



## **UNIVERSITY OF WISCONSIN - WHITEWATER**

### **CAMPUS PROFILE**

**Fall 2009**

Recognized as an outstanding comprehensive public university for its academic strengths, innovative programs and personalized services, UW-Whitewater is focused on the future and dedicated to helping its students succeed in the world of the 21<sup>st</sup> century. UW-W seeks an exceptional individual to serve as Provost and Vice Chancellor of Academic Affairs who will provide visionary leadership to the Division of Academic Affairs and engage in the university community in what promises to be an exciting and dynamic era of education and service.

#### **Background and Overview**

Founded in 1868, the University of Wisconsin-Whitewater is a thriving regional comprehensive university enrolling more than 10,800 students. It is located in a community of 14,000 people near both rural recreational areas and the metropolitan areas of Milwaukee and Chicago.

UW-Whitewater's primary focus is on quality teaching within a dynamic learning community. With 46 undergraduate and 12 graduate degree programs, the university provides students with a vibrant array of academic opportunities, delivered in an environment that values diversity and personal fulfillment. These career-oriented undergraduate and graduate programs offer students a unique blend of general and professional educational experiences. The more than 1,000 members of the faculty and staff strive to extend personal attention to all students and are committed to providing practical experiences that will enhance learning both inside and outside the classroom.

UW-Whitewater has professional accreditations including the AACSB-International, Council on Social Work Education, American Speech-Language-Hearing Association, National Association of Schools of Music, National Council for Accreditation of Teacher Education, National Association of Schools of Art and Design, the Council for Accreditation of Counseling and Related Educational Programs, the National Association of School Psychologists, and the Wisconsin State Board of Accountancy. As one of the 13 institutions located on 26 campuses within the University of Wisconsin System, UW-Whitewater is part of a network of campuses that serves more than 172,000 students statewide.

## Campus Leadership

In spring 2008, Richard Telfer, the former Provost and Vice Chancellor for Academic Affairs, was named the 15<sup>th</sup> Chancellor of UW-Whitewater. Reporting directly to the Chancellor are the Provost and Vice Chancellor for Academic Affairs, an Assistant Chancellor for Student Affairs, the Intercollegiate Athletic Director, the Vice Chancellor for Administrative Affairs, and the Assistant Chancellor for University Advancement. The Provost oversees all academic, research and public service activities and units that support these activities. Those reporting indirectly to the Chancellor include the Assistant to the Chancellor for Affirmative Action and Equal Opportunity, and the Associate Vice Chancellor for Budget and Finance. These reporting relationships are summarized in Fig. 1.

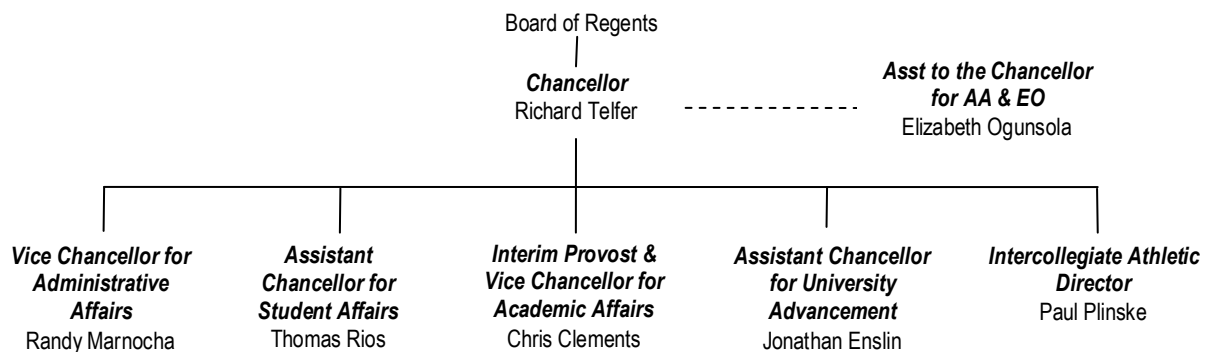


Figure 1. *Administrative Organizational Chart*

## Student Profile

UW-Whitewater is a residential campus with approximately 40 percent of undergraduate students living in campus-owned housing. The average age of undergraduates is 22 and more than 50 percent are first-generation students. Graduate School enrollment has grown at a steady pace in the past decade and now includes more than 1,250 students. Students of color comprise about 10.5 percent of the student body – the second largest minority enrollment among UW System comprehensive schools. Approximately 6 percent of all students are from outside the state of Wisconsin. With accessible facilities and academic programs, UW-Whitewater has a select mission to serve students who have disabilities and has the largest percentage of students with disabilities in the UW System.

## Areas of Whitewater Excellence

UW-Whitewater was ranked as one of the top 15 Midwestern public universities-master's level in 2008 by *U.S. News and World Report*.

The Online MBA program was named one of the nation's top 25 online business programs in the latest ranking by *U.S. News and World Report*.

Eight times since 1984 the Management Computer Systems program has been ranked the number one four-year program in the United States and Canada by the Association of Information Technology Professionals.

UW-Whitewater provides statewide leadership in bilingual education, having used federal support to help train more than 200 fully certified bilingual education teachers who address critical shortages in Wisconsin schools.

UW-Whitewater has the largest program for first time licensed teachers in Wisconsin, with more than 2,200 students enrolled in eight departments.

UW-Whitewater Department of Social Work is one of the largest social work programs among 400 accredited programs in the United States.

UW-Whitewater has a nationally recognized program for students with disabilities, participated in the first National Intercollegiate Wheelchair Basketball Tournament (NIWBT), and has won the NIWBT seven times, the most recent victory coming in 2007.

UW-Whitewater has a strong athletics program, capturing three national championships since 2005 in football, baseball, and women's volleyball.

The new Timothy J. Hyland Hall business building, a \$41 million project, opened in July 2009. The 217,000 square foot facility and 35 classrooms, will meet the needs of modern business education and provide consolidated space for the university's business outreach centers.

From 1991 to 2007, UW-Whitewater appeared in the top ten nationally on the Uniform Certified Public Accountant (CPA) exam 17 times, the most of any university in the country.

### **Student Achievements**

Student involvement and volunteerism is highly valued, consistently surpassing like institutions on these indicators on the National Survey of Student Engagement and raising more than \$60,000 in donated funds 2007-08.

UW-Whitewater's student American Marketing Association was selected the Outstanding International Chapter three times since 2002 – and has won the top chapter award more times than any other university in the program's 27-year history.

The UW-Whitewater chapter of the Society of Physics Students was named the nation's Outstanding Chapter in 2002 by the American Institute of Physics – the 10th time UW-Whitewater students received the top honor in 11 years.

Undergraduate research is a high academic priority at UW-Whitewater, and the university hosted the National Conference on Undergraduate Research in spring 2002 with nearly 3,000 participants.

The UW-Whitewater student chapter of the Society for Human Resource Management (SHRM) has captured the Superior Merit Award for the 22nd consecutive year. This is the highest honor a chapter can receive from the national organization.

Ten UW-Whitewater students have received the Richard G. Gaarder Award for the Outstanding Senior in Music Education in Wisconsin since the Wisconsin Music Educators Association established the award in 1998.

UW-Whitewater theatre students have received American College Theatre Festival regional and national recognition for their playwriting, acting, costume design, lighting design, and stage management work.

Since 2001, UW-Whitewater's Electronic Media students have won five national awards and numerous state awards. In both 2003 and 2004, students in UW-Whitewater's radio and television program won the top award from MTV Network in a national collegiate competition for the best public service announcements.

### **Research and Scholarship**

Extramural funding attained by UW-Whitewater faculty has consistently increased in recent years and now averages more than \$6 million per year. The university offers extensive resources for faculty seeking outside grant funding through Research and Sponsored Programs. UW-Whitewater has a strong tradition of applied research efforts that translate into direct value and relevance for Wisconsin citizens. The university is also deeply involved in business outreach, educational programs and community service, with programs that support small business development, e-commerce, global market development, and patenting and licensing innovation.

Examples of research and service include:

*Baccalaureate Expansion:* The Registrar's Office, in collaboration with the College of Letters and Sciences, has received more than \$80,000 in grant funding from the University of Wisconsin System to develop a new outreach program designed to increase the number of college graduates in the state of Wisconsin.

*Global Education:* The University is committed to preparing students to participate in the global economy. The campus' record sixth U.S. Department of Education Business and International Education grant supports efforts by our Global Business Resource Center to introduce an international business major, offer the NASBITE sponsored Certified Global Business Professional certification, and initiate the Babel 3.0 project to enhance the global collaboration capacity of major multinational corporations in the state of Wisconsin. The Office of International Education and Programs also manages a \$100,000 grant from the Institute for Study Abroad for scholarship support of exchange students, students from underrepresented groups, and students engaged in intensive foreign language studying abroad.

*Horizons Matinee:* Elementary and secondary students from across southern Wisconsin experience high-quality performing arts at a reduced cost through the Irvin L. Young Auditorium program. In an average year, more than 25,000 area students attend Young Auditorium performances across the creative spectrum, from Shakespeare and Greek tragedy to modern American theater.

*Low Income Tax Clinic:* The University of Wisconsin-Whitewater Low Income Taxpayer Clinic provides low-income taxpayers with free tax assistance, including educating taxpayers regarding their rights and responsibilities through workshops and providing vital controversy services for Wisconsin residents for whom English is a second language.

*The Management Computer Systems (MCS) Consortium:* In partnership with companies such as Harley Davidson, Quad Graphics, CNH, and Team Soft; students at UW-Whitewater are developing shared products for the companies, such as software for organizational problem-solving. The work provides high-level experiences for students and creative solutions for companies.

*Project SWEETT (Southeastern Wisconsin Educational Excellence through Teacher Training) National Professional Development:* Federal funding of more than \$1 million is helping UW-Whitewater address a critical shortage of bilingual educators and administrators. Whitewater is in the heart of a demographic shift that has placed thousands of English language learners in the educational system. More than 100 educators have been trained in the program to date.

*Scientific Scholarly Success:* Whitewater faculty recently received more than \$200,000 in National Science Foundation awards to support research that advances discovery and understanding while promoting teaching, training, and learning. Faculty are engaged in intensive research in diverse disciplines from arbitration and the cultures of justice in colonial India and Britain to the importance of loess mantle to the evolution of Midwestern soil cantenas, and the spatio-temporal (4D) atmospheric environments of jet contrail outbreaks for potential mitigation of their climactic impact.

### **Commitment to Diversity and Disability Access**

UW-Whitewater has earned a statewide reputation for its commitment and track record on diversity. In fall 2007, 10.5 percent of UW-Whitewater's undergraduate enrollment and 11.5 percent of the freshman class were students of color. However, multicultural graduation rates are below the state average and more efforts are needed. The diversity of UW-Whitewater's faculty and academic staff is 21.1 percent and 11.3 percent, respectively. In 2005, the university had 11 percent of minorities and 40 percent women in positions of leadership.

The Academic Support Services office steers programs for students from disadvantaged, low-income and multicultural backgrounds. The office's philosophy is to reach into middle and high schools and begin preparing students with potential for college success. With a suite of 18 programs, including Upward Bound, the office helps guide students through the high school to college transition. It also supports these students through graduation and prepares the best students for graduate and professional schools through the McNair Scholars program, which won the prestigious Lydecker Award in 2006.

Access for students who have disabilities is another hallmark of UW-Whitewater, which was given a select mission by the UW System in 1974 to provide extensive services to promote student success. One such service is Project ASSIST, a comprehensive program that provides academic support to UW-Whitewater students with disabilities and has a freshman to sophomore retention rate averaging 83%. The program is based on the philosophy that specific strategies can

teach students to become independent, successful learners. A variety of programs at UWW work to provide access and services for all undergraduates with services such as academic support, transportation, training, assistive technology, work experience and internships. *Mobility Magazine* ranked UW-Whitewater as one of the Top 10 campuses in the nation for accessibility.

## **Academic Programs and Resources**

### ***Arts and Communication***

UW-Whitewater is one of only three campuses in the UW System to have a college for the arts and is among a growing number nationally to have communication as part of a combined College of Arts and Communication.

The Greenhill Center for the Arts, the largest academic building at UW-Whitewater, houses the College office; the departments of Art, Music, Theatre/Dance and the Multimedia Studies program. A place of vigorous student life and creative activity, the Center features a 350-seat music recital hall, the 425-seat Barnett Theatre, a 160-seat experimental theatre, and the 2,400 square foot Crossman Art Gallery. The Center also features three arts computer laboratories with 16-20 work stations each, including one of the most advanced in the state, plus sculpture and ceramics areas, printmaking facility, and metals and jewelry graphic-design studios.

Excellent facilities for music study and rehearsal include 34 individual practice rooms and a professional quality digital recording studio. Theatre students have full access to theatre and backstage facilities, including the adjacent 1300-seat Irvin L. Young Auditorium.

Programs in the Communication Department are based in Heide Hall and include other facilities on campus as well. Cable 196, the university TV programming facility, and the campus/community WSUW-FM radio station, one of only three student-operated radio stations in Wisconsin, provide direct student experience in broadcast communication. Journalism students have writing, editing, and management opportunities with the “Royal Purple,” a weekly student newspaper.

### ***Business and Economics***

The award-winning UW-Whitewater College of Business and Economics, with enrollments of approximately 3,300 undergraduate students and 750 graduate students, is among the largest business programs in the nation. The two major graduate programs include the Masters of Business Administration program, which is the largest in the UW System, and a Masters of Professional Accountancy. The College has a long tradition of excellence in business and management education in the state and has been AACSB-International accredited since 1974.

The average class size for business majors is about 40 students. All instruction in the College of Business and Economics is by faculty and staff who hold advanced degrees, most with doctoral degrees, and who are actively engaged in professional research and service activities.

UW-Whitewater College of Business and Economics students have earned top national honors and awards in competition against other colleges and universities. These include student chapter

organizations of the American Marketing Association, the Association for Information Technology Professionals, Beta Alpha Psi, the Institute of Management Accountants, the American Production and Inventory Control Society, Phi Beta Lambda, Pi Sigma Epsilon, and the Society of Human Resources Management.

The College is in the construction phase on a new \$40.5 million academic building. Hyland Hall has 35 classrooms, 100 faculty offices, a trading room, a café, two 150 and one 400 seat auditoriums, and state of the art technology throughout. The building will open for classes in fall 2009.

### ***Education***

The preparation of teachers has been a central part of the mission of UW-Whitewater since its founding in 1868 and subsequent development as a teacher's college, state college, and state university. For more than 140 years, UW-Whitewater education graduates have been among the most respected in Wisconsin.

The UW-Whitewater College of Education is located primarily in Winther Hall and is structured into eight departments: Communicative Sciences and Disorders; Counselor Education; Curriculum and Instruction; Educational Foundations; Health, Physical Education, Recreation, and Coaching; Leadership and Military Science; Occupational and Environmental Safety and Health; and Special Education.

In the non-licensure areas of Occupational Safety, Leadership and Military Science and Physical Education, students are trained to serve as industrial safety personnel, military officers, or as directors of wellness programs, fitness center managers, or recreation leaders.

The Minority Teacher Preparation Program enhances minority high school and college students' awareness of career opportunities in education and also provides the tutoring, counseling and networking support needed to help them achieve academic success.

The College of Education provides its students with a variety of opportunities to get experience in the field. One program recognized as a national model is the Milwaukee Experience Program. This highly acclaimed program provides students with a first-hand view of the challenges and rewards of teaching in an urban setting.

The Wisconsin Instructional Technology Resource Center, a state-of-the-art facility that studies the use of instructional technology in the public school classroom is housed in the UW-Whitewater College of Education.

The College has recently celebrated its 50th anniversary of continuous accreditation from the National Council for Accreditation of Teacher Education (NCATE). The College has an outstanding International Education program which feature study tours, serve and learn experiences, and opportunities to student teach abroad in Jamaica, Australia, Sweden, Mexico

and Hungary. UW-Whitewater is one of the original institutions that were first accredited when NCATE was founded in 1954.

The Department of Special Education undergraduate Cross Categorical Programs and the Masters Advanced licensure program were reviewed and nationally recognized by NCATE and the Council for Exceptional Children. Strengths of the program included the quality of the field experiences as well as the outcome data of graduates. The Masters' Advanced licensure program is new to the department having been launched in fall 2007 and received national recognition in spring of 2008.

### *Letters and Sciences*

A liberal arts education, consisting of knowledge of the humanities, natural sciences, and social sciences, provides the foundation of a university experience, igniting intellectual curiosity and developing habits of mind which encourage life-long learning.

The College of Letters and Sciences is largely responsible for the General Education program which is organized around a sequence of interdisciplinary core courses. In addition, the College offers majors and minors complemented with the applied experience available through internships, field work, study abroad, and undergraduate research. Through the foundation courses and courses in the major and minor, skills of critical thinking, analytical problem solving, quantitative reasoning, appreciation of diverse cultures and people, civic responsibility and engagement, and communication are developed and reinforced. In addition to the humanities, social sciences and sciences traditionally associated with Letters and Sciences, the College offers programs in emerging career-oriented areas such as forensic science, legal studies, public history, geographic information systems, publishing, and criminal justice. Pre-professional programs in law, medicine, veterinary science, chiropractic, and pharmacy, also part of the college, prepare students for further study and careers. Programs in Integrated Science and Business, Public Administration, and Management Computer Systems are offered in collaboration with the College of Business and Economics; a program in Marine Biology is offered through collaboration with Deakin University in Australia.

The College of Letters and Sciences consists of thirteen departments with more than 180 faculty and instructional staff, all of whom possess terminal degrees. Many have achieved distinction as teachers, researchers, and community leaders. Consistent with the central teaching mission of UW-Whitewater, Emeritus Professor Robert Burrows of English, Professor John Kozlowski of Political Science, and the Department of Languages and Literatures have all been recipients of the Regents' Award for Teaching Excellence in recognition of their outstanding contributions to student learning. These awards are highly competitive, awarded selectively to faculty and programs in the twenty-six campus University of Wisconsin System. Faculty are active researchers in such areas as mapping the galactic plane, the neuroscience of addictive behavior, the impact of jet contrails on climate, Native American legal issues, and new urbanism. To support their research, many are successful grant writers and actively work to involve undergraduate students in their research agendas.

Currently, the College occupies offices and classrooms in seven buildings on campus. Upham Hall houses the science programs and has recently undergone a \$28.5 million renovation, making it one of the finest science instructional facilities in Wisconsin. The renovation has transformed a forty year old building into a sleek science center with wired classrooms, modern research laboratories, and more than 34,000 square feet of additional space. Over one million dollars worth of new science equipment has been purchased as part of the project and is currently being incorporated into classes and laboratory assignments, so that students have access to the most current technology. Future plans include a major renovation of Carlson Hall to consolidate the social sciences and humanities programs.

### ***General Education***

The UW-Whitewater General Education Program attempts to provide students with the critical thinking and communication skills needed to succeed academically and the core undergraduate knowledge and concepts useful for future career opportunities.

Recognized as a UW System model for its comprehensive scope, the General Education Program at UW-Whitewater gives breadth and balance to a university degree with the requirement of five core courses in the Arts, Humanities, and Social Sciences, and required courses in Natural Sciences and Mathematics, as well as proficiency course requirements.

General Education provides a base for career opportunities now and in the future which will require individuals who can actively respond to changing work environments, continue to learn and grow on a life-long basis, and work cooperatively with people of diverse backgrounds.

### ***Instructional, Communication and Information Technology***

Instructional, Communication and Information Technology (iCIT) is proud to offer high-quality technology environment to students, faculty, staff, alumni and friends at the University of Wisconsin-Whitewater. iCIT is committed to fulfilling and enhancing the goals of the UW-W community by providing these core services:

- Maintains reliable, flexible and secure technology infrastructure.
- Supports the use of technology in instructional delivery.
- Provides infrastructure and support for communication services, such as email, website management and teleconferencing facilities.
- Provides support for office technology.
- Supports implementation and maintenance of Enterprise and departmental systems.
- Provides strategic planning and policy development for information technology on campus.

The Learning Technology Center (LTC) unit enables faculty and instructional staff to incorporate technology in classroom instruction, to utilize web-based course management system and other on-line delivery of courses, and creation of digital components of courseware. The

LTC provides workshops and supports faculty technology development to enable effective deployment of technology that positively affects student learning. UW-W is a leader in Course Management System deployment among UW campuses. The unit also maintains hardware, software, networking and print services for student computing. There are over 130 high tech classrooms. General access labs are open for 90+ hours per week and offer state of the art “collaboratory workspaces” and digital media tools.

The Office Technology and Enterprise Communications (OTEC) unit manages the entire equipment life-cycle: purchase, setup, redeployment and surplus. Training Services offers computer training to faculty and staff for a variety of applications. Enterprise communications, including web-enabled access to email, calendar, and documents allows for “anytime/anywhere” accessibility.

Many recent iCIT projects enabled campus communication and collaboration goals. A nearly ubiquitous wireless network allows students and employees to access online resources from anywhere on campus. Web Content Management provides colleges and departments with greater website consistency and ease of maintaining content. iCIT projects have also lead to deploying emerging technologies like podcasting, digital signage, student response systems, and web and video conferencing.

### ***School of Graduate Studies and Continuing Education***

The School of Graduate Studies and Continuing Education is responsible for programming in eight areas—Graduate Studies, Credit Outreach, Summer Session & Winterim, Continuing Education Services (camps and conferences), Research and Sponsored Programs, Learning Communities, LEARN Center (faculty development), and Domestic & Travel Study Tours—that serve more than 28,000 internal and external constituents annually.

The Graduate Office provides services and support from initial inquiry through graduation for the more than 1,300 students who enroll each semester in the institution’s 12 graduate programs, offered in the areas of business, education, and human services. Enrollments have grown by more than 50% over the past decade, pushing UW-Whitewater to become the third largest of the 11 comprehensive schools in the UW System that offer graduate programming.

Working collaboratively with academic departments across campus, the division also serves more than 5,000 traditional and non-traditional students annually through its Summer Session, Winterim, and Credit Outreach programs. More than 125 courses are delivered annually through these programs using either web-based technology or are delivered onsite at locations throughout southeastern Wisconsin. Continuing Education Services oversees the development and administration of more than 100 athletic and performing arts camps, field competitions, tournaments, institutes, seminars, conferences, workshops, emeriti events, clinics, and short-term classes that serve more than 20,000 participants annually – making it one of the largest and most comprehensive non-credit operations in the UW System.

Since its inception in 1998, the award-winning Learning Enhancement, Assessment, and Research Network (LEARN) Center has provided programming that has led to more than 5,600 contacts with the university’s faculty and instructional staff, engaging them in more than 14,900

hours of instructional/professional development. Similarly, staff in the Office of Research and Sponsored Programs schedule more than 200 face-to-face appointments annually with faculty and staff. While continued growth in extramural activity remains a vital goal for the campus, the efforts of the ORSP staff have led to a more than 200% increase in extramural acquisitions over the past 12 years.

Finally, the Learning Communities Program has grown from one community in fall 2003 to 12 in fall 2008 and now involves more than 240 incoming freshmen. The progressive design of the program has improved freshmen-to-sophomore retention levels among participants, earned recognition from the Governor's office for its service-learning work, and helped make it a recipient of a three-year Carnegie CASTL Grant.

### ***University Library***

The University Library takes a leadership role in providing research resources in support of the University's instructional programs, research, administration, and outreach activities. Over two million items are in the Library's collection, including over 680,000 volumes of books and other paper materials including government documents and 15,000 print and electronic journals. The Library's online course reserves, 180 online databases (including the shared electronic resources of the University of Wisconsin System libraries), ejournals and ebooks are available around the clock. Local holdings are supplemented by an efficient system-wide borrowing service as well as access to libraries in and beyond Wisconsin via interlibrary loan and commercial document delivery services.

The Library provides high-quality services to on- and off-campus students, faculty, staff, and the area community, including in-person and 24/7 virtual reference assistance, information literacy training, and general library instruction in the use of research resources. The Library's facility provides a variety of comfortable spaces for individual and group work, quiet study areas, laptop and digital projector checkout for in-house use, and wireless network access throughout the library.

### ***Intercollegiate Athletics***

UW-W participates in the Wisconsin Intercollegiate Athletic Conference (WIAC) and is a member of the National Collegiate Athletic Association (NCAA) Division III with a 20-sport program comprised of 11 women's and 9 men's teams. Over 600 student-athletes participate and over 40 coaches and support staff are employed. The Warhawks have had 65 student-athletes named WIAC Scholar Athlete of the Year and forty-five have been named Academic All-Americans. In school history, the teams have won over 75 conference titles, seven national team titles (Women's Golf, Men's Basketball, Men's Baseball, Men's Football and Women's Volleyball), and has had 19 individual national champions.

### ***Finance and Facilities***

The University's operating budget is \$192 million, and the Foundation's endowment exceeds \$13 million. University resources are constantly invested in faculty development, instructional

technology, and classroom and laboratory renovation following priorities set in its strategic plan. New construction and renovations are also happening with Student Affairs facilities including the \$20 million dollar renovation and new construction of the James R. Connor University Center that opened in January, 2008, a \$2 million renovation recently completed in the University Bookstore, and a \$35 million suite style residence hall with LEED Silver certification and universal design elements scheduled to begin construction in the fall of 2008.

### **Information for Applicants**

Nominations and applications should be submitted electronically to [provostsearch@uww.edu](mailto:provostsearch@uww.edu). Applications will be treated confidentially, and should include a cover letter expressing interest and summarizing the candidate's qualifications for the position, a vita/resume, and names, titles, phone numbers, and email addresses of five references. **The committee will begin screening applications 8 September 2009**, and anticipates inviting finalists to the campus for interviews in early November 2009. **The preferred start date for the position is 1 January 2010.**

In accordance with Wisconsin's Open Records Law, requests for confidentiality by nominees and applicants will be honored, if so requested, except that names and titles of the finalists must be disclosed.

To learn more about the position (and university) go to the *Provost Search* link at:  
[www.uww.edu](http://www.uww.edu)

**or contact**

Dean John Stone  
Chair, Provost Search and Screen Committee  
Email: [stonej@uww.edu](mailto:stonej@uww.edu)  
phone: 262.472.1006

*The University of Wisconsin-Whitewater is an equal opportunity-affirmative action employer, and actively seeks and encourages applications from women, people of color, persons with disabilities, and all veterans. Names of finalists will be released, and a criminal background check will be conducted prior to an offer of employment.*