program. In particular, financial aid endowment is a critical need, both to reduce the college's discount rate and to provide support for a widely diverse student body in keeping with the college's Norbertine mission. Endowment for faculty support is another critical need, including especially endowed chairs that can support the recruitment and retention of outstanding faculty members. There are certainly bricks-and-mortar needs, as well, especially in the maintenance and improvement of the institutional infrastructure and the expansion and improvement of residence halls. No goal has yet been posited for this campaign effort, but it is reasonable to assume that it will surpass the result of the most recent, highly successful effort.

**Enhance the college's technology assets and utilization**

One of the new president's first actions will be to hire a chief information officer. (That position is currently being held by an interim appointment, awaiting the arrival of the college's new leader.) That student expectations in terms of technology are changing rapidly is a given in today's world, and, like many if not most of its peer institutions, St. Norbert is working hard to maintain its commitment to an excellent, residentially-
based, liberal arts education by attaining the intricate balance between traditional and emerging pedagogical approaches. While this is likely to remain a moving target, additional time, energy, and creativity must be committed to it, and the president will be the champion of this effort.

Happily, St. Norbert has taken steps not only to be innovative but to institutionalize innovation. A “Big Ideas” Committee is in place with the charge to anticipate future trends and needs. Information technology will of course be both a topic of its own in front of this committee and a critical component of nearly any innovation the college undertakes.

**Enhance diversity**

Human diversity in all its forms — racial/ethnic, gender, socioeconomic, intellectual, lifestyle, etc. — is central to the Norbertine mission and values of the college. The college has made great progress in diversifying its student body over recent years, and efforts to diversify and retain faculty and staff are vigorous and ongoing. Critical to maintaining and enhancing the diversity of the student body, of course, is the augmentation of available financial aid support, which will be a featured priority of the next campaign as has been discussed above. The college supports its effort on diversity through the Committee on Equity Diversity and Inclusion. The new president will also expand the college’s diversity efforts to include the students, faculty, staff, administration, and the board.

While St. Norbert has become a significantly more diverse community in recent years, its efforts to recruit international students has not kept pace with its other approaches to this issue. The new president will assess the costs and benefits of increasing the college’s visibility and recruitment efforts internationally with an eye toward increasing the number of international students within the St. Norbert College community.

**Raise the college’s profile**

St. Norbert College is a success story. By nearly every metric, the college has improved and is improving its position within higher education at a time of massive disruption in the marketplace. The St. Norbert community does not take this progress for granted; it rather seeks to build on its momentum by anticipating and preparing for change. At the same time, despite all of this considerable success, the institution is still less well and widely known than is
merited. Particularly as demographics in the region portend that there will be fewer emerging students of the sort St. Norbert has traditionally enrolled, raising the profile and reputation of the college will be a critical responsibility of the new president. Dovetailed with the diversity efforts noted above, the college must find its way into the consciousness and consideration of a much wider array of college-bound students, including those outside of the college's traditional recruiting boundaries both geographical and demographic. In addition to student recruitment efforts, raising the college's profile should have collateral benefits in faculty recruitment, alumni relations, fund raising, student placements in internships and permanent employment, and other critical areas of need.

**Maintain and enhance the college’s role in the community**

St. Norbert College is an economic engine in its host community. The college plays a critical role in the city of De Pere, in the Green Bay area, and in Northeast Wisconsin in regard to employment, consumer spending, workforce development, and many other key economic indicators. In recent years, the college and its leadership have made very significant strides in solidifying the college's relationships with local governments, corporate citizens, nonprofit organizations, secondary and higher education institutions, and individual citizens. Those efforts are critical to the success both of the college and of the region, and the new president will continue and augment them. And it hardly need be said that the college's relationships with both the Norbertine Order and the leadership of the Diocese of Green Bay are critical to the college's success in the attainment of its central mission.

**Qualities and Qualifications of the Ideal Candidate**

The president of St. Norbert College will be a Catholic who is committed to the central ethos of Catholic, Norbertine, liberal arts education and will live that ethos in word and deed. Previous experience with a faith-based institution will be an advantage. The president will possess an earned terminal degree from a regionally accredited institution and must be a person of significant intelligence, intellectual curiosity, and the scholarly mien necessary to command the respect of the campus and external communities.

No less important, however, are the talents and experiences necessary to lead a modern liberal arts college at the level of best practices nationally. The successful candidate will possess an intimate understanding of the current pressures facing American higher education and the best practices in addressing those pressures. To this end, the president will be completely conversant with emerging pedagogies and, in particular, the technological evolution of higher education. Familiarity and concurrence with the work of the American Association of Colleges and Universities in high impact practices will be particularly desirable.

The president will also be the principal public face of the institution and as such must possess an outgoing personality, exceptional communications skills, relationship-building acumen, and ability to motivate individuals and groups to action. Previous successful fundraising experience is strongly preferred and the ability and willingness to serve successfully as the institution’s principal fundraiser is a requirement. Additionally, the president will be committed to meeting diversity goals, possess sufficient knowledge of and experience with academic affairs,
enrollment management, financial management, and student affairs to inspire and to lead a highly productive senior administrative team.

Perhaps no quality of St. Norbert’s next president, however, will be as important as leadership. Working within an environment of collegial shared governance and reporting to a Board of Trustees dedicated to advancing the college aggressively to the highest levels of attainment, the president will both benefit from and be challenged by a dynamic that is at once steeped in the finest traditions of the academy and driven by the need to act strategically and decisively. Thus, an open and transparent leadership approach is absolutely necessary. St. Norbert’s president will be a senior executive with excellent judgment, creativity, the ability to assess risk combined with the fortitude necessary to take calculated risks, self-confidence leavened with humility, courage of convictions, decisiveness, an open and accessible management style, excellent diplomatic and political skills, a history not only of creating but also of implementing strategic and operational plans, and a sense of humor. A track record of success in previous positions is sine qua non. Previous experience working directly with volunteer boards will be a tremendous advantage.

Procedure for Candidacy

Inquiries, nominations, and applications are invited. For fullest consideration, applicant materials should be received by September 2, 2016. Candidates should provide a curriculum vitae, a letter of application that addresses the responsibilities and requirements described in the leadership profile, and the names and contact information of five references. Candidate confidentiality will be respected and references will not be contacted without prior knowledge and approval of candidates. Inquiries and application materials should be sent via email to the college’s consultants, Dennis M. Barden and Elizabeth K. Bohan of Witt/Kieffer, at StNorbertPresident@wittkieffer.com. Questions may also be directed to the consultants through the office of Laurie Adams at 630-575-6152.

St. Norbert College values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from St. Norbert College documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.
### Appendix: St. Norbert College Board of Trustees

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<th>Name</th>
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<tbody>
<tr>
<td>Debra Alder</td>
<td>President/CEO of the Alder Companies</td>
<td>Christine Loose ’88</td>
<td>General Manager, The American Club &amp; Inn on Woodlake</td>
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<tr>
<td>Tracy Arndt</td>
<td>Green Bay, WI</td>
<td>The Rev. David McElroy, O.Praem. ’02</td>
<td>Director of Prayer and Gifts, St. Norbert Abbey</td>
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<tr>
<td>Dr. Benjamin T. Chu ’55</td>
<td>Distinguished Professor, SUNY at Stony Brook</td>
<td>Patrick Michels ’81</td>
<td>President, Michels Corporation</td>
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<tr>
<td>Dr. John Corbett ’85</td>
<td>Chairman &amp; Professor of Biochemistry, Medical College of Wisconsin, Milwaukee, Wis.</td>
<td>Miriam B. Mulva ’69</td>
<td>De Pere, Wis.</td>
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<td>Mary Ariens Dellanina ’87</td>
<td>Mt. Prospect, Ill.</td>
<td>Greg Nicklaus ’90</td>
<td>Vice Chairman and Owner, River Valley Bank</td>
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<td>Daniel O. Dickinson</td>
<td>Chairman/CEO, INAV Group, LLC</td>
<td>Peter Romenesko ’10</td>
<td>Director, Breakthrough Fuel</td>
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<td>Fr. Dan Felton ’77</td>
<td>Vicar General, Diocese of Green Bay.</td>
<td>Mary Ellen Schill ’85</td>
<td>Attorney, Ruder Ware L.L.S.C.</td>
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<td>Philip B. Flynn</td>
<td>President and CEO, Associated Bank, Green Bay, Wis.</td>
<td>Joe Schinkten</td>
<td>Owner, Ryan Funeral Home and Crematory</td>
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<td>Michael Foley ’84</td>
<td>CEO, Tri-Insitutional Therapeutics Discover Institute, Inc.</td>
<td>Paul Schneider</td>
<td>Director, Schneider National, Inc.</td>
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<td>Paul O. Gehl</td>
<td>Hilbert, Wis.</td>
<td>William Sulzmann</td>
<td>De Pere, Wis.</td>
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<td>Michael J. Haddad</td>
<td>President/CEO, Schreiber Foods, Inc.</td>
<td>Richard Terry ’59</td>
<td>Willowbrook, Ill.</td>
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<tr>
<td>George F. Hartmann, Jr. ’64</td>
<td>President, Hartmann Management Associates</td>
<td>Edward A. Thompson</td>
<td>Thompson Management Associates</td>
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<td>Kathryn M. Hasselblad-Pascale</td>
<td>Partner/General Manager, Hasselblad Machine Company</td>
<td>Michael G. Van Asten ’75</td>
<td>President, Liberty Hall Banquet &amp; Conference Center</td>
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<td><strong>Julie Van Straten</strong></td>
<td>Attorney, De Pere, Wis.</td>
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<td><strong>Bro. Steve Herro, O.Praem. ’85</strong></td>
<td>Pastoral Associate, St. Clare Parish</td>
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<td><strong>Kurt Voss</strong></td>
<td>Owner and CEO, AmeriLux International, LLC</td>
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<td><strong>John B. (Jay) Williams ’73</strong></td>
<td>Retired Banker and Former President/CEO, Milwaukee Public Museum</td>
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<td><strong>Sara Johnson Tutskey ’76</strong></td>
<td>De Pere, Wis.</td>
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<td><strong>The Rev. Michael Weber, O.Praem.</strong></td>
<td>Pastor, Holy Cross Church, Green Bay, Wis.</td>
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<td><strong>Marti Wronski ’94</strong></td>
<td>Vice President &amp; General Counsel, Milwaukee Brewers</td>
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<td><strong>Julie-Anne Kress</strong></td>
<td>De Pere, Wis.</td>
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Witt/Kieffer is the preeminent executive search firm that identifies outstanding leadership solutions for organizations committed to improving the quality of life. The firm's values are infused with a passion for excellence, personalized service, and integrity.