



Search for the Provost and Executive Vice President for Academic Affairs
Marquette University
Milwaukee, Wisconsin

Marquette University, a private, coeducational, Catholic, Jesuit institution in Milwaukee, Wisconsin, seeks a dynamic and strategic leader to serve as Provost and Executive Vice President for Academic Affairs (Provost/EVP). The Provost/EVP will join a dynamic and highly motivated President and leadership team and play an integral role in helping Marquette achieve its goal to be recognized among the most innovative and accomplished Catholic, Jesuit universities in the world. This is an opportunity to galvanize a close-knit community, dedicated to a shared mission of excellence, faith, leadership, and service, around the execution of its [ambitious strategic plan](#). The Provost/EVP will push Marquette to distinguish itself as a preeminent university, leading the way through a rapidly changing higher education landscape, grounded in its Catholic, Jesuit values, and further fostering the university's excellence in delivering a transformational education to students

[Marquette's mission](#) is the search for truth, the discovery and sharing of knowledge, the fostering of personal and professional excellence, the promotion of a life of faith, and the development of leadership expressed in service to others. The university aims to graduate students who are transformed by their education and who, in turn, will transform the world.

The university enjoys strong enrollment with approximately 11,400 students: 7,700 undergraduates, 3,700 graduate and professional (i.e., dental, education, health sciences, law, and nursing) students; students typically come from all 50 states and more than 60 countries. Founded in 1881, Marquette is one of 28 Catholic, Jesuit universities in the United States and is the largest private university in Wisconsin. Marquette's attractive 90-plus-acre campus on the edge of Milwaukee's downtown is home to a highly collegial community with more than 1,200 faculty members.

The incoming Provost/EVP will be joining the Marquette community at a critical moment. In 2024, Dr. Kimo Ah Yun was unanimously elected the 25th president of Marquette University by the Marquette Board of Trustees. In 2031, Marquette University will celebrate 150 years of serving God by delivering to its students a transformative education rooted in its Catholic, Jesuit mission. Heading into this milestone, the university remains committed to its mission, vision and guiding values.

Working closely with university leadership, the Provost/EVP will play a decisive role in shaping and implementing these plans and inspiring and supporting faculty, students, and the university community. The successful candidate will be an inspiring, visionary, collaborative, and strategic leader committed to elevating Marquette's reach and impact locally and nationally.

The Provost/EVP will successfully address several opportunities and challenges, which are outlined in greater detail beginning on page five of this document:

- *In concert with university leadership, lead efforts to enhance and implement the strategic plan and execute the Securing Our Future initiative.*
- *Inspire student success from enrollment through graduation and beyond.*
- *Grow and strengthen Marquette's diverse and inclusive community.*
- *Carefully steward and collaborate with stakeholders to increase resources to realize Marquette's ambitious objectives.*
- *Recruit, develop, and inspire a world-class faculty, and staff.*
- *Serve as a strategic, creative, and thoughtful partner on the Executive Leadership Team and with the Academic Senate.*
- *Communicate openly, make decisions with fortitude, and explain those decisions to the Marquette community.*

A complete list of the desired qualifications and characteristics of the Provost/EVP can be found at the conclusion of this document, which was prepared with the assistance of Isaacson, Miller, a national executive search firm. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

ABOUT MARQUETTE UNIVERSITY

Marquette University was founded in 1881 through the vision of Milwaukee's first archbishop, Rev. John Martin Henni, who named the institution after Rev. Jacques Marquette, S.J., a 17th century missionary and explorer.

In the ensuing decades, the university has expanded to encompass 11 academic divisions: Helen Way Klingler College of Arts and Sciences; College of Business Administration; J. William and Mary Diederich College of Communication; College of Education; Opus College of Engineering; College of Health Sciences; College of Nursing; Graduate School; Graduate School of Management; School of Dentistry; and Law School. As an institution committed to both teaching and research, Marquette offers undergraduate programs in more than 80 majors and 80 minors, in addition to more than 100 certificate, master's and doctoral degree programs. Marquette is accredited by the North Central Association of Colleges and Secondary Schools and underwent its decennial reaffirmation of accreditation visit in late 2023.

Marquette is ranked in the top 20% among national universities at No. 86 in the 2025 U.S. News & World Report Best Colleges rankings. Marquette is also ranked on the peer-nominated list for Best Undergraduate Teaching at No. 17, and the university is ranked 38th among Most Innovative Schools. Visit Marquette's [Rankings and Recognition website](#) for a comprehensive list of accolades. In its mission to foster people for and with others, Marquette asks students to be agents of change where they see disparities. As an engaged, mission-based community, Marquette has a responsibility to engage in respectful dialogue about injustices on our campus, in the city, in the U.S. and throughout the world. By getting involved in their communities, students help others lead better lives. Ninety-three percent of Marquette students report participating in community service efforts, and The Princeton Review ranked Marquette University No. 1 in the nation for students engaged in community service (2025).

Through personal relationships and professional connections, backed by an alumni network of support, Marquette graduates secure job opportunities quickly after graduation and continue to build successful, fulfilling careers. Marquette has nationally recognized outcomes in graduation rates and job preparation and placement. Based on Department of Education College Scorecard data, Marquette was ranked the 6th best college nationally and the best college in Wisconsin for job placement. Marquette's employment rate 10 years after graduation is 95.55%. According to the latest results of the Undergraduate Alumni Survey, 96% of alumni one year after graduation, 98% of alumni five years after graduation and 100% of alumni 10 years after graduation were engaged in an activity full time or were not seeking full-time employment.

Marquette prioritizes student success and wellness: The university wants every student who enrolls at Marquette to stay, learn and thrive — to truly feel they are home. Its mission as a Catholic, Jesuit university calls the community to ensure all students flourish from their first day on campus to their first destination beyond Marquette as they become people with and for others. Marquette has one of the highest retention and graduation rates among nationally ranked institutions in the country and focuses on increasing undergraduate student retention and improving graduation rates and first-destination outcomes. The university has a goal to increase the six- year graduation rate to 90% and year 1-2 retention rate to 94%. Marquette's Catholic, Jesuit approach to and focus on student success and immersive, personalized learning experiences encourage students to think critically and engage with the world around them. When students graduate with a Marquette degree, they are truly prepared and called to Be The Difference.

Strategic Plan

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.

As part of the strategic plan, an initiative called [Securing Our Future](#) is focusing on Marquette's operational and financial health so that the university is better positioned to thrive for generations to come. Securing Our Future launched an inclusive process for considering program offerings, physical footprint and organizational structure, and processes for how work is done.

The Executive Leadership Team of the President, Provost/EVP, and EVP/Chief Operating Officer, with the support of the Board of Trustees and the University Leadership Council, set a goal of permanently reducing the annual operating budget by 2.5% (\$11 million) in FY26 (which starts in July 2025), with a multiyear implementation plan moving to a cumulative 7% (\$31 million) reduction by FY31 as savings are realized over time. Over the next six fiscal years, the university plans to reinvest over 40% of this total amount back into funding priorities outlined in the Marquette 2031 strategic plan, including staff and faculty compensation, research, and student success. Reinvestment will happen throughout the years as progress is made.

LEADERSHIP

President Kimo Ah Yun

Dr. Kimo Ah Yun was unanimously elected the 25th President of Marquette University by the Marquette Board of Trustees on Nov. 20, 2024. He joined Marquette in 2016 as Dean of the Diederich College of Communication, was named acting Provost in 2018 and then permanent Provost and executive vice president for academic affairs in 2019. Prior to joining Marquette University, he was Associate Dean of the College of Arts and Letters at California State University, Sacramento, where he also served as Chair of the Department of Communication Studies, Director of the Center for Teaching and Learning, and

Professor of Communication Studies. During his 20-year tenure at Sacramento State, he co-chaired the President's Committee to Build Campus Unity, which programmed and executed campuswide conversations on topics such as discrimination, identity, and privilege. Learn more about President Ah Yun [here](#).

ROLE OF THE PROVOST AND EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Reporting to the President, the Provost/EVP serves as the Chief Academic Officer for Marquette and has overall responsibility for the university's educational and research programs. The Provost/EVP provides leadership and oversight for the academic budget; research; undergraduate and graduate programs; student affairs; teaching; the libraries; faculty; enrollment management; university wellness; and diversity, equity, and inclusion efforts. The Deans of the colleges and schools report to the Provost/EVP, as do the Dean of Libraries, the Assistant Provost for Budget and Division Operations, the Title IX Coordinator and Director of Student Civil Rights Compliance, the Acting Vice President for Belonging and Student Affairs, the Chief Academic Effectiveness Officer, the Vice Provost for Academic Affairs and Student Success, the Vice Present for Enrollment Management, the newly created Chief Wellness Officer, as well as several other assistant provosts and staff members. The Vice President for Research and Innovation has a dual reporting line to the President and the Provost/EVP. An [organizational chart](#) shows the structure of the university.

The Provost/EVP works closely with the SVP/COO on all financial and strategic activities for the University and with the vice presidents, especially in the areas of finance, planning, advancement, mission and ministry, and athletics, and other senior leaders to ensure that the strategic directions and policies of the university are aligned with the academic mission. The Provost/EVP meets regularly with the Academic Deans Council and is co-chair of the University Academic Senate. The Provost/EVP serves on the University Leadership Council and the President's Cabinet. The Provost/EVP is the primary liaison to the Board's Committee on Academic Excellence and secondary liaison to the Committee on Student Experience & Mission. As the chief academic officer, the Provost/EVP will be expected to assume the duties and responsibilities of the President if the President is unable to do so.

KEY OPPORTUNITIES AND CHALLENGES FOR THE PROVOST/EVP

In concert with university leadership, lead efforts to enhance and implement the strategic plan, including and executing the Securing Our Future initiative

Marquette's strategic plan provides an ambitious vision for the university with clear goals that drive institutional priorities. The Provost/EVP will implement specific strategic initiatives the university will undertake to execute the plan at the direction of the President. This is an outstanding opportunity to move the institution forward at a pivotal moment, promoting its strengths, building trust, and fostering excellence and innovative thinking.

Guided by Mission, Inspired to Change will guide the near- and long-term future of the campus, and the Provost/EVP will work with the President and campus leadership to clarify the goals and implement the plan. The ambitious goals will require trade-offs, choices, and investments. The Provost/EVP will help lead efforts to identify areas of excellence and establish priorities, programs, policies, and practices that will help Marquette further evolve as a distinguished university. This will involve making challenging decisions to prioritize programs that merit strategic investment to promote the academic mission of the university and enhance the student experience at Marquette.

The Provost/EVP will be instrumental in key decisions related to tuition, enrollment, research funding, and other revenue streams particularly in view of the university's Securing Our Future initiative. Fiscal management skills and an understanding of the complex financial landscape of private institutions will be necessary to ensure that the strategic plan has the budgetary framework to be successful. The Provost/EVP will be an essential voice in making important decisions regarding how Marquette should invest its resources, inspiring the campus community to develop a system of services and programs focused on providing every student with an outstanding experience, and advancing research. This includes working to maintain access and affordability for students and ensuring that the institution sends a strong message about its Jesuit mission and its distinctive role in the Milwaukee community.

Inspire student success from enrollment through graduation and beyond

The Provost/EVP will continue to center providing a transformational education to students as the primary mission of the university, inspiring student engagement and success in all aspects of university life for undergraduate and graduate students. The landscape of higher education is rapidly evolving; the Provost/EVP must also be attentive to these opportunities and potential headwinds, and should be knowledgeable about strategic enrollment management including how it can best align with academic and student affairs to create a rich learning experience that reflects diversity of thought, backgrounds and cultures; fostering a sense of belonging for all students; promoting retention and persistence; and preparing students to live their lives for others consistent with the Catholic, Jesuit values and mission.

To promote a more holistic learning environment and development of well-rounded students in the spirit of *cura personalis* (care for the whole person/respect for all that makes up each individual), the Provost/EVP will find new ways to build stronger partnerships among academic units, and with key leaders in student affairs, wellness, athletics, mission and ministry, and across the campus to enhance student-centered pedagogy and support services.

Grow and strengthen Marquette's diverse and inclusive community

The Provost/EVP plays a key role in promoting the university's commitment to belonging for all members of the Marquette community and in its engagement with external constituents. The Provost/EVP will allocate resources, support initiatives, and further programs that create inclusivity for people with varied

social and economic backgrounds, and nurture the unique gifts of all members in accordance with the mission and values of the Catholic, Jesuit tradition.

Marquette is committed to recruiting and retaining students from all underrepresented backgrounds, and has also stated a goal of increasing Black, Latino, and Native American student enrollment, retention, and support. The Provost/EVP will also promote ongoing efforts to recruit and retain talented and diverse faculty and staff who bring diverse experiences, backgrounds, and perspectives. As with every campus, it will be an ongoing process to proactively promote a positive and healthy campus climate, and the Provost/EVP will encourage active dialogue and engagement around ways the university can further become a welcoming and inclusive community.

Carefully steward and collaborate with stakeholders to increase resources to realize Marquette's ambitious objectives

The Provost/EVP will strategically allocate and invest resources to support the academic mission and guide important decisions related to tuition, financial aid, enrollment, research funding, fundraising, and other revenue streams as guided by the Securing our Future plan. A high degree of budgeting fluency and understanding of the complex financial landscape of private institutions will be necessary in order to ensure that Marquette's strategic plan has the budgetary framework to be successful. This will entail balancing strategic priorities with a focus on providing the services for student success, wellness, and a transformational student experience, while advancing teaching, research, and service, all within the context of Marquette's identity as a Catholic, Jesuit university. The Provost/EVP will convey priorities and decisions to the campus community with clarity and rationale, ensuring close alignment with the President and the Board of Trustees around university goals and financial sustainability. Given the university's research goals, the Provost/EVP must consider how to position scholars towards extramural funding opportunities. Fundraising must also be a collaborative effort. The Provost/EVP will work with campus leadership, especially the Deans, to establish and achieve future fundraising goals and objectives, and both encourage and enable the Deans and others to participate fully in fundraising efforts.

Recruit, develop, and inspire a world-class faculty and staff

Marquette has an excellent faculty dedicated to teaching, research, service and carrying out the university's mission. Over the next few years, the university will face faculty retirements. The Provost/EVP will oversee the recruitment, retention, and advancement of faculty and staff who are committed to advancing Marquette's Jesuit mission as teacher-scholars. This individual will invest in employee retention efforts, ensuring that people are acknowledged for outstanding work and feel valued for their contributions. They will also invest in professional development opportunities for faculty and staff to better support the educational mission and live healthy lives.

The incoming Provost/EVP will display exceptional interpersonal and management skills and will be an accessible, visible, and engaged leader. The Provost/EVP will be committed to ensuring a healthy

workplace environment and will foster a culture of shared governance, transparency, team building, and collaboration in which a world-class faculty and staff are eager to teach and work. This individual will inspire loyalty and dedication to Marquette to boost morale for faculty and staff at all levels.

Serve as a strategic, creative, and thoughtful partner on the Executive Leadership Team and with the Academic Senate

Drawing upon the many passions and aspirations of the campus community, the Provost/EVP will serve as a strategic thought partner to the President and SVP/COO, and work closely with the Academic Senate and other campus leadership to carry out the strategic objectives of the University. Together, they will ensure Marquette remains competitive within a changing higher education landscape while honoring the mission and values of a Jesuit education. The Provost/EVP will be a champion of and advocate for the distinct nature of a Marquette education and will be able to clearly articulate its value for undergraduate, graduate, and professional education programs. The Provost/EVP will exercise strategic and creative leadership in guiding discussions across executive and senior leadership, including with the Board of Trustees, leveraging their expertise, to help ensure alignment behind the academic mission. The Provost/EVP will contribute to this dynamic and flexible leadership team by thinking broadly and innovatively about how the academic enterprise can partner across the university to achieve its strategic objectives in delivering the optimal learning environment for students.

Communicate openly, make decisions with fortitude, and explain those decisions to the Marquette community.

The Provost/EVP must lead with an intentional process and structure, build the fortitude to follow through on change, and create accountability across campus to help Marquette continue to be successful in a challenging and rapidly changing higher education environment. They will be open to dialogue and input prior to making a decision while having the courage to make difficult decisions in an environment with excellent ideas and limited resources. The Provost/EVP will communicate openly and explain the rationale for decisions with the Marquette community.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate for Provost/EVP will be an experienced and accomplished academic leader with a high level of energy, enthusiasm, political savvy, and the drive necessary to achieve ambitious university-wide goals. The successful candidate will also bring many of the following professional qualifications, skills, experiences, and personal qualities:

- An earned doctorate or equivalent terminal degree and a record of distinguished scholarship and teaching requisite for an appointment as a tenured full professor;
- Demonstrated leadership in positions of increasing responsibility at institutions of higher education;

- The ability to lead in a Catholic and Jesuit higher educational institution and a commitment to promoting the [values and goals of Catholic and Jesuit higher education](#);
- Successful experience in developing and executing academic strategies in a complex and comprehensive university that includes undergraduate, graduate, and professional programs, and research across the disciplines;
- Exceptional communication skills; the ability to articulate a compelling message to all audiences; clarity, crispness, and effectiveness in written and oral presentation; and excellent listening skills;
- Competence in financial matters with fiscal skills and acumen necessary to facilitate the allocation of resources effectively and efficiently among competing needs of the institution in ways consistent with the university's mission;
- Knowledge and experience working effectively with varied student populations including first-generation students, students of color, students from various socio-economic backgrounds, students from diverse cultural, religious, and ethnic backgrounds, students with disabilities, veterans, and students pursuing degrees at various stages in their careers and lives;
- Experience with strategic enrollment management and successful student success initiatives;
- Proven ability to provide visionary strategic leadership, an innovative and entrepreneurial spirit willing to take calculated risks, and a commitment to multidisciplinary education;
- Excellent collaboration and consensus building abilities to bring together a diverse group of constituents;
- Demonstrated decisive management skills exemplified by a record of excellence in delegation, responsibility, and accountability;
- Honesty, integrity, enthusiasm, empathy, resilience, and a strong work ethic.

ABOUT MILWAUKEE

Marquette is located on a 90-acre campus in the near-downtown Avenues West neighborhood of Milwaukee. Lake Michigan is roughly one mile east of the edge of campus. Milwaukee is the largest city in Wisconsin and its metropolitan area is the 40th-most populous metro area in the U.S. with 1.57 million residents. Milwaukee is highly diverse, with about 39% African American, and 20% Hispanic/Latino residents.

Milwaukee is one of America's great cities, combining a dynamic urban community with a rich cultural heritage. There is also accessibility to parks, rivers, and other outdoor recreation. It is a popular venue for sailing, windsurfing, kitesurfing, ethnic dining, and cultural festivals. Milwaukee's Summerfest is the world's largest musical festival. The city is recognized for its museums, fine dining and hotels, professional sports, gardens and parks, and Milwaukee County Zoo. These various opportunities, combined with strong public and private schools, make Milwaukee a family-friendly city. Milwaukee also has two opera companies, a ballet, a symphony, and several live theatre companies that range from Broadway musicals, Shakespeare and the classics to smaller, regional productions. Milwaukee also hosts professional baseball, basketball, indoor soccer and hockey teams. To learn more, see www.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: <https://www.imsearch.com/open-searches/marquette-university/provost>

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Marquette University affirms its longstanding commitment to the principle of equal employment opportunity regardless of race, color, gender, age, sexual orientation, religion, disability, veteran’s status, or national origin. Marquette affirms its commitment to the principle of affirmative action and its commitment to abide by state regulations and federal laws pertaining to equal employment opportunity.