Chancellor
Renée Wachter
- Good News
- Flood of the Century
- Institutional Priorities
GLMRI has received a five year cooperative agreement with the United States Department of Transportation, Maritime Administration (MARAD), to address environmental issues that face shipping and marine transportation.

Dr. William Bajjali to work in Jordan as Fulbright Scholar on issues surrounding groundwater management.

Academic Service Learning has a record number of participants.
- Tim Cleary was commissioned to and created the statue of one of the last living Tuskegee airman.

- The Wisconsin Intercollegiate Athletic Conference (WIAC) Scholastic Honor Roll for the 2011-12 academic year names 156 student-athletes from UW-Superior on the list, marking the third consecutive year that the number of Yellowjackets making the honor roll has increased.

- Don Mulhern was named WIAC Coach of the Year in women’s basketball, just the second UW-Superior women’s basketball coach to ever be honored. Bri Davis was named WIAC Scholar-Athlete of the Year.
The Flood of 2012
Heating Plant: First Signs of Trouble
Flood 2012: The Aftermath

Heating Plant

Heating Plant Interior
Buildings Affected

- All Residence Halls
- Holden Fine and Applied Arts
- Erlanson Hall
- Old Main
- Wessman Arena
- Yellowjacket Union
- Halbert Heating Plant
- Jim Dan Hill Library
- Marcovich Wellness Center
- Barstow Hall
- Swenson Hall (minimally)
Lives Displaced and Impacted

Individuals Impacted
- Home owners
- Students
- Faculty and Staff
- Community Members

Units Displaced or Moved
- Transportation and Logistics
- Upward Bound
- ResNet
- Library
- Old Main
- Music
- Yellowjacket Union
- Barstow and LSRI Faculty and Researchers
- Heating Plant
- Wessman
- Facilities
BMS Cat: The Recovery Begins
Recovery Efforts Across Campus

Barstow portable generator

Erlanson damaged furniture

Wet books expanding on shelves in Library

Old Main & JDH Inventory
Clean up and Inventory

Library damages

Damaged book inventory

Periodical Disposal

Olympia Cleaning
Flood Recovery Continues

Steam line Repairs

FEMA, Insurance, Library

- Where to locate new books and periodicals?
- How to rebuild library collection.
- Library Shelving: Partial order.
- Steam distribution work for 2013.
- FEMA application for assistance and mitigation proposal.
- Flood Recovery Accounting.
- Insurance Settlement.
- Ongoing activities.

Photo: Barry Adams, WSJ Reporter
All who helped with recovery efforts

Thank You!
The Road Ahead...
2013-15 Institutional Priorities

- Student Success
- Enrollment and Retention
- Budgets and Accountability
- Inclusive Excellence
- Reaccreditation
New Regents:
  Regina Millner - Madison
  John Behling – Eau Claire (new Regent “buddy”)
  Tracy Hribar – Parkside, non-traditional student

Regent Leadership
  Brent Smith – President
  Mike Falbo – Vice-President

Changing Environment
State agency lapse
  ◦ $174.3 million

UW System Share – 38% rather than 7%
  ◦ $65.8 million

UW Superior – 1.55%
  ◦ $700,290 FY 12, $298,176 FY 13
  ◦ The lapse is anticipated remain just a lapse, with no additional lapse amount in 2013-2015

System budget requests around new initiatives
Accountability Measures and Act 32

- **Performance**
  - Graduation rates
  - Time to graduate
  - Retention rates
  - Placement of graduates
  - Number of credits to a degree
  - Percentage who state in state

- **Financial**

- **Access and Affordability**
  - Profile of enrolled students
  - Minority enrollment
  - Aid available
Accountability Measures and Act 32

- Undergraduate Education
  - Number of required courses
  - Majors offered
  - Improvements in overall student experience
  - Efforts to close achievement gaps

- Graduate and Professional Education
  - Number of graduate degrees
  - Number of professional grads in key areas – nursing, business, engineers, pharmacists, lawyers, vets
  - Incentives to stay in state
Accountability Measures and Act 32

Faculty
- Profile of faculty
- Teaching loads
- Teachers who are top in their field

Economic Development
- Research funds brought into state
- Number of govt. contracts received
- Number of patents and licenses
- Number of new businesses created or spun off
- Support to existing industries
- Number of jobs created
Collaboration

- Partnerships and collaboration with system administration and institutions
Budget priorities
- High Impact Practices
- Academic Program Funding
- Distance Learning
- Academic Advising
- Inclusive Excellence
- Strategic IT plan
- Strategic Enrollment Mgt Plan
- Compensation and Flexible work schedules

Campus Priorities to UW System

<table>
<thead>
<tr>
<th>Priority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Headcount Enrollment</td>
</tr>
<tr>
<td>Retention 1st to 2nd Year</td>
</tr>
<tr>
<td>6 Year Graduation</td>
</tr>
<tr>
<td>Extramural Funding</td>
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</tbody>
</table>
Funding of campus
General Purpose Revenue (state allocation) +
Tuition Excess =
total operating $

Excess tuition to make up short falls
Bring spending in line
Distance Learning a positive contributor

Competitiveness of salaries and equity a concern
Performance will affect every administrator and faculty and staff member. It will affect not just how money flows from the legislature and BOR but how money flows to departments and areas.
Retention

Current: 68%
Target: 74% by end of 2015-2016

Strategies:
* Organizational Restructuring for Success - Integration of Academics and Campus Life
  * Strong deep integration of instruction and support
  * Sharpen focus on essential outcomes in courses and programs
  * Community of talented teachers/ support them to do their work
  * Use assessment and data to understand what is happening
CABINET OFFICERS
Academic Year 2011-2012
Organization Chart

Chancellor
Renee Wachter

Provost/Vice Chancellor for Academic Affairs
Faith Hensrud

Vice Chancellor for Administration & Finance
Jan Hanson

Vice Chancellor for University Advancement
Jeanne Thompson

Vice Chancellor for Campus Life and Dean of Students
Vicki Hajewski

Athletic Director
Steve Nelson

Director of Public Information
Lynne Williams
Other initiatives

* Creation of Student Success Center
Academic Affairs
Enrollment Management
Center of Student Success
Organization Chart

Assistant Vice Chancellor for Enrollment Management
(Vacant) – Provost, Interim reporting line

Student Success
Director
Robert “Chris” Cherry (1.0)

University Services Associate 2
Mary McCauley (1.0)

Advising
Advisors
Stephanie Monson (1.0)
Joseph Mooney – Ad hoc (.50)
Melissa Nelmark – Ad hoc (.50)

Student Support Services and Trio Programs
Director
T. Reilly O’Halloran (1.0)

Career Services
Director
Kathryn Pykkonen (1.0)

First Year Experience
Director
Jen Bird (1.0)

Multicultural Affairs
Multicultural Affairs Coordinator
Alvin “Chip” Beal (.50)

Multicultural Affairs Sr Student Services Specialist
Yvonne Vaisio (1.0)

University Services Associate 2
Patser Lynch (.50)

Student Services Specialist
(Vacant)
Dixie Dorman-Ad hoc (.50)
Other initiatives

* Summer Undergraduate Research Funding
* Title III Grant
* Non Tradition Student and Veterans Center Funding $298,482 over three years
* Focus on Academics and Assessment
  - spend the bulk of course time working on specific competency skill deficiencies,
  - spend more time on things they don't understand and less time on things they have already mastered,
  - get assistance when they encounter problems,
  - and are required to participate in scheduled learning activities and assessments
Other initiatives

* Active Monitoring of Student Success Assist Program, Exit analysis
* Prior Learning Assessment
HEADCOUNT and FTE ENROLLMENT

- Headcount Enrollment
- Total FTE

Year: Fall 2002 to Fall 2011

- Headcount Enrollment:
  - Fall 2002: 2902
  - Fall 2003: 2871
  - Fall 2004: 2868
  - Fall 2005: 2876
  - Fall 2006: 2924
  - Fall 2007: 2753
  - Fall 2008: 2689
  - Fall 2009: 2794
  - Fall 2010: 2856
  - Fall 2011: 2825

- Total FTE:
  - Fall 2002: 2317
  - Fall 2003: 2320
  - Fall 2004: 2341
  - Fall 2005: 2383
  - Fall 2006: 2343
  - Fall 2007: 2246
  - Fall 2008: 2191
  - Fall 2009: 2317
  - Fall 2010: 2358
  - Fall 2011: 2321
NUMBER OF FULL-TIME AND PART-TIME STUDENTS

Full-Time

Part-Time
Recruitment

Current: 2735
Target: 3200 by end of 2015-2016

Strategies:

- Infusion of resources
  - $2 Million over next four years
  - WATR approach – Web, Analysis, Transfer
  - Recruitment

Continuing with streamlining educational pipeline and student success initiatives
Focus on Enrollment

- Twin Cities Campaign
  - Changing demographics in local service area
  - Potential for growth
  - Profile of prospective students
  - Success of previous Twin Cities campaign

- Website Redesign
GOAL: To increase the number of incoming students from the Twin Cities to 35% by Fall 2016.

Twin Cities Regional Recruiter-will be based in the Twin Cities and work on strengthening relationships with high schools and community colleges and other key constituents.

Data Analyst position-evaluate and determine ROI on various recruitment campaigns.
Increase the number of prospective students from Twin Cities through targeted recruitment campaigns including:

- Name Buys
- CAPPEX, online college search
- Naviance, online college search
- Partner with Student Paths, a career education curriculum based in the Twin Cities
- Information sessions and events in the Twin Cities
- 100-150 visits to high schools in the Twin Cities area
- Increase visits to Twin Cities area community colleges
Skyscrapers and UW-Superior?

This is one of 43 billboards placed around Minneapolis and St. Paul last fall as part of an advertising campaign designed to attract more students from the Twin Cities to UW-Superior. The billboards complemented radio and newspaper advertisements that ran in the area at the same time. Additional radio and newspaper advertisements are scheduled for the Twin Cities this spring.
Branding Campaign

- Phased, targeted campaign focused on Northern suburbs
- Provide solid support for local recruitment efforts, create awareness
- Influence the influencers, or parents
- Improve alumni relations and engagement
Website Redesign

- Average 70,000 unique visitors/month
- Over 1,000,000 page views/month
- Improve user experience and increase interactions
- Extensive content review with external focus
- Last update to new content management system in 2008
Inclusive Excellence

- Final Task Force report submitted May 24th
- Formation of permanent University Committee
- Created a Classified Staff Advisory Council
Promotions – Classified Staff

Dorothy Frechette
Promoted to IS System Development Services-Senior

Trish Hegstrom-Olson
Promoted to Operations Program Associate

Keith Douglas
Promoted to Security Officer 3
Promotions – Classified Staff

Wayne Gilroy
Promoted to IS Technical Services-Senior

Catherine Beebe
Promoted to University Services Program Associate

Bernie Lee
Promoted to Power Plant Superintendent

Laura Gregory
Promoted to Purchasing Agent
Promotions – Academic Staff

Lon Bagley
Promoted to Instructional Program Manager II

Shane Deadrick
Promoted to Student Services Coordinator

Allison Gerland
Promoted to Assistant Director of Student Union
Promotions – Academic Staff

Susan Holm
Promoted to Student Services Program Manager III

Christina Kline
Promoted to Outreach Program Manager I

Jenice Meyer
Promoted to Administrative Program Manager III

Dawn Schulze
Promoted to Student Services Program Manager III
Tenured

Olawole, Famule
Mei Cao
James Geidner
Shevaun Stocker
Promotions
Assistant Professor to Associate Professor

Mei Cao
James Geidner
Brett Jones
Monica Roth Day
Kurt Schmude
Shevaun Stocker
Promotions
Associate Professor to Professor

Orvin Clark
Jerry Hembd
Jeffery Schuldt
10 Years of Service

Pamela Bustos
Donna Dahlvang
Diane Lewandowski
Yvonne Rutford
Robert Waksdahl
Sandy Wallgren
15 Years of Service

Frank Andrews
Sherry Chuzles
Timothy Crow
Michael Fanaselle
Danny Johnson
Gregory Moore

Christine Polkinghorn
Thomas Schnepper
Craig Strauman
Ivy Vainio
Michael Waxman
20 Years of Service

Marna Banks
Chip Beal
Haji Dokhanchi
Ray Reinertsen
25 Years of Service

Julie Bracket
Glenn Carlson
Randy Gabrys-Alexson
Susan Loonsk
Peter Nordgren
George Wright
30 Years of Service

Mary Balcer
Tom Fennessey
Steven Keister
Carol Lindberg
Mary Noyes
35 Years of Service

Donald Walberg
LeAnn Brown
2.5 years of service

Terry Cheever
13+ years of service

David Hudacek
20+ years of service

Mary Jo LaValley
24+ years of service

Daniel Rau
~22 years of service
Events to attend this week
Who are our students?
Accomplishments in 2012
Priorities for 2013-15
Events to Attend this Week

- **Employee Picnic Today: 11:00-1:00**
  - Tickets are available
- **SOAR – Advising/Planning and Class Preparation (Starts at 1:15)**
- **Enhancement Day: Student Retention and Success (Wednesday)**
  - Education Advisory Board (EAB): Matthew Pellish
  - General Education Commons
  - Retention Mega-Committee Meeting
  - Break-out Sessions: Morning and Afternoon
Events This Week

Thursday, August 30th
◦ Student Move-in Day (10-2)

WOW: Students Weekend of Welcome
Events this Week

Friday, August 31st

- First Year Seminar (FYS) Meet & Greet (9:00 – 10:00)
- Induction Ceremony—New Students (11:00 – 12:00)
  All Faculty, Academic Staff, and Classified Staff Invited to Participate
- New Beginnings Lunch (12:00 - 1:00)
- Academic Advising/Class Preparation (1:00 - 4:30)
Incoming Class - Estimate

- More than 370 new freshman
- Over 250 transfer students
- Includes 100 new distance learning students
Who are our students?

- Nontraditional Aged Students (over age 24 years)
  - 87% of distance learning students
  - 22% of undergraduates students
  - 71% of graduate students (over age 26 years)
Accomplishments in 2012

Governance and Committee Work:
- Planning and Budgetary Council Academic Affairs Budget Recommendations
- Academic Program Review changes
- Student Retention and Success-Strategies
- General Education dialogues

Supervisor’s Professional Development
HLC: Reaccreditation Self-Study

- Your Input Needed
- Writing Team completing work in early September
- Campus forums by Early October
- Feedback and revisions
- Governance Endorsement
- Final documents submitted to HLC – late December
Assessment of Student Learning

- Liberal Education Learning Goals
- Academic Program Assessment
- General Education Assessment
- High Impact Practice and Co-Curricular Program Assessment

- Two New Projects
  - Student Survey on Learning Experience
  - Assessment Fair
Fall 2012 Headcount Enrollment: Lowest in 10 years
159 less students than 2011 = $1.27 million in lost revenue; impacts staffing, programs, and ability to thrive

Graduation and Retention Rates
- 6 year graduation rate = 43.8% (3rd lowest in the System)
- 1st to 2nd year retention = 68.3% (2nd lowest in the System)
Everyone plays a role in student success

- Best Practices Research – EAB
- Strategic Enrollment Management Committee’s Strategies
- Access2Success Summer 2012 work
Student Success

- Retention Consultant Recommendations: 30-60-90 day strategies
- Restructuring for Student Success
- Mega-Committee feedback: Aug. 29th
- Use data and implement strategies to improve retention and enrollment
- Department and unit level strategies
Department Strategic Plans and Annual Reports

- **Annual Reports:** Due by September 28th
- **Strategic plans:** No unit level planning in 2012-2013
- **Budgets for 2014:** Process Originates with your Cabinet Officers based on your two year plans
- **Integrated Planning Process:** continues in 2013
CIPT Strategic Planning Timeline

- Summer 2012
  - CIPT Strategic Planning professional development
- July 2012-April 2013
  - CIPT develops the Plan to Plan and gathers data for SWOT
- April 2013-March 2014
  - Campus engages in Strategic Planning Process to develop a 6 year strategic plan
- March 2014
  - Superior Visions 2020 Unveiled
Spring 2013 Events

- Higher Learning Commission Reaccreditation Site Visit (March 4-6, 2013)

- Strategic Planning Kick-off (April 2013)
Topics

- Higher Learning Commission
- University Personnel Systems
- Personnel Rules and Templates
- Dean of Faculty Position
- Flexible Degree
- Interdisciplinary Studies/Individually Designed Majors and Minors
Faculty Senate

Serguei Bezroukov
Eri Fujieda
Suzanne Griffith
Jerry Hembd
Brett Jones
Wendy Kropid
Michael Maguire
Brent Notbohm
Kurt Schmude
Jeffrey Schuldt
Bill Simpson
Nick Sloboda
Shevaun Stocker
Faculty Development Grants

Carolyn Caffrey
- Participated in the Association of College & Research Libraries Immersion Program
- July 22-27, 2012
- Burlington, VT

Virginia Donovan
- Presented at the Publish Quebec Research & Attended Conference
- July 5-10, 2012
- Chicago, IL
Faculty Development Grants

Lynn Goerdt
- Presented at the Social Work Social Development 2012 Conference
- July 7-11, 2012
- Stockholm, Sweden

Gary Keveles
- To Present at The American Society of Criminology Conference
- November 13-17, 2012
- Chicago, IL
Faculty Development Grants

- **Uwe Leck**
  - To Present at the 53rd Midwest Graph Theory Conference
  - September 21-23, 2012
  - Ames, IA

- **Terry McGlasson**
  - To Present at the North Central Association for Counselor Educators & Supervisors
  - October 18-20, 2012
  - Kansas City, MO
Faculty Development Grants

Michael Maguire
- To Participate at the Creabiz Ceramic Conference 2012
- September 20-23, 2012
- Hjorring, Denmark

Zamira Simkins
- To Present at the Allied Social Science Association/American Economic Association Meeting
- January 4-6, 2013
- San Diego, CA
Faculty Development Grants

Alisa Von Hagel

- To Present at the American Political Science Association Annual Meeting
- August 30-September 2, 2012
- New Orleans, LA
Congratulations!
Academic Staff Senate Chair
Ryan Kreuser
Academic Staff Development Grants

Randy Barker
- To Attend the Brief Therapy Conference
- December 5-9, 2012
- San Francisco, CA

Elizabeth Grbavcich
- Presented at the 28th Annual Conference on Distance Teaching & Learning
- August 8-10, 2012
- Madison, WI
Academic Staff Development Grants

Sue Holm
- Attended the Strengths in Education Conference
- July 25-27, 2012
- Omaha, NE

Juli Martin
- Attended the 2012 AACRAO Transfer Conference
- July 1-3, 2012
- Chicago, IL
Edmund Morgan
- To Attend the American Baseball Coaches Association
- January 3-6, 2013
- Chicago, IL

Donald Mulhern
- Attended Point Guard College
- July 30-August 3, 2012
- Minneapolis, MN
Dawn Schulze
- To Attend the American College Counseling Assoc. 7th Annual Conference
- October 3-6, 2012
- Orlando, FL

Sandra Wallgren
- To Attend the National Academic Advising Association (NACADA)
- October 4-7, 2012
- Nashville, TN
Congratulations!
Classified Staff Advisory Committee Chair
Debbie Seguin
Classified Staff Advisory Committee

Scott Abrahamson
Janet Blair
Mike Bodin
Beth Constance
Laura Dahl
Brenda Dalpiaz
Peggy Fecker

Ellen Fure
Jeff Kahler
Mike Kapalin
Joe Kmiec
Wendy Little
Mary McCauley
Debbie Seguin
Beth Constance
- Attended Hobson’s Conference, Product User for Enrollment Management Conference
- July 16-19, 2012
- Nashville, TN

Cindy Greely
- Attended Workshop on Goal Setting and Planning Skills
- June 21, 2012
- Duluth, MN
Wendy Little
- Attended Workshop on Goal Setting and Planning Skills
- June 21, 2012
- Duluth, MN

Marcia Pekkala
- Attended Hobson’s User Group Session at Hamline University – May 9, 2012 – St. Paul, MN
Congratulations!
Student Government President
Graham Garfield
This award is given to an individual and/or team who actively demonstrates and models the values of UW-Superior, and who, as a result, is making a difference in the campus climate and the lives of those who work and study on campus.
Spirit of Superior

Michael Kapalin
Custodian – Swenson Hall, Facilities Management
Harry Anderson
Acting Director of Campus Recreation,
Campus Recreation
Spirit of Superior

Shevaun Stocker
Assistant Professor of Psychology,
Human Behavior, Justice & Diversity Dept.
Spirit of Superior

Peggy Fecker
Director of Human Resources

Steven Marshall
Unclassified Staff Payroll & Benefits Specialist

Julie Lund
Classified Staff Payroll & Benefits Specialist

Christal Vang
Human Resources Assistant

Satrina Nikula
Human Resources Assistant

Laura Dahl
Human Resources Assistant
Congratulations!
New Faculty and Staff
The most important things that drew me to UW-Superior:

- The beautiful location (Twin Ports area),
- The kind and down to earth people, and
- Being the school that I graduated from (Alma Mater).
Working at UW-S gives me the opportunity to:

- Continue to grow and improve the campus visits program.
- Implement new programs, such as Admitted Student Days, to increase retention.
- Instill Yellowjacket pride in current and future students and their families.
Kimberly Beesley
Associate Research Specialist, LSRI

Working at UW-S gives me the opportunity to:

- Expand my knowledge of and participation in both the Great Ships Initiative and the Great Lakes Indian Fish & Wildlife Commission project.
- Feel a sense of pride and accomplishment for the work that I do.
I’m excited to work at UW-Superior because:

- The past 14 years have been great and I am happy to continue working here.

I believe that I can contribute to UW-Superior by:

- Excellence in teaching.
The most important thing that drew me to UW-Superior:

- Was the opportunity to expand my knowledge and work with a close knit staff.
The most important thing that drew me to UW-Superior:

- A deep sense of community and campus pride.
I am most looking forward to:

- Meeting and working with all of my new co-workers.

The most important thing that drew me to UW-Superior:

- The small, welcoming campus atmosphere.
I am most looking forward to:

- The enhancements that are being made to the transcript ordering process.
Elizabeth Desimone
Assoc. Student Services Coordinator
(YU Operations Coordinator)

The most important things that drew me to UW-Superior:

- Having the opportunity to work in a state of the art facility.
- The family-like atmosphere with students and colleagues.
- The exciting changes the University would like to implement.
The most important things that drew me to US-Superior:

- The people first and foremost and secondly the opportunity to work in the UW-System and coach basketball in the premier conference in all of D3 athletics.

I am most looking forward to:

- Working with students on a daily basis to help them achieve their goals, hopes and dreams.
I am excited to work at UW-Superior because:

- It’s a new area with great opportunity and it has a cool mascot.

I am most looking forward to:

- Campus and community events.
Libby Fandry  
Advisor, Distance Learning Center

I am most looking forward to:

- Helping students meet their educational goals,
- Learning more about the UW-Superior campus & community, and
- Working with all the great people I’ve met so far.
I am most looking forward to:

- Meeting some great new people, enjoying the outdoors, and finally living in the same city as my husband.
I am most looking forward to:

- Working in my new career,
- Getting in better shape at the MWC, and
- Being able to work in the same community that I live in.
I am excited to work at UW-Superior because:

- I graduated from UW-S and have always had fond memories of it.
- It is a beautiful campus and working with students and staff who strive to help each other is a wonderful environment to work in!
I believe that I can contribute to UW-Superior by:

- Helping to brand UW-Superior as the “go to” university for distance learning opportunities.
The most important things that drew me to UW-Superior were:

- Its welcoming and all-encompassing campus environment.
- The innovative academic programs, teaching performance, numerous campus volunteering activities, and good mix of research offered.
Ryan Matara
Director, Continuing Education

Working at UW-S gives me the opportunity to:

- Contribute to a university with a great mission,
- Pursue my passion for adult education,
- Watch my kids grow up near the shores of Lake Superior.
The most important things that drew me to UW-Superior:

- Everyone seems so nice.
- Great Lakes.
- Weather.
I am excited to work at UW-Superior because:

- UW-S values academics and opportunities to learn outside the classroom.

I am most looking forward to:

- Enhancing social, emotional, educational and physical development of students with health education outreach.
I am excited to work at UW-Superior because:

- Convergence of my career goals and the department’s current and future plans,
- Opportunity to develop new expertise,
- Dynamic leadership and friendly colleagues, suggesting a pleasant work environment.
Working at UW-S gives me the opportunity to:

- Make a difference in the lives of incoming and current students every single day.
I am most looking forward to:

- Being able to connect with future students,
- Share my UW-S experiences as an alum, and
- Continue to be a part of the growth at UW-S.
I am excited to work at UW-Superior because:

- It is exciting to be a part of a learning environment where students are challenged to think critically about themselves and their world.
- I love to teach and am excited to be challenged to develop new ways in which to engage students in their learning process.
- I love the idea of combining my professional “field” career with the academic environment; in hopes of bringing the real world into the classroom for students.
The most important things that drew me to UW-Superior:

- The size and culture of the institution.
- The work environment shown to me through the positive and welcoming interactions I had with faculty and staff.
- The location near my hometown of Park Falls, WI, and in the beautiful Twin Ports area.
I’m proud to be a Yellowjacket because:

- The Hive is small, The Mission is big...
- The Weather is cool, The Stinger is hot...
- The Student is the center, The Spirit is Gold and Black.
I am most looking forward to:

- Exploring more of this wonderful area.

I believe that I can contribute to UW-Superior by:

- Growing the Superior Outdoor Adventure Programs in participation, growth and program diversity.
I smile a lot, so working at UW-Superior puts it to good use.
Tom Wiberg
Power Plant Operator-In Charge, Facilities Management
I am excited to work at UW-Superior because:

- I love to learn new things.
- I love to work with smart people.
- I believe I look pretty good in black and yellow.
I am most looking forward to:

- Making meaningful connections and supporting the holistic development of students.
I am most looking forward to:

- Working with students, faculty and staff to improve the users’ E-Hive experience.
Devin Zenner
Athletic Trainer I, Athletics

I am most looking forward to:

- Getting to meet and work with all the athletes and coaches.
Welcome to Campus!
Additional Thoughts

- Handouts and this PowerPoint will be posted on the Provost’s website
- Spirit Fridays
- Show your support for our students by participating in theater, music and sporting events throughout the year
- Be sure to read the Staff Digest for important information
Thank You!

- Nicole Frost
- Mary Noyes
- Christina Cassano
- Debbie Seguin
- Joy Johnson
- Matthew Fijalkiewicz
- Mark Merrill
- Jay Conley
- Jim Patnaude
- Kathy Rutherford
- University Relations
- Facilities Staff
Have a Great Semester!
Have a Great Semester!

UNIVERSITY of WISCONSIN Superior