

October 2, 2015

Dear UW Colleges Colleagues,

Following a rigorous selection process, I am pleased to announce today the four new Regional Executive Officers/Deans for the University of Wisconsin Colleges:

- North Region: **Keith Montgomery** (currently CEO/ Dean at UW-Marathon County and interim CEO/Dean at UW-Marshfield/Wood County)
- Northeast Region: **Martin Rudd** (currently CEO/Dean at UW-Fox Valley)
- Southeast Region: **Jackie Joseph-Silverstein** (currently CEO/Dean at UW-Sheboygan)
- Southwest Region: **Charles Clark** (currently CEO/Dean at UW-Manitowoc)

I am confident these individuals are well prepared for their new roles and will work diligently to position the UW Colleges for the future to fulfill our important mission of access, student success, and transfer.

In their current roles as Campus Executive Officers and Deans, these leaders have earned the respect of the campus communities for their commitment to fostering effective educational experiences for students and building strong connections with local communities and businesses. That focus on academic quality and connections with external stakeholders will continue in their new roles.

The very high caliber of our candidate pool made these decisions very difficult. Thanks to all of you who provided input and counsel. I read every e-mail, every letter, and every resolution, and made note of every comment I received. Your keen interest and participation in this decision has been invaluable and is much appreciated.

As a result of these decisions, four of our current Campus Executive Officers and Deans will transition to new responsibilities as Regional Executive Officers and Deans. There are exciting opportunities ahead. At the same time, I also have deep compassion and regret for the disruptive impact of these decisions on our colleagues until we settle into our new structure. If we could have avoided this, we would have done so, but the budget imposed on us left limited options.

I have enormous respect for how all of our Campus Deans have accepted these changes with such dignity, understanding, and professionalism. The transition to Regional Executive Officers/Deans will begin immediately, with an expected completion date of mid-December. The current Campus Deans will play a key role in facilitating the transition and bridging new relationships.

While the Campus Executive Officer and Dean position will be phased out between now and the end of December, I am especially pleased that we have the opportunity to keep these outstanding individuals in the UW Colleges family. Following a transition period, all former Deans have the option of accepting faculty positions within the UW Colleges.

Naming our Regional Executive Officers/Deans is a critical first step in implementing our administrative reorganization plan. Now, with the input of these new leaders, we will proceed with identifying Associate Deans/Campus Administrators within each region. That process is already under way and we

expect to announce decisions early next month. We have prepared an [FAQ document](#) that addresses some of the specifics about the regional structure and transition going forward.

Again, this decision marks the beginning of a number of fundamental changes within the UW Colleges. I sincerely appreciate your involvement in and feedback about this process, and also thank those of you who have been actively involved in implementation planning. In focusing above all on our students, you embody our mission. I look forward to continuing to work with you as we build our new administrative structure together.

Very sincerely yours,

Cathy Sandeen

The news release is available at the following link:

http://uwex.uwc.edu/chancellor/communications/documents/Regional_Executive_Officer_Statewide_Press_Release.pdf