



Search for the Chief Wellness Officer
Marquette University
Milwaukee, Wisconsin

Marquette University (Marquette), a private, coeducational, Catholic, Jesuit institution, seeks an innovative and collaborative leader to assume the inaugural position of Chief Wellness Officer (CWO). The CWO, working closely with other leaders across the university, will lead the development and implementation of a holistic, multidisciplinary strategy for student health and well-being, integrating well-being into all facets of the Marquette student experience and aligning with Marquette's strategic plan "[Guided by Mission, Inspired by Change.](#)"

Marquette, one of 27 Catholic, Jesuit universities in the United States, is the largest private university in Wisconsin and has grown to be a major research university. Its attractive 98-acre campus on the edge of Milwaukee's downtown is home to a highly collegial community that includes 11,373 students (68% undergraduates), 1,237 faculty, and 1,500 staff who believe in transformational education that embodies the Jesuit ideal of being "a person for and with others." Through the formation of hearts and minds, Marquette prepares students to thrive as agents of positive change. Marquette has achieved recognition for connecting academic excellence and service to others, which is intrinsic to a Jesuit education. Marquette is consistently ranked among the top 20% of national universities, and is a leader in teaching, innovation, and career preparation. The university is deeply connected to the Milwaukee community with 80% of students participating in community service.

It is an exciting time to join Marquette's leadership team as CWO. The President and Provost announced the creation of the Chief Wellness Officer role in early 2024 with the expectation that the CWO will embed well-being into the many facets of the Marquette student experience. In creating this role, Marquette affirms its commitment to wellness as a central priority of campus life. This is a tremendous opportunity for the CWO, and the campus as a whole, to reflect and engage on issues of the Marquette community's physical, emotional, social, spiritual, intellectual, financial, environmental, and occupational wellness.

The CWO will provide critical vision and expertise to strategically assess, align, and oversee campus efforts related to health and wellness for Marquette's diverse student population. In support of this vision, the university is fully reimagining its Helfaer Tennis Stadium and Recreation Center (Rec Center) on campus as a comprehensive wellness and recreation facility. Slated to be completed in late 2024 and open in early 2025, it will bring together campus fitness and recreation facilities with the Counseling Center, Medical

Clinic, and the Center for Student Wellness and Health Promotion. The third and fourth floors of this building will be the Lovell Center for Student Well-Being in recognition of the efforts of President Michael R. Lovell and Amy Lovell to address mental health across Milwaukee and the region. This is now an even more poignant tribute as the community mourns and celebrates the life and contributions of President Lovell following his death in June 2024 after a long battle with a rare form of sarcoma.

Reporting to the Provost, the CWO will play a pivotal role in strengthening the fabric of Marquette's overall student health and wellness through integration of programming and collaborative leadership. Working closely with other campus partners and stakeholders, the inaugural CWO will be responsible for advancing a number of key tasks, outlined in detail beginning on page five of the document. A complete list of the desired qualifications and characteristics can be found at the conclusion of this document, which was produced with the support of Isaacson, Miller, a national executive search firm.

ABOUT MARQUETTE UNIVERSITY

"Marquette University aspires to be, and to be recognized, among the most innovative and accomplished Catholic and Jesuit universities in the world, promoting the greater glory of God and the well-being of humankind. We must reach beyond traditional academic boundaries and embrace new and collaborative methods of teaching, learning, research, and service in an inclusive environment that supports all of our members in reaching their fullest potential. Marquette graduates will be problem-solvers and agents for change in a complex world, so in the spirit of St. Ignatius and Jacques Marquette they are ready in every way to 'go and set the world on fire'." – Marquette University vision statement

As an institution committed to both teaching and research, Marquette offers undergraduate programs in 161 majors and minors and more than 70 doctoral and master's programs. The university is organized into 11 colleges and schools: Helen Way Klingler College of Arts and Sciences; J. William and Mary Diederich College of Communication; College of Education; Opus College of Engineering; College of Business Administration; Graduate School of Management (housed within College of Business Administration); College of Health Sciences; College of Nursing; Graduate School; School of Dentistry; and the Law School.

Marquette's 7,652 undergraduate and 3,721 graduate students hail from almost every state in the U.S. and from more than 80 countries with 65% of undergraduate students coming from outside of Wisconsin. The university's leadership continues to be committed to creating a diverse student body: 54% of Marquette's first-year students are women, 30% are students of color, and 23% are first-generation students. The vast majority (92%) of first- and second-year students live on campus.

Marquette students are encouraged to "Be the Difference." Their education within and outside the classroom is guided by Jesuit values including care for the whole person, individuals for and with others, and striving for excellence. The university aims to graduate students who are transformed by their education and who, in turn, will transform the world.

In early 2024, Marquette University unveiled “[*Guided by Mission, Inspired by Change*](#),” its aspirational, actionable strategic plan which aims to advance the campus’ strategic priorities, positioning the University to flourish as it seeks to be one of the most innovative and accomplished Catholic and Jesuit universities in the world. Rooted in Marquette’s Catholic faith and spirit of innovation, the plan reflects the campus’ commitment to forming students capable of responding to the needs of a diverse, dynamic world. The strategic plan outlines three foundational themes and goals:

Thriving students

Marquette will be the nationally recognized leader in the integration of student wellness, transformation, and success.

Healthy Campus

Marquette will identify as thriving in its culture of belongingness, care for the whole person (*cura personalis*), and be adaptable to ensure the health of the institution (*cura apostolica*).

Care for the World

Marquette will focus its talent to address the world’s challenges as identified in the Society of Jesus’ Universal Apostolic Preferences through our faith-inspired service and by growing our cutting-edge research in partnership with the Milwaukee community and beyond.

HEALTH AND WELLNESS RESOURCES AT MARQUETTE

The responsibility for the health and well-being of students is broadly shared across the academic and administrative organizations at Marquette, especially in the Division of Student Affairs. With the establishment of the CWO position, Marquette is creating an organization more firmly focused on the overall health and wellness of students that not only will help students who are struggling but will provide an overall positive and forward-looking approach to health – of the mind, body, and spirit – by bringing all key aspects of wellness, medical, fitness, and recreational programming under one roof. With this move, students will have access to the resources they need and a better understanding of all aspects of health and how they work together, creating a more holistic approach to health and well-being.

The Office of the CWO will bring together the following organizations:

MEDICAL CLINIC

The Marquette University Medical Clinic is committed to quality care and preventative health education for the university community, and providing it in the most accessible, efficient, sensitive, confidential, and affordable manner possible. For more information on the Medical Clinic, visit:

<https://www.marquette.edu/medical-clinic/about-us.php>

RECREATIONAL SPORTS

The Department of Recreational Sports embraces the Jesuit philosophy of education in developing the mind, body, and spirit fostering the out of classroom experience. Recreational Sports facilitates the transformational learning experience by engaging students in a comprehensive wellness and activities program to develop and promote healthy lifestyles, leadership development, and lifetime skills and sportsmanship. For more information on Recreational Sports, visit:

<https://www.marquette.edu/recreational-sports/mission.php>.

COUNSELING CENTER

It is the Counseling Center's mission to promote a holistic approach to the psychological health and development of all students, which contributes to the attainment of their educational objectives at Marquette as well as responsible community membership. Rooted in a commitment to culturally competent and evidence-based practices, the Counseling Center addresses the needs of students and consults with faculty and staff in order to enhance the well-being of students. The Counseling Center offers campus mental health services in the form of individual and group counseling, psychiatric services, and crisis services. The Counseling Center emphasizes being a visible presence on campus and builds partnerships with the campus community through outreach and consultation services. Finally, the Counseling Center contributes to the development of mental health professionals through training opportunities for graduate students and post-doctoral residents. For more information on the Counseling Center, visit: <https://www.marquette.edu/counseling-center/mission-and-diversity-statements.php>.

CENTER FOR STUDENT WELLNESS AND HEALTH PROMOTION

The mission of the Center for Student Wellness and Health Promotion is to advance holistic wellness for Marquette students, in unity with *cura personalis*, through education and empowerment of the [eight dimensions of wellness](#), advocacy services, alcohol and other drug education, and mental health programming, along with collaborative campus-partner efforts for a well-balanced, successful life. For more information on the Center, please visit: <https://www.marquette.edu/student-wellness/>

The Office of the CWO will be expected to work closely with the Campus Assessment Response and Education (CARE) Team, a cross-functional team that assesses, refers, and/or responds to students identified as demonstrating emotional distress in a coordinated and comprehensive manner with dignity and respect, to help them succeed and to ensure the safety of the university community as a whole. The CARE Team's primary purpose is to make sure students are emotionally well enough to function academically and are safe to be on campus. This is accomplished by helping students connect with professional care providers in order to resolve behavioral and emotional difficulties. Toward that end, the CARE Team refers to well established action guidelines. The particular action taken in an individual situation depends upon the circumstances of that student's condition and the severity of the situation. For more information on CARE, visit: <https://www.marquette.edu/student-affairs/care-team.php>

THE WELLNESS AND HELFAER RECREATION CENTER

Nearly 50 years ago, a transformational gift from the Helfaer family established Marquette's current recreation facility, dramatically improving the campus. Given today's focus on both health and wellness, and in alignment with the strategic plan and campus priorities, the university looks to build on its culture of wellness and *cura personalis* (care for the whole person) through a complete renovation that will transform the Helfaer Tennis Stadium and Recreation Center into the new Wellness and Recreation facility. When completed in late 2024, it will bring together campus fitness and recreation facilities with the Counseling Center, the Medical Clinic, and the Center for Student Wellness and Health Promotion – student-centric services that are currently dispersed across campus.

The approximately \$80 million, 180,000-square-foot facility will combine completely renovated portions of the Rec Center, including significantly updated facades with added windows, along with a newly constructed three-story wellness tower that will sit in the core of the facility. Using an existing building footprint and some of its structures supports sustainability and fiscal responsibility.

The facility aims to foster community, inclusiveness, and engagement, and provide a destination on campus that supports all key aspects of wellness, medical, fitness, and recreational programming under one roof. It is slated to open in early 2025.

ROLE OF THE CHIEF WELLNESS OFFICER

Reporting to the Provost, the Chief Wellness Officer will lead the development of a holistic, sustainable, multidisciplinary strategy for student health and well-being. The CWO will leverage and synthesize resources, rigorously assess progress, and nimbly adapt to changing needs, ensuring the university provides comprehensive, appropriate, compliant, and coordinated care to all students at the undergraduate and graduate levels.

To educate and promote awareness of student health trends and well-being, building highly collaborative, collegial relationships across Marquette and beyond will be critical to the success of this highly visible role. To build buy-in and support, the CWO will be actively engaged in the life of the campus community; early on, this individual will work to gain an understanding for and appreciation of Marquette's distinguished culture and identity as well as develop the context for the university's wellness agenda.

The CWO will cultivate exceptional relationships across all areas of campus, including with the Office of Belonging & Student Affairs, the Office of Disability Services, the Lemonis Center for Student Success, all schools and colleges, Mission and Ministry, and Human Resources (for faculty and staff wellness). Convening campus partners to build credibility, the CWO will break down silos to bring the full expertise and focus of the university to bear on the challenge of improving student well-being. The CWO will be a

leader who integrates the wellness area with the broader university and brings innovation, vision, and strategic leadership to the role.

The inaugural CWO will also be a champion and fierce advocate for wellness externally, attending university-related events alongside other university leaders and University Advancement professionals to broadcast the efforts advanced to improve the health of the student body and the broader campus community. This individual will gather relevant data and articulate internal and external health and wellness trends, sharing stories with key stakeholders that will assist in building a compelling case for fundraising priorities designated by the provost and president.

The CWO will be responsible for the management of 39 staff of highly specialized and trained health and wellness professionals including the directors of the Marquette [Medical Clinic](#), [Counseling Center](#), [Recreational Sports](#), and the [Student Wellness and Health Promotion Program](#). A strong and committed staff is in place across the CWO's units, and will be indispensable to their mission to more cohesively support and advance health and wellness to students and the broader Marquette community. As the CWO furthers their units' reach and impact across campus, they will assess and oversee recruitment and retention of talent critical to delivering on its mission.

In addition to the description above, the CWO will serve as a member of the University Leadership Council and will also be expected to:

- Provide leadership, strategic vision, organization and administrative oversight of campus-wide programs, services, and operations designed to support and advance the overall well-being of Marquette's diverse student population.
- Ensure that student health and well-being services are communicated effectively and in a coordinated, accessible manner to students to provide a correlation to Marquette's strategic priorities and themes of thriving students, healthy campus, and care for the world.
- Collaborate with campus and external partners to educate and promote awareness of student health trends and well-being challenges; form and convene cross-campus groups as needed; ensure that the scope of health and wellness services reflect the priorities of the university; remain abreast of emerging trends, best practices and requirements; and provide strong and effective stewardship of Marquette's mission and values.
- Work closely with relevant university units and subject matter experts in the event of public health and/or infectious disease emergencies and assist with the development of policies and dissemination of information that ensures the health and safety of the student and campus community.
- Engage in fundraising activities with benefactors who have an interest in supporting student health and well-being working with University Advancement and in collaboration with Deans across the University's schools and colleges. Gather relevant data, articulate internal and external

trends, and share stories that will assist in building a compelling case for fundraising priorities designated by the provost.

- Ensure compliance with university policy, state, and federal laws.
- Assess resource needs and develop budget recommendations.
- Provide the Office of the Provost and Human Resources with information about emerging trends and best practices regarding employee wellness.

QUALIFICATIONS AND CHARACTERISTICS

A successful candidate will have a demonstrated understanding of Jesuit, Catholic values and a commitment to diversity, equity, and inclusion. The successful candidate will be an experienced leader with a high level of energy and drive. The CWO must vigorously engage with all cohorts of the Marquette community, including but not limited to students, faculty, staff, and alumni.

- A master's degree in health, counseling, wellness management, student affairs administration, higher education, or an appropriately related field. A terminal degree is preferred;
- At least seven years of relevant and progressive leadership and track record of success in the management and supervision of health, mental health, health promotion, or a closely related field. Experience working in higher education is preferred;
- Ability to design, implement, and assess a strategic vision for the well-being of the Marquette community;
- Knowledge of both current and emerging health and well-being issues and concerns among university students including but not limited to familiarity with the American College of Health Association Healthy Campus Framework;
- Knowledge of health care insurance and medical and mental health needs
- A passion for student formation and experience in student development and care;
- Commitment to excellence in the service of students and the entire Marquette community;
- Demonstrated experience in and success with leading a wide range of highly trained professionals serving diverse campus populations;
- Exceptional oral, written, and digital communication skills;
- Exceptional collaboration skills that build trust both within and beyond its units, including partners from the faculty, athletics, campus safety, human resources, and general counsel;
- Ability to manage crisis situations with impeccable judgment, transparency, compassion, and firmness;
- Experience with and demonstrated ability to manage legal and compliance risks, including the creation and modification of appropriate policies and procedures to ensure compliance with federal, state, and accreditation requirements;
- Comfort operating within ambiguous or uncertain environments;
- Conscientious management of confidential and sensitive information;
- Grant-writing experience.

LOCATION

Marquette is located on a 98-acre campus in the near-downtown Milwaukee neighborhood of University Hill. Lake Michigan is roughly one mile east of the edge of campus. Milwaukee is the largest city in Wisconsin and the 23rd largest city in the United States. It has one of the highest per capita student populations in North America. The population is approximately 600,000 and approximately 1.8 million people live in the metropolitan area. Milwaukee is highly diverse, with about 39 percent of residents identifying as African American, and 15 percent Hispanic/Latino citizens.

Milwaukee is one of America's great cities, combining a dynamic urban community with a rich cultural heritage. There is also accessibility to parks, Lake Michigan, and other outdoor recreation. It is a popular venue for road and mountain biking, hiking, cross country skiing, sailing, windsurfing, ethnic dining, and cultural festivals. Milwaukee's Summerfest lays claim as the world's largest music festival. The city is recognized for its art and historical museums, fine dining and hotels, professional sports, gardens and parks, and the Milwaukee County Zoological Gardens. Milwaukee also has two opera companies, a nationally renowned ballet and symphony, and several live theatre companies whose offerings range from Broadway musicals, Shakespeare, and the classics to smaller, regional productions. The home of the 2020-21 NBA World Champion Milwaukee Bucks, Milwaukee also hosts professional baseball, arena football, indoor soccer, and hockey teams. It has excellent transportation service. To learn more, see visitmilwaukee.org.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Applications (resume and cover letter), inquiries, nominations, and referrals should be sent to the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/marquette-university/chief-wellness-officer>. Salary will be commensurate with experience.

Julie Filizetti, Rafa Escobedo, Katie Pusecker
Isaacson, Miller
1000 Sansome Street, Suite 300
San Francisco, CA 94111

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