

Dear Colleagues,

When Provost Hunt announced her departure in February, we took the opportunity to reflect on how we are organized to best support our work of improving students' lives.

To serve students well, we challenged ourselves to answer three questions:

1. Are we structuring the University to enhance teaching, learning, and strong career outcomes (i.e., recruiting, retaining, teaching, and placing)?
2. Are we empowering our deans and academic leaders to make decisions that shape student success in their areas?
3. Are we organizing ourselves to reduce silos so that we can make better decisions and be more responsive to the evolving landscape?

Effective June 1, we are reorganizing the University to better serve students. We are giving deans greater responsibility for outcomes and resource allocation. We are aligning our student-facing services so they work together rather than in parallel. Students don't experience us as individual departments; they experience us as Wingate University. Our new structure will reflect that.

Heather Miller is moving into the role of Executive Vice President and Chief Operating Officer, where she will ensure alignment across the institution's mission-focused, student-success priorities.

The leadership team reporting to Heather:

- Brooke Mitchell, VP for Academic Engagement, will elevate high-impact academic community experiences and initiatives, including the library, Honors, international programs, W'Engage, and disability support services.
- Erika Niland, VP for Academic Systems, will strengthen academic policy, infrastructure, governance, and faculty communication in close partnership with the Registrar and Faculty Senate.
- Eric Schneider, SVP for Institutional Effectiveness, will oversee tenure and promotion processes, institutional outcomes, accreditation, and program review.
- Sergio Castello, VP for Professional Programs & Dean of the Byrum School of Business, will work in close coordination with the School of Sport Sciences (Brandy Clemmer) and the Thayer School of Education (Tarra Ellis) to strengthen alignment, growth, and student outcomes across professional programs.
- Karen Friel, VP for the Levine College of Health Sciences & Dean of the Health Professions, will continue to work closely with Andy Woods, Dean of the School

of Pharmacy, and the health professions program directors to strengthen coordination and impact across programs.

- Carrie Hoefflerle, VP & Dean of the Cannon College of Arts & Sciences, will continue to lead the CCAS. She will have expanded responsibility for academic outcomes, budgeting, and resource allocation (as will all deans), while continuing to refine the general education curriculum as a central component of the undergraduate experience.
- James Ambrose, VP for Student Affairs, will focus on student success and improving student retention through aligning key student services (residence life, financial aid, student involvement, orientation, academic support, and student conduct) to create a more seamless and supportive student experience.
- Eva Baucom, VP for Enrollment Management, will lead a unified strategy across undergraduate, graduate, and online enrollment management.
- Joe Reich, VP for Athletics, will continue to lead the University's athletics program, including recruited club sports and fundraising efforts in partnership with Advancement, while strengthening the role of athletics in supporting the University's mission and student experience.

We have also made some changes to better support the teams that serve students, both directly and indirectly. The following people will report to me:

- Kristen Johnson will now serve as Chief of Staff and University Spokesperson.
- Kacey Grantham will now serve as SVP and Chief Strategy Officer – overseeing University strategy, career pathways, academic advising, OneDog 101, Quality Enhancement Plan (QEP), and information technology (IT)/business intelligence (BI).
- Michelle Lancaster will now serve as SVP for Partnerships and Chief Administrative Officer – overseeing marketing and communications, human resources, government relations, and strategic external collaborations (e.g., Wayfind, BASE, and Julia's Community).
- Ben Sammons will continue to serve as University Chaplain.
- James Bullock will continue to serve as SVP for Advancement.
- Melissa Perdue will continue to serve as SVP and Chief Financial Officer.
- Ben Sidbury will continue to serve as SVP and General Counsel.

Ultimately, the goal is to position Wingate to be more agile, more collaborative, and more effective in delivering on our mission.

You will hear more from your respective leaders in the coming months about how these updates will take shape within your areas. Thank you for your continued dedication to Wingate and to the success of our students.

I hope to see you on [May 11](#) to discuss further.

Sincerely,

A handwritten signature in blue ink that reads "Rhett Brown". The signature is written in a cursive, flowing style.

Rhett Brown
President