The many faces of Concordia

Concordia University Wisconsin is indeed “A Place of Many Faces.” These include faces of people who interact on a daily basis, as we shape and prepare our students with the knowledge, attitudes and skills that will equip them to be the leaders of tomorrow and help define the direction for what faces them in the future.

Our Annual Report, as in past ones, allows us to point out some of the key milestones during the last fiscal year. Hall of Fame baseball slugger Hammerin’ Hank Aaron delivered an inspiring commencement address to a packed fieldhouse in May, while 43 students declared Pre-Pharmacy as their intended major of study. Our nearly 200-acre campus on the shore of Lake Michigan continued its incredible transformation in 2007-2008. This includes finishing touches made to Coburg Residence Hall in June to house over 350 students for the fall semester, enhancements made around campus to prepare for a summer training camp by the National Football League’s St. Louis Rams, and funding procured for the new Center for Environmental Stewardship — the last leg of the massive, bluff restoration project.

We also give glory to the “FACE” that shines upon all of us here in our daily lives, our Lord and Savior Jesus Christ, as we anticipated yet another record enrollment this fall. Our campus is graced by student faces from 44 states and 26 different foreign countries. Every “face” of a CUW student is a special blessing, and I give thanks to God for the mark they will make here on campus and in the future.

Yours in Christ

Patrick T. Ferry

Rev. Dr. Patrick T. Ferry, President

NOTE: The financial data in this report was compiled for the 2007-2008 fiscal year. Some of the events highlighted in this report occurred shortly after June 30, 2008, but were planned during the 2007-2008 fiscal year.
New dean, new faculty and new programs add to a solid foundation

Dr. James Juergensen stepped down from the Dean’s position and is now directing the Graduate Education Program at CUW. Prior to his 10 years as Dean, Dr. Juergensen served 13 years as Secondary Ed Department Chair and Ed Division Chair. The new Dean, Dr. Michael Uden, previously served as Chair of the Elementary Education Department.

Highlights of the 2007-2008 fiscal year: a new Christian Education minor for students who wish to teach in Christian schools or wish to be an effective witness in public school systems; enrollment of over 750 graduate students; and establishment of the Concordia Urban Education Institute (CUEI) to produce candidates to teach in urban situations.

We were pleased to welcome new faculty/staff: Aimee Brown, Tyra Hildebrand, and Steven Witt in the graduate division; and Steve Gerner in the undergraduate division. Award winners for the 2007-08 school year: Marsha Konz - Teacher Educator of the Year; John Ellenberger and Carissa Schlichtmann (undergraduate); Claudia Burns and Starla Reed (graduate).

CUW will offer a new scholarship program for Lutheran church work students. The Schjerven Family Scholarship will provide debt-reducing grants to several students every year.

The Rincker Memorial Library provides access to hundreds of databases for Education and all CUW students.

Dr. Michael Uden
Dean, School of Education
Where Christian ethics gets down to business

This year marked a significant transition for the School of Business and Legal Studies. Dr. William G. Ellis, who had served as dean for 12 years, moved to emeritus status, as he continues to serve the University.

We are pleased to announce the appointment of Dr. David Borst, Ed. D, MBA, as the new Dean. Dr. Borst was the executive director of the Office of International Student Services, as well as the director of Graduate Business Programs. During his tenure, the MBA program increased enrollment by nearly 800% and added seven new areas of emphasis.

Another significant appointment was Dr. Elizabeth Koch, J.D, who was named chair of the Legal Studies Program. Previously serving as a prosecutor and litigator in Denver, Colorado, Dr. Koch brings her real world experience to the classroom as she teaches a variety of legal classes.

The Business Scholars Program continues to attract outstanding students. This very demanding program allows incoming freshmen to earn both a BS in business and an MBA degree within four years. In another high level, 67% of actuarial science students passed the grueling first level exam. Kendall Melichar was awarded the first annual William G. Ellis Student of the Year honors, an award that was renamed to honor the former dean.
Social work and nursing upgrades help support our University’s mission to serve

Dr. Janice Staral was hired as the new director of the Social Work Department. Prior to joining Concordia University, Dr. Staral taught at Marquette University for 12 years and practiced in Health Care Social Work for 14 years. The Social Work Department also developed a new course, “Child & Family Services: Focus on Child Welfare” that will be offered in the fall of 2008.

The Doctorate of Nursing Practice (DNP) degree program was established and prepared to enroll the first class of students for the fall 2008 term. This program is an accelerated format degree which will allow students to earn the DNP in 18 months.

The Nursing Learning Center received a donation of hospital beds and other medical equipment from Spaulding Clinical Research. This equipment, along with the newly purchased human patient simulator known as SimMan, enables students to practice and learn skills in a realistic setting.

The Parish Nurse program director has been working with the South Wisconsin Health Advocates, selected pastors, and parish nurses to improve the health of professional church workers thanks to a $5000 grant received from the LCMS.
New enhancements support life sciences and information technology as well as art, philosophy and theology.

We were pleased to announce several improvements in facilities, new faculty members and new programs within the school. Academic news included the addition of a new major in Philosophy and revised minors in Theology and Philosophy. We also partnered with the School of Education for a new Christian Educator Program and added a new Master of Science in Information Technology. The Health and Human Performance Department initiated a Wellness Certification Program. We are also preparing for academic programs as part of the Concordia Center for Environmental Stewardship, which will feature a new building to be completed in 2010. Faculty members and CUW students traveled to several countries including Italy, the UK, Cuba, Togo and the Dominican Republic as part of their studies.

New faculty members include Dr. Ronald Mudge (Theology), Dr. Bruce Bessert (Director of the Concordia Center for Environmental Stewardship), Dr. J. J. Barnett (Chemistry), Dr. Katie Bichler (Chemistry) and Dr. Sarah LeGear (Natural Science).

Several improvements were made to facilities such as a new darkroom and Macintosh lab for the Photography Program, new laptop computers for Graphic Design, Art Education and Multimedia Education and remodeled faculty offices in Lower Luther Hall.

Dr. Gaylund K. Stone
Dean, School of Arts and Sciences
Meeting the need for a new generation of pharmacists

In 2008 we were proud to announce the establishment of Concordia’s School of Pharmacy, one of only two schools in the state of Wisconsin to offer a Doctor of Pharmacy degree. The new School of Pharmacy will focus primarily on preparing pharmacist as practitioners for rural and urban Wisconsin, as well as provide clinical opportunities in healthcare facilities nationwide.

Plans call for a $17 million, multi-level School of Pharmacy building, scheduled to be completed for the 2011-2012 academic year. The School of Pharmacy academic program will include a standard 2+4 program, consisting of a 2-year pre-pharmacy program with a 4-year PharmD professional program and a 4-year BS degree program in pharmaceutical sciences.

NOTE: In August, 2008, Concordia named Curtis C. Gielow as Executive Dean and Dr. Dean L. Arneson as Academic Dean. Also in the fall of 2008, the School of Pharmacy received a $1 million gift from ShopKo and another $1 million gift from an anonymous donor.

The CUW School of Pharmacy will provide opportunities to expand on our commitment to underserved communities.

Our PharmD program will foster a strong collaboration with experienced practitioners.
New programs expand the scope of Adult Education

In the 2007-2008 academic year, the School of Adult & Continuing Education introduced a degree in Theology. The program focuses on a broad array of introductory Bible materials, along with in-depth readings of particular books. The students in this concentration will also study the history of the Christian Church, Christian doctrine, elements of Christian education, ethics, care-giving and the day-to-day management of a parish organization. The new Theology degree embodies the heart and soul of Concordia’s mission statement by preparing students to glorify God in the church and in the world.

Also in the last academic year, the School of Adult & Continuing Education reintroduced the Health Care Management major. Given the demand for the major, the school views this as one way to address the growing concern for medical care. The Health Care Management Program develops the supervisory skills essential to the management and administration of acute, community, and long term health care organizations. This program also helps prepare students for the Nursing Home Administrator exam in the state of Wisconsin.

CUW offers Adult Education classes at 14 locations, all with a convenient one-night-a-week schedule.


Dr. Michael Besch
Vice President,
Adult & Continuing Education
New programs and increased international emphasis fuel rapid growth

Concordia’s graduate program is one of the University’s fastest growing segments, representing one out of every three students.

Concordia University Wisconsin currently has 43 Masters programs and three Doctoral programs in the areas of Business (MBA), Health Sciences, Arts and Sciences, and Education, with 2,763 total graduate students enrolled. Currently, there are approximately 65 graduate cohorts/classes being taught off-campus at 14 Concordia Centers/Sites across Wisconsin, as well as over 225 graduate students taking courses through our E-Learning delivery system.

New graduate programs initiated last year include the Doctor of Nursing Practice (DNP) and M.S. in Education – Educational Technology degrees, both offer tremendous growth potential.

Besides bringing students to CUW, faculty members are teaching abroad in Asia, South America and Europe. For example, during 2007-2008, the MBA began and completed the first cohort of students in Quito, Ecuador.

Mark Schroeder, MBA Risk Management student, was honored by the CPCU Society as its recipient of a $1500 scholarship to be matched in funds by the Loman Foundation. Schroeder was one of only three recipients in the state.
New residence hall, community service and academic excellence enhance the Concordia experience

Coburg Hall opens

In January 2008, residents moved into the beautiful five-story Coburg Residence hall. Each suite has four single bedrooms, a bathroom and a living room. Cozy lounges on every floor feature large flat screen televisions and a study lounge. Each floor offers either a balcony overlooking Lake Michigan or a fireplace.

Kapco charitable challenge

In the spring of 2008, Jim Kacmarcik, president of Kapco Metal Stampings, Grafton, WI, contacted Concordia about organizing groups of students to serve others. Kapco donated $1000 to six groups with the instruction to help others with the money. Each group had to use all the money by either giving it away or using it creatively to make an even bigger contribution. All of the groups did a remarkable job and learned a lot about service to Christ in the Church and in the world.

Excellence on and off the court

The talented CUW women’s basketball team not only works hard on the court, but also in the classroom. The team ended the spring semester with a cumulative GPA of 3.637. While achieving these great academic honors, the Falcons also won the Northern Athletic Conference Championship for the 2007-08 season.

Completed in 2008, Coburg Hall houses over 300 students and provides breathtaking views of Lake Michigan.

Jazz Ensemble is dedicated to providing entertainment for campus events including popular jazz lunches, visitation days, and concerts.

Milwaukee Bay View graduate Wilbur Allen, CUW’s soft-spoken but hard-hitting senior defensive tackle, was named a 1st Team D.3 All American by the American Football Coaches Association in the 2007 season.

Dr. Andrew Luptak
Vice President, Student Life
Transforming our Campus

Annual Report 2007-2008
“If you haven’t been to Concordia lately, you haven’t been to Concordia”

Dr. Ferry uses that line frequently at speaking engagements… and it seems every time he says it, there’s something new to talk about. Our ongoing Renewed by the Waters capital improvement program has achieved much in the last few years — a major restoration of the bluff, various renovations of Luther Hall and the Rincker Library, and major landscaping projects.

In 2008, milestones included completion of beautiful Coburg Hall now housing over 300 students; Pro Grass turf for the football, softball and soccer fields; approval to build a new School of Pharmacy building; approval of a new Center for Environmental Stewardship building; and plans for a new football stadium.

Other highlights include the new welcome center on the south entrance to campus and new entrance on the west side; continued renovation of the campus landscaping; addition and renovation of classrooms throughout the campus; and continued renovation of Luther offices.

We’re not done yet. As we begin to celebrate our 25th anniversary in Mequon, we have big plans for new residence halls, continued improvement and expansion of classroom space and ongoing consideration of the Student Center for Service to the World.

In 2008 CUW received funding for the new Center for Environmental Stewardship, planned for completion in 2010.

CUW began planning for a new School of Pharmacy which will accept students in 2012.

Plans for a new football stadium took shape in 2008.
Financial Report
Growth in enrollment and gifts spur major expansions

Concordia continues to be richly blessed! In 2007-2008 our enrollment grew to a record 5,933 students, while 1,053 students successfully completed their studies. Our generous donors continued to support Concordia’s mission by contributing over $4.5 million in gifts. This is recognizable by accounting standards for the current year, as well as many more millions of dollars for future estate gifts. Every dollar of their legacy gifts help to build the foundation of the University for future generations of students to serve their Lord.

Operationally, CUW is one of only a few universities in the country that generates a true operational surplus, allowing for all the gifts and investment earnings to be dedicated to our growth. This was most evident this past year in the completion of the beautiful, 356 bed, $32 million Coburg Hall, a state-of-the-art residence hall overlooking the Lake Michigan shoreline.

Since 2005, our total net assets have increased by over 36 percent to nearly $95 million. Much of that growth came from increases in land, building and equipment values and investments, especially from 2005 through 2007. While revenue from tuition, gifts and auxiliary enterprises increased significantly, these gains were offset by declining investment results in 2007-2008 and reduced government grants. As a result, the University reported a five percent decrease in educational and general revenues from the previous year. Educational and general expenses increased about nine percent over 2006-2007.

Allen J. Prochnow
Executive Vice President and
Chief Operating Officer

Mr. Duane Hilgendorf
Senior Vice President
of Advancement

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<th>BALANCE SHEET — 3 YEAR HISTORY</th>
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Administration and Leadership 2007-2008

CUW Board of Regents

Chairman

Mr. Mark Polzin
President, Ranch Fiduciary Corporation and Farms Fiduciary Corporation, Cheyenne, WY

Vice Chairman

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Director of Building Services, Wisconsin Center District, Milwaukee, WI

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CUW President

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President, CUW, Mequon, WI

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Vice Chairman

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Marketing Consultant, Cedarburg, WI

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President, CUW, Mequon, WI

Mr. Duane H. Hilgendorf
Senior Vice President of Advancement, CUW, Mequon, WI

Mr. Allen J. Prochnow
Executive Vice President and COO, CUW, Mequon, WI

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Chairman of the Board, Zimmerman Architectural Studios, Inc., Milwaukee, WI