Assistant Provost and Director,
Biomedical Resource Center, Office of Research

Leadership Profile

Prepared by:
Medical College of Wisconsin
Executive Faculty Recruitment
Dear Colleague,

On behalf of the Medical College of Wisconsin, we are pleased to provide the enclosed information regarding our search for the next Assistant Provost and Director, Biomedical Resource Center. We welcome your interest in and your questions about what we believe to be an exciting opportunity to lead an exemplary, AAALAC accredited animal facility. Position specifications and additional details about the role are enclosed for your review.

The essential elements in any successful academic platform are the talents, skills, commitment and character of its faculty and staff. Our faculty and staff are no exception and are consistently demonstrating excellence in all that they accomplish. We are excited to discuss you becoming a part of our leadership team and to work with us to create the vision and strategy that will guide our institution and its efforts in research, graduate education, community engagement, and clinical consultations into the future. We thank you in advance for your interest and time.

Sincerely,

Joseph E. Kerschner, MD
Provost and Executive Vice President
The Julia A. Uihlein, MA, Dean of the School of Medicine
Professor of Otolaryngology, Microbiology, and Immunology
Medical College of Wisconsin
Position Summary
The Medical College of Wisconsin has launched a national search for a dynamic and collaborative leader in laboratory veterinary medicine to serve as the Assistant Provost of Research and Director of the Biomedical Resource Center. The ideal candidate for this unique role will have demonstrated excellence in continuous improvement and an unwavering focus on collaboration. The incoming leader is set-up for success with outstanding administrative support, engaged researchers, highly efficient processes and technology, state-of-the-art expanding facilities, and an exceptional track record of safety.

The Office of Research helps to facilitate life-saving biomedical research at the Medical College of Wisconsin. Nine distinct units provide specialized support to meet the administrative needs of the basic science, clinical, translational investigators, and research staff. Together, the Office of Research coordinates, regulates, and monitors research studies as well as provide high quality services for investigative teams.

The Biomedical Resource Center (BRC) is the institution’s centralized research animal resource. Occupying approximately 100,000 ft², the BRC currently houses an animal census of about 13,000 cages of mice and rats, and lesser numbers of a wide variety of other species, including a 2400 ft² zebrafish facility. The animal census is expected to increase substantially in the coming years, due to anticipated institutional growth. The BRC is staffed by 35 animal health technicians, 4 supervisors, 2 staff veterinarians, a small training section, and an administrative team. More than 170 principal investigators at MCW, Versiti Blood Research Institute, and the Zablocki VA Medical Center depend on the services and facilities of the BRC for animal husbandry and study support. The MCW animal care and use program has been continuously accredited by the AAALAC International since 1968, and maintains both an Animal Welfare Assurance with the Office of Laboratory Welfare (OLAW) and a research registration with the USDA/APHIS/AC.

The Assistant Provost and Director plans and leads all operational aspects BRC and its satellite units, including the continuing development and implementation of programs to ensure the health and well-being of all animals in the BRC, effective support of animal-based research projects, and adherence to rigorous training and compliance standards. This key leader also is responsible for strategic and financial planning in consultation with the BRC Advisory Committee and for providing necessary input regarding the animal research program to senior leadership. The Assistant Provost and Director regularly collaborates with faculty and staff to provide an optimal, efficient, and high-quality animal research experience. Additionally, the Institutional Animal Care and Use Committee (IACUC) and administrative team assist investigators in fulfilling their obligation to plan and conduct animal experiments in accordance with the highest scientific, humane, and ethical principles, and collaborate closely with the Assistant Provost and Director.

Key Functions and Responsibilities
The Assistant Provost and Director, Biomedical Resource Center, is responsible for leadership and strategic planning of the Center as well as collaborating for new initiatives in the Office of Research. The essential accountabilities include:

- Plan, supervise, and direct the operation of the BRC, including personnel management, budget, training, and space/resource allocation, with a special focus on technology utilization and lean process improvement.
- Supervise and provide veterinary care of animals in the BRC.
- Serve as the Attending Veterinarian and the institutional contact with AAALAC International.
- Engage in individual and collaborative research efforts with other investigators.
- Foster a welcoming and opportunity-driven environment for animal care technicians and professional staff; address staffing concerns in collaboration with the Center Administrator and Office of Research administrators.
- In collaboration with institutional committees, establish and maintain policies and procedures to ensure compliance with applicable federal and accreditation agencies, and with institutional and investigator needs.
- Participate with appropriate committees relevant to the advancement of the program and the profession or area of research, including the IACUC, BRC Advisory Committee, and relevant safety committees.
- Participate in post approval IACUC compliance and protocol monitoring.
- Interpret animal care and use regulations in a practical manner that aligns with MCW research culture.

MEDICAL COLLEGE OF WISCONSIN | ASSISTANT PROVOST & DIRECTOR, BIOMEDICAL RESOURCE CENTER
• Provide periodic supervision and inspection of non-vivarium space where animals are housed.
• Present recommendations to senior leaders regarding the structure/function of the program, rates, etc.
• Address incidents of potential regulatory or other non-compliance in collaboration with the IACUC, and in conjunction with MCW policy.
• Serve as the Attending Veterinarian and Veterinary Medical Consultant for the Clement J. Zablocki VA Medical Center.
• Cultivate and sustain a culture of inclusiveness, transparency, and accountability to MCW’s missions.
• Serve as a community thought leader on matters related to your role at MCW.
• Foster positive relationships with our academic, health system and community partners.
• Serve as an effective external advocate, leader, and representative for MCW.
• Serve as an effective member of the MCW leadership team and demonstrate intellectual leadership among your peers.

The Assistant Provost and Director will perform all other duties, at the discretion of leadership, as assigned.

Candidate Qualifications

The successful candidate will obtain a faculty appointment in the department correlating with their background and expertise. Qualifications for the role include:

• Doctor of Veterinary Medicine (DVM)
• Licensure to practice Veterinary Medicine in at least one state, with the ability to obtain an unrestricted license to practice in the State of Wisconsin.
• Certification by the American College of Laboratory Animal Medicine.
• 5 years of experience required as a veterinarian in a laboratory animal facility, including managerial experience.
• 5 years of progressive responsibility preferred, including leadership at a director level.
• Demonstrated leadership skills including decision-making, prioritization, and strategic planning skills, financial management and budgeting skills, and ability to delegate, hire and manage teams.
• Demonstrated strong oral and written communication skills; excellent problem-solving and analytical skills.
• Experience presenting to and teaching various audiences, including graduate students, faculty, and staff.
• Keen understanding of leveraging technology to improve efficiencies of processes.
• Comfortable operating in a complex matrix environment with multiple, competing priorities.
• Demonstrated ability to build relationships and partnerships at all levels of a complex organization.
• Passion for working in a diverse environment, with the ability to listen critically and solicit ideas from a variety of analytical participants at all levels of the organization.

Reporting Relationships

The Assistant Provost and Director of the Biomedical Resource Center reports to Ann B. Nattinger, MD, MPH, Associate Provost for Research; Senior Associate Dean for Research, School of Medicine; Professor of Medicine, Lady Riders Professor of Breast Cancer Research. The Assistant Provost and Director leads a team which includes the BRC Administrator, Administrative Support Professionals, Training Program Manager, two Staff Veterinarians, and the BRC Technician staff (~50 FTE).

Other key relationships will include the Office of Research leadership team, including a collaborative relationship to Lisa Henk, MS, Assistant Dean, Research Operations. Furthermore, the Assistant Provost & Director will work closely with the BRC Advisory Committee, which is appointed by the Associate Provost for Research and advises on matters pertaining to BRC facilities, operations, and services with respect to their support of MCW’s research and teaching missions.
Biomedical Resource Center Overview

Biomedical research at MCW spans the translational spectrum and is focused on improving the ability to diagnose, treat and prevent the most challenging diseases of our times. In Federal Fiscal Year 2023, MCW’s research expenditures were nearly $400M, with $131.7M coming from the National Institutes of Health. MCW relies on institutional cores and service centers to support this level of research, including a comprehensive animal resource center (called the Biomedical Resource Center or BRC) that serves the needs of 176 Principal Investigators at MCW, Versiti, and the nearby Zablocki Veteran’s Administration Research Facility. The BRC is the cornerstone of MCW’s animal care and use program, which has been accredited since 1968 by AAALAC International, which has specifically cited the exemplary nature of the BRC in each of the past 5 triennial site visits.

The three major research priorities are cancer, cardiovascular disease, and neuroscience. Investigators in all these research areas are highly dependent upon the services and facilities of the BRC. For example, a significant preclinical research effort in addiction includes six research laboratories who utilize space within the BRC to carry out operant drug administration studies. Pain mechanisms are another area of research strength, and these laboratories also utilize BRC space for rodent behavioral studies. Importantly, these and other research programs that rely heavily on animal studies are the research areas identified for future growth at MCW.

The BRC is a high-quality, specialty resource that facilitates and supports the animal-based research and teaching programs of MCW by providing state-of-the art animal management and veterinary professional services. The full animal program ensures compliance with all applicable regulatory and professional standards for the humane care and treatment of animal subjects and promotes the health and well-being of the animal subjects under its care.

As an organization, MCW is extremely proud of its continuous AAALAC International accreditation, and new investigators frequently comment on the excellence and efficiency of the animal research program. Joseph Kerschner, MD, Provost and Executive Vice President and Dean of the School of Medicine, and Institutional Official Ann Nattinger, MD, Associate Provost for Research, understand the immeasurable value of the BRC and have expressed a long-standing commitment to ensuring accessibility and availability of exceptional animal research facilities for MCW investigators.

The current BRC operates in a service center model, charging per diems on each species. While these fees support operational costs and some space costs of the facility, the institution permanently subsidizes the BRC, depreciation, and maintenance, which totaled over $1.4M in FY22. The institution is committed to maintaining reasonable per diem rates through subsidies. Further, the institution invests in other components that support operations and provide a better experience for animal researchers. The institution has also invested fully in Research Strategic Planning efforts that directly impact the scope of the animal research program including consultants, architectural design and planning, and significant time collecting input and planning for the next decade of the institutional research mission.

In Federal Fiscal Year (FFY) 2023, MCW was awarded $131.7M in NIH funding across 168 funded investigators, including $28.1M in facilities and administrative costs. This represents a 172% increase in NIH funding from FFY17. The three focus areas for the MCW research mission are: cancer; cardiovascular physiology and pathophysiology; and neuroscience. During 2021-2, the Office of Research at MCW led a strategic planning process to plan for research growth in these areas over the next 10 years. Some of the key recommendations of the strategic plan are: (1) to broadly enhance our mechanistic and community-based cancer research programs with the goal of NCI cancer center designation; (2) to increase neuroscience faculty hiring, with an emphasis on research in areas aligned with what affects patients, such as chronic pain, neurodegenerative diseases and mental...
health disorders, including addiction; (3) to hire additional researchers who study cardiovascular and metabolic regulation, with an emphasis on hypertension, obesity and metabolic disorder research. These recommendations will guide new faculty hiring and indicate that our research faculty engaged in preclinical studies will grow by at least 60 in the next 5-10 years.

**Biomedical Resource Center Facilities**

The BRC animal facility occupies approximately 100,000 net square feet (NSF) across three interconnected research buildings. The facilities include 123 rooms designed/constructed for animal holding and 25 shared procedure rooms. In addition, several core facilities are located within the vivarium, including: the Neuroscience Research Center (NRC) Rodent Behavior Core, the Mouse Transgenic Core, the Rat Research Models Service Center, the Comprehensive Rodent Metabolic Phenotyping Core, the Gnotobiotic Core Facility, the Biophotonic Imaging Core, and two animal irradiation cores.

The largest portion of the BRC (approximately 67,000 ft²) is in the Translational and Biomedical Research Center (TBRC) building, a 5-story research building completed in 2007 and spanning 298,000 ft². It is shared by the Medical College of Wisconsin and its affiliate, the Children’s Research Institute. The BRC occupies approximately two-thirds of the TBRC basement and first floor levels. This portion of the animal facility was designed and constructed primarily for high-density housing of mice and rats to be maintained in individually ventilated caging (IVC). With that purpose in mind, the individual rooms are large with an average size of approximately 250 ft² each. The design includes shared procedure room space with a ratio of one procedure room for every 3 animal holding rooms. Other design features of the TBRC animal facility include a biocontainment facility (~9400 ft²) for animal quarantine and studies requiring ABSL-2 or ABSL-3; and a central cage wash facility (~6000 ft²) equipped with 2 tunnel washers, 2 rack washers, and 3 walk-in bulk autoclaves. In addition to the noted current space, planning for a vivarium expansion is underway that will renovate approximately 10,420 additional square feet in the TBRC to accommodate 36 animal study rooms and 10 animal holding rooms.

The portions of the BRC not located in the TBRC were substantially renovated in 2009 to include a surgical facility to support both large animal and rodent surgery projects, a clinical veterinary laboratory, and a zebrafish housing facility.

**Medical College of Wisconsin (MCW)**

We are a distinguished leader and innovator in the education and development of the next generation of physicians, scientists, pharmacists, and health professionals; we discover and translate new knowledge in the biomedical and health sciences; we provide cutting-edge, collaborative patient care of the highest quality; and we improve the health of the communities we serve. Our just cause is improving health for all. Our aspiration is to redefine health beyond healthcare. Our belief is that the only way to build a healthier world is to build it together through partnerships and innovation. Our essentiality is that our health system partners depend on MCW’s differentiators to be the preferred choice for healthcare and our community depends on the resources of an academic health system to improve health.

MCW began as the Wisconsin College of Physicians and Surgeons, founded on May 20, 1893. On January 14, 1913, the Wisconsin College of Physicians and Surgeons and the Milwaukee Medical College merged to become the Marquette University School of Medicine. On September 30, 1967, Marquette University, due to financial constraints, terminated its sponsorship of the medical school. Since then, the school has continued as a private, freestanding institution. The name was changed in 1970, to the Medical College of Wisconsin. MCW has more than 19,900 alumni and approximately 7,000 faculty and staff. Over 2,400 physicians from the community serve as volunteer faculty.
Patient Care Mission
Approximately 1,780 MCW physicians and approximately 905 advanced practice providers care for more than 484,000 patients of all ages annually at Children’s Wisconsin, Froedtert Hospital, Zablocki VA Medical Center and many other hospitals and clinics in eastern Wisconsin, representing more than 5.1 million patient visits annually. MCW physicians and practitioners provide:

- Adult patient care at eight health systems, 15 hospitals and more than 45 health centers and clinics throughout Wisconsin through the MCP group practice. MCP is comprised of over 1,800 physicians and advanced practice providers from 19 clinical departments who care for adults in all medical specialties and subspecialties; all are employed by MCW.
- Pediatric specialty care at over 40 specialty clinic locations across Wisconsin through the CSG, a multi-specialty group practice of over 775 providers, was established as a joint venture with MCW and Children's Wisconsin. CSG, the largest pediatric group practice in Wisconsin is comprised of approximately one-third of the clinical faculty of MCW. The group practice provides a critical link between the clinical expertise of Children’s Hospital and Health System and the commitment to excellence in medical education and research of MCW.

Research Mission
MCW is a major national research center, in fact, the largest private research institution in Wisconsin. In the last 10 years, MCW has secured $1.82 billion in research funding, which leads to improved patient care and health outcomes. MCW is ranked a Top 100 Research University in the Nation by the National Science Foundation. MCW’s research enterprise is focused on strategic, prioritized areas of research involving interdisciplinary collaboration among scientists and physicians with the goal of rapidly translating discoveries into advances for patient care. MCW faculty conducted nearly 3,800 research studies, including clinical trials, in FY23.

Technology Transfer
The Office of Technology Development (OTD) is responsible for managing the discoveries, inventions, and other intellectual property assets of MCW and advancing these assets from Patents to Patients®. MCW has robust research and clinical programs that generate a strong pipeline of technologies available for licensing in therapeutics, diagnostics, diagnostic imaging, medical devices, and research tools. MCW’s technology portfolio includes: 49 new discoveries and inventions reported in MCW’s FY 2023; 378 active technologies covered by more than 505 pending and issued US and foreign patents; and 81 technology license and option agreements with pharmaceutical, biotechnology, imaging, medical device, and software companies.

Education Mission
There are approximately 1,615 students educated at MCW. The institution trains more than 700 physicians in residency and over 200 physicians in fellowship. Of the 292 residents and fellows who graduated from Medical College of Wisconsin Affiliated Hospitals, Inc. programs in 2022, 57% stayed in Wisconsin.

Graduate School
The MCW Graduate School provides world-class research and training opportunities. It is a major driver of research at MCW pioneering discovery and fueling the passion and creativity within our students to address the most pressing health challenges within our community and beyond. Our graduate degree and certificate programs provide specialized education and training delivered by expert faculty to comprehensively prepare students for a successful career.

MCW faculty secure nearly $240 million in research dollars annually and lead nationally recognized research centers. Within this rich research environment, the Graduate School of Biomedical Sciences offers 26 PhD, master’s, and certificate programs, meeting the needs of students who are either beginning their careers or looking to advance in their careers.
Medical School
The MCW School of Medicine, with locations in Milwaukee, Green Bay, and Central Wisconsin, provides an innovative, rigorous, and immersive curriculum offering graduates a deep understanding of the healthcare needs in their communities.

The Milwaukee location offers a four-year curriculum while students at the Green Bay and Central Wisconsin locations can take advantage of a calendar-efficient accelerated track allowing them to graduate in three years with a focus in primary care or psychiatry. The new MCWfusion curriculum features clinically applicable and fully integrated basic science teaching.

The MCW Medical School offers choices for students to select the medical education experience that best fits their respective lifestyles – whether they prefer to live in a large city featuring numerous arts and entertainment options or in northeastern or central Wisconsin where a rich cultural offering combines with limitless outdoor recreation opportunities. All three campuses offer the opportunity to live and work among a diverse population and to build friendships through student interest groups and study teams. Students will be able to apply to residency programs in these regions and eventually enter the practice of medicine in these communities.

The regional campuses were designed on a partnership model in which each campus partner provides critical resources such as facilities, faculty, or physicians to teach students to facilitate a reduced tuition model for students.

School of Pharmacy
The MCW School of Pharmacy is preparing the next generation of pharmacists to engage in team-based, patient-centered care in a multitude of practice settings. As the only three-year accelerated Doctor of Pharmacy (PharmD) program located on an academic medical center in southeast Wisconsin, the MCW School of Pharmacy offers access to world-renowned resources and a curriculum featuring cutting-edge technologies, early clinical experiences and interprofessional, team-based learning models. The PharmD program provides training in advanced practice skills, extensive exposure to a variety of clinical settings and world-class research in specialties such as precision medicine, pharmacogenomics, cancer and psychiatry. The MCW School of Pharmacy educates pharmacists for today and the future, while creating new and innovative practice models and interprofessional healthcare teams that leverage the role of the pharmacist to deliver patient-centered care with improved health outcomes.

Community Engagement Mission
MCW’s community engagement mission focuses on building productive partnerships with communities across Wisconsin and beyond to make a greater impact on addressing critical health needs. In the last two years, MCW faculty and staff are engaged in more than 4,077 community engagement activities, involving 921 community partners, groups, and organizations, to advance the health of people and communities throughout metro Milwaukee and Wisconsin.
Coalesced around a vision for Milwaukee that is equitable, healthy, and thriving for all, the ThriveOn Collaboration’s programs and partners focus on matters related to economic opportunity, health and wellness, early childhood education, housing, and social cohesion. The place-based collaboration is designed to bring economic and social benefit to the community, leveraging the complementary expertise and resources of the Greater Milwaukee Foundation, MCW and Royal Capital. The MCW Office of Community Engagement provides a broad range of programs, services, and tools to further develop MCW’s capacity to partner with communities.

**Advancing a Healthier Wisconsin Endowment (AHW)**

The Advancing a Healthier Wisconsin Endowment (AHW) was established through funds resulting from the Blue Cross/Blue Shield United of Wisconsin’s conversion to a for-profit corporation and launched its first funded initiatives in community health, research, and education in 2004. AHW has awarded more than $337 million to more than 600 initiatives dedicated to improving the health of the people of Wisconsin.

*For additional information on the Medical College of Wisconsin, visit [www.mcw.edu](http://www.mcw.edu).*

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**Clement J. Zablocki VA Medical Center**

The Clement J. Zablocki VA Medical Center is located on 245 acres on the western edge of Milwaukee and part of VA Integrated Services Network 12 (VISN 12), which includes facilities in Iron Mountain, Michigan, Tomah and Madison, Wisconsin, and North Chicago, Hines, and Chicago in Illinois. The Medical Center delivers primary, secondary, and tertiary medical care in 196 hospital beds, and provides more than 857,000 visits annually through an extensive outpatient program. The nursing home care unit of 113 beds offers geriatric programming and the 150 domiciliary beds are the focus of programs in Substance Abuse Rehabilitation, Psychiatric Rehabilitation and Post Traumatic Stress Disorder care. Approximately $9 million in research is conducted by MCW faculty members at the VA. Many MCW faculty have a joint appointment.

**Versiti Blood Research Institute**

From its beginnings in 1947 as a community blood banking initiative, the Versiti Blood Center of Wisconsin has grown its scope, scale, and function in profound ways. Now comprising four essential components – the Versiti Diagnostic Laboratory, the Versiti Blood Research Institute (VBRI), organ and tissue procurement and blood banking initiatives – Versiti boasts a portfolio of impressive and essential services and affiliations. MCW has been a partner the entire way. The VRBI, located just north of MCW on the Milwaukee Regional Medical Center campus, is a state-of-the-art facility that provides investigators access to pioneering research equipment and services. The investigators and clinical scientists at the VBRI, many of whom are also MCW faculty, embrace a culture of curiosity-driven collaboration to continually facilitate opportunities for translational research. VRBI drives innovation and research into some of the most complex and devastating diagnoses, including aplastic anemia, autoimmune diseases, blood diseases, cancer, heart disease and stroke. It is also home to expert researchers and scientists who are pioneering breakthroughs in identifying and treating bleeding disorders such as hemophilia and von Willebrand disease (VWD).
Froedtert ThedaCare Health, Inc.

In 2024, Froedtert Health and ThedaCare became one organization, making it possible for the health network to enhance access to care for more people in Wisconsin. They are an integrated health care delivery network offering coordinated local care from prevention to treatment of complex diseases to help the people of Wisconsin live their unique, best lives. The combined organization includes 22,000+ employees and 3,400+ providers offering services in 18 hospitals and more than 360 outpatient locations including primary care, health centers and clinics. The combined organization is a partner to the Medical College of Wisconsin, working in concert to expand its mission of patient care, innovation, medical research and education.

Headquartered in Milwaukee, Wisconsin, Froedtert Health is a regional, integrated health care organization providing a comprehensive range of health-related services, including hospitals and health centers, home care, laboratory, health insurance, employer health services and workplace clinics, and digital health solutions. Under the "Froedtert & the Medical College of Wisconsin" brand, Froedtert Health partners with MCW, eastern Wisconsin’s only adult academic medical center, to provide consumers a choice that is unique in the region: an interconnected academic health network where care is provided system-wide with an academic medicine approach.

Froedtert & Medical College of Wisconsin Health Network

The mission of the Froedtert & the Medical College of Wisconsin Health Network is to advance the health of the communities it serves through exceptional care enhanced by innovation and discovery. The Health Network operates eastern Wisconsin’s only academic medical center and adult Level I Trauma Center at Froedtert Hospital, Milwaukee, an internationally recognized training and research center engaged in thousands of clinical trials and studies. Reflecting steadily increasing demand for care, the Health Network has grown from 11 to more than 45 health centers and clinics over the past decade and the workforce has expanded by 75% to nearly 11,000 full-time staff. The Froedtert & MCW Health Network, which includes 10 hospital locations, more than 2,100 physicians and more than 45 health centers and clinics, draws patients from throughout the Midwest and the nation. It is one of the largest health systems in Wisconsin. In its most recent fiscal year, outpatient visits were more than 1.7 million, inpatient admissions were 58,056 and visits to its network physicians totaled 1.28 million.

Children’s Wisconsin

Children’s Wisconsin is a 298-bed nationally recognized pediatric hospital adjacent to Froedtert Hospital. Children’s Wisconsin is a magnet accredited, Level I Pediatric Trauma Center, Level I Designated Children's Surgery Center and the region’s only independent healthcare system, dedicated solely to the health and well-being of children. Over 500 pediatric specialists provide complex care in a high performing children’s health system that has a total operating revenue greater than $1 billion.

With more than 1.3 million annual connections with kids and families statewide, Children’s provides a wide range of care and support — everything from routine care to lifesaving advances and treatment options, foster care and adoption services, child advocacy, and provides an insurance plan. In addition to its reputation for providing the highest quality patient care, Children’s has also been recognized as an employer and community partner, including as a top workplace by the Milwaukee Journal Sentinel.

Children’s and its joint venture with the Medical College of Wisconsin – the Children’s Specialty Group, or CSG - are the largest providers of pediatric healthcare in the state, serving the children and families of Wisconsin with the highest level of care through their American College of Surgeons Level I Children’s Surgery Verification Center, Level I Pediatric Trauma Center, Diagnostic Imaging Center of Excellence, 72-bed Level IV NICU, Level IV Epilepsy Center, and a 72-bed PICU. With over 70 specialties and 675 providers, CSG provided 220,000 outpatient visits at 13 regional care sites, 67,000 emergency department/trauma center visits, and over 9,000 admissions. CSG surgical providers performed 17,500 cases. As part of its American College of Surgeons Children’s Surgery Verification Program, Children’s participates in the National Surgical Quality Pediatric Program (NSQIP).
Living in Milwaukee

Located along the Lake Michigan shoreline, Milwaukee, Wisconsin, is one of America’s great cities, combining a dynamic urban community with a rich cultural heritage with access to parks, rivers, and other outdoor recreation. Milwaukee was ranked in the top 3 of “Up-And-Coming” places to live in the United States by U.S. News & World Report. It is home to corporate headquarters for industry leaders including Northwestern Mutual, Johnson Controls, Manpower, Harley Davidson, and others. Milwaukee is a popular venue for sailing, windsurfing, ethnic dining, and cultural festivals; the city is recognized for its museums, fine dining, and hotels, four professional sports teams (the Milwaukee Brewers baseball team, the Milwaukee Bucks basketball team, the Milwaukee Admirals hockey team, and the Milwaukee Wave soccer team), gardens and parks, iconic breweries and craft beer, and Milwaukee County Zoological Gardens.

Milwaukee is a city that cherishes its roots; you will see revitalized architecture throughout downtown, and a parade of summer festivals celebrate the diverse cultures that made the city what it is today.

Ideal Location

Situated on the western shores of Lake Michigan, one of the five Great Lakes, it is a 90-minute drive from downtown Chicago, a five-hour drive from Minneapolis-St. Paul and Indianapolis, and slightly more than an hour away from Madison, the capital of Wisconsin. Wisconsin’s fabled North Woods and Michigan’s Upper Peninsula are just three hours away. But you do not have to travel that far to find plenty to do in the metropolitan area.

Milwaukee takes its name from Native American words meaning “gathering place by the waters” and “the good land” and today, Milwaukee lives up to those meanings. Throughout the 1900s, Milwaukee had a series of mayors who were dedicated to preserving Milwaukee’s parks and green space. Today, Milwaukee is home to 1,400 acres of beaches and parkland adjacent to the water, including Bradford Beach, located downtown, which was named one of Travel Channel’s Top 11 City Beaches. In fact, over a dozen parks in Milwaukee offer beach access to the lake, including the Henry Maier Festival Park home to the world’s largest music festival, Summerfest.

Arts & Culture

Milwaukee is a cultural center offering a wealth of opportunities to attend plays, operas, symphonies, and chamber music, thanks to an arts community that is well supported by metro-area residents. The city is home to the Milwaukee Symphony Orchestra, the Milwaukee Ballet, the Florentine Opera, the Milwaukee Repertory Theatre, and the Skylight Theatre. The Milwaukee Center Theater District is home to the Milwaukee Repertory Theater, which operates three venues: the Quadracci Powerhouse, Steimke Theater, and the Stackner Cabaret. The district also includes the Pabst Theater, a national historic landmark that provides musical and theatrical entertainment in an elegant setting; the Riverside Theater, a popular music venue; and the Miller High Life Theater. The Marcus Center for the Performing Arts offers several venues for performing artists, including the 2,300-seat Uihlein Hall. Large shows are held at the outdoor American Family Insurance Amphitheater or BMO Harris Pavilion which are located at the Henry W. Maier Festival Park. The Broadway Theatre Center, located in Milwaukee’s trendy Third Ward, is the home of The Skylight Opera and the Milwaukee Chamber Theatre.
Outdoor Recreation
From soaking up the summer sun to hitting the trails after a fresh snowfall, Wisconsin has no shortage of activities for every season. Sparkling lakes, quiet woodland areas, and prairie vistas can be found throughout Waukesha, Ozaukee, Racine, and Washington counties.

The greater Milwaukee area features 17,700 acres of county parkland, more than 60 public and private golf courses, and more than 240-miles of bikeways and hiking paths. Boating and fishing are major activities on both Lake Michigan and the many beautiful inland lakes. Charter boat captains are always eager to take people out onto the "local ocean" to land perch, steelhead, coho, or chinook salmon. Sailing is also very popular. The South Shore Yacht Club’s annual Queen's Cup Race attracts more than 240 yachts per year for the Wisconsin-to-Michigan race. For more casual sailors, sailboats and windsurfing equipment can be rented at McKinley Park Marina just east of downtown Milwaukee.

The Milwaukee area is home to a variety of farmers markets that offer everything from fresh, locally grown produce to arts and crafts. They are great places to savor fresh produce, see people, and enjoy the outdoors. One of the oldest and most popular is the award-winning West Allis Farmers Market. The Milwaukee Public Market is a unique downtown food, shopping and social nexus. Filled with unique selections of artisan and ethnic products, freshly made foods and eating areas, it is one of Milwaukee’s premier destinations, attracting more than 1.7 million visitors per year.

Experience Milwaukee
Milwaukee is the hub of the metropolitan area and is known for its cleanliness, beauty, and diverse population. It is a community with a big-city soul and a small-town heart. Milwaukee is both accessible and affordable. Home prices have appreciated conservatively, avoiding the wild swings that have plagued other housing markets. Because of Milwaukee’s "melting pot" heritage, there is a variety of neighborhoods from which to choose, each with its own distinctive flavor. These quiet, residential neighborhoods are scattered throughout the city, often distinguished by parks and small commercial districts.

A new NBA arena. A new streetcar. A new gateway to the lakefront. New construction, hotel conversions, transit upgrades: things are changing in Milwaukee – fast! It’s an exciting time in the city, and this new growth promises even better things to come over the next five years. Milwaukee is revolutionizing urban transport with new options like bikeshares, rideshares, a new Bus Rapid Transit route, the RiverWalk, and the streetcar. The city also continues to utilize its waterways and green spaces to open miles of trails, bike paths, and watercraft-friendly riverfront.

Milwaukee is considered one of the most walkable downtowns in the country, with dozens of attractions, museums, restaurants, and the lakefront all located within 1.5 miles of the Wisconsin Center, located in the heart of downtown Milwaukee. In addition to safe, sustainable, and clean streets maintained by Milwaukee’s Downtown Ambassadors, you’ll find three miles of RiverWalk, an ADA accessible path that runs parallel to the Milwaukee River. The RiverWalk winds through the heart of the city, tying together three distinct riverfront neighborhoods — the Historic Third Ward, Downtown, and Beerline B – and bringing you to the doorstep of some of the city’s best restaurants, brewpubs, shops, and nightlife. Or, if you need even more water, you can enjoy miles of car-free lakeshore path that includes scenic vistas and local hot spots like Discovery World, the Milwaukee Art Museum, Veterans Park, and Bradford Beach, named a top beach in the country by USA Today.
A city of makers, inventors, creators, builders, and brewers, we are always trying to find the best ways, the newest ways, and the smartest ways to get the job done. Milwaukee’s manufacturing, technology, healthcare, and brewing industries are alive and thriving, as are its startups, culinary, arts, and hospitality businesses. Companies have come together and reached out to associations, schools, and trade groups to work together and generate new ideas and invest in the people making those ideas come to life.

Did You Know?
- Milwaukee was named one of National Geographic’s Best Places to Visit in 2023.
- Milwaukee is the largest city in Wisconsin, and the 24th largest city in the nation.
- **Ecology Initiatives:** Milwaukee is known as a [Water Centric City](#), where technology, policy, infrastructure, and thought leadership combine to show global leadership in the field.
- **City Growth & Development:** A $5 billion surge in investment in construction projects, continued improvements to award-winning civic projects like the Milwaukee RiverWalk, and dedication to turning beloved pieces of the past into the best of the future bring a fresh face to Milwaukee.
- Opened in August 2017 adjacent to the new arena in downtown, the $31 million [Froedtert & the Medical College of Wisconsin Sports Science Center](#) is a state-of-the-art science and sports performance lab and training center, built privately by the Milwaukee Bucks. In 2019, Froedtert & MCW health network became the [Official Health Care Partner of Bucks Gaming](#).
- Milwaukee is home to more than 160 cultural resources or properties listed in the National Register of Historic Places. The city has developed expertise in restoring original buildings, giving them new life and purpose, to preserve this important element in the unique character of Milwaukee.
- **Climate:** Lake Michigan, one of the largest freshwater lakes in the world, moderate temperatures in the Milwaukee area, taking the sizzle out of the summer sun and warming winter winds.
- **Education:** Wisconsin values education and nowhere is this clearer than in its system of colleges and universities. More than 68,000 students are enrolled each year in the more than two dozen public and private four-year schools serving the five-county Milwaukee area.
- **Milwaukee, the City of Festivals, holds more festivals than any other city in the United States.**
- Once known as the "Beer Capital of the World" due to its many breweries, Milwaukee is now a leader in the ever-evolving art of craft brewing thanks to inventive, local brewers who offer a wide variety of distinctive brews.

For additional information, please visit:
- [http://www.mmac.org](http://www.mmac.org)
- [http://www.visitmilwaukee.org](http://www.visitmilwaukee.org)
- [https://www.niche.com/places-to-live/search/most-diverse-neighborhoods/m/milwaukee-metro-area](https://www.niche.com/places-to-live/search/most-diverse-neighborhoods/m/milwaukee-metro-area)
- [https://www.discovermilwaukee.com/](https://www.discovermilwaukee.com/)
- [https://onmilwaukee.com/](https://onmilwaukee.com/)
Our Commitment to Equity, Diversity, and Inclusion

The Medical College of Wisconsin (MCW) is committed to creating an inclusive and welcoming workplace that includes individuals with diverse backgrounds and experiences. We believe that embracing human differences is critical to realize our vision of a healthier world, and we recognize that a healthy and thriving community starts from within. We strive to integrate our human and social differences into MCW’s functioning, strategies and culture to create a diverse and equitable workplace. If you believe embracing individuality and working together makes us stronger, then MCW is the place for you. People of color, women, LGBTQIA+, veterans and persons with disabilities are encouraged to apply. The MCW is an Equal Opportunity Employer. We are committed to fostering a diverse community of outstanding faculty, staff, and students, as well as ensuring equal educational opportunity, employment, and access to services, programs, and activities, without regard to an individual’s race, color, national origin, religion, age, disability, sex, gender identity/expression, sexual orientation, marital status, pregnancy, predisposing genetic characteristic, or military status. Employees, students, applicants, or other members of the MCW community (including but not limited to vendors, visitors, and guests) may not be subjected to harassment that is prohibited by law or treated adversely or retaliated against based upon a protected characteristic.

Procedure for Candidacy

To learn more or to apply, please contact:

Kelli Cameron, SHRM-SCP
Associate Vice President, Recruitment
Medical College of Wisconsin
kacameron@mcw.edu

Applications will be reviewed as they are received and should include a current CV and a letter of interest describing your experience and qualifications. To receive full consideration, please submit your application materials by June 20, 2024.