

Stacy Narcotta-Welp

[p](#) Achiever | Responsibility | Futuristic | Positivity | Input

Summary of Qualifications: Over twenty years of experience leading staff; engaging in diversity, equity, inclusion and belonging (DEIB) work; implementing grant funding; and designing and delivering programs with high impact practices across a wide range of settings. Experienced in using best practices to assess constituent-specific, departmental, and institution-wide needs related to DEIB programming, holistic advising, leadership development, tutoring, and student services. Proven ability to create, align, implement, and assess strategic plans that address DEIB programming, student success, and retention goals in higher education.

D-E-I-B, RETENTION, AND STUDENT SUCCESS LEADERSHIP EXPERIENCE

Interim Vice Chancellor

February 2024 – present

Division of Diversity & Inclusion, University of Wisconsin – La Crosse

- Provide leadership, supervision, and oversight of all Diversity & Inclusion units including Title IX and Compliance, Youth Protections, Access Center, Pride Center, Office of Multicultural Student Services, McNair Scholars, Student Support Services, Center for Transformative Justice, and the Diversity & Inclusion Executive Assistant and Graduate Assistant
- Oversee and provide stewardship of the Division of Diversity & Inclusion's multiple budget accounts, totaling over \$2 million and consisting of federal and state grants, state appropriations, foundation funds, and student fees
- Report to and advise the Chancellor and UWL Cabinet on diversity, equity, inclusion, and belonging initiatives, policies, procedures, and current local and national trends affecting DEI in higher education and the Universities of Wisconsin system
- Help plan and coordinate the campus response to and compliance with the Universities of Wisconsin Statewide DEI Agreement at the request of the Chancellor
- Serve as the Diversity and Inclusion liaison on the UWL Data Governance committee to provide guidance on incorporating diversity, equity, and inclusion principles into UWL data governance policies and procedures
- Serve on the UWL Student Achievement Committee, comprised of Academic Affairs and Student Affairs staff, who collaborate to create interventions and programming to support the equity gaps in retention and graduation rates across student populations
- Convene the UWL Faculty DEI Fellows from each college to collaborate on and coordinate DEIB work happening in the colleges and across non-academic units
- Collaborate with New Student Orientation, Residence Life, the Center for Transformative Justice, the Center for Advancing Teaching and Learning to create an updated new student orientation program focused on civil discourse, free speech, and belonging which includes an intensive training program for faculty and staff to serve as facilitators
- Direct communication strategies and protocols for the Division of Diversity and Inclusion
- Serve as a member of the Joint Budget and Planning Committee as the leadership representative of the Division of Diversity and Inclusion, providing reports on strategic planning initiatives and insight into all DEIB initiatives that are coordinated via the division
- Serve as the campus representative to the Senior Diversity Officers group for the Universities of Wisconsin
- Represent UWL and the Division of Diversity and Inclusion at community-wide events to create relationships with partners and share the work of the division

Assistant Vice Chancellor (interim April to July)

April 2023 – January 2024

Division of Diversity & Inclusion, University of Wisconsin – La Crosse

- Provided supervision for the Center for Transformative Justice, McNair Scholars, Student Support Services, and the Diversity and Inclusion Graduate Assistant, including budget stewardship of over \$500,000 associated with these units
- Served as the director for the Eagle Mentoring Program, a retention and graduation scholars' program for underrepresented students that focuses on career readiness, academic success and belonging at a predominantly white institution
- Convened the Equity Liaison Initiative Steering Committee to collaboratively set programmatic intentions that support faculty and staff work associated with gathering and interpreting unit and department-wide equity data
- Convened and led the Bias Support and Education Team (BS&ET), a campus-wide collaborative that addresses bias incidents, assesses campus climate, and provides proactive bias education and support to individuals impacted by bias
- Led all strategic planning and assessment initiatives for the Division of Diversity and Inclusion and implemented the 2023-2028 Five Year Strategic Intentions Plan
- Served on the UNC/Harvard Committee which collaborated to assess, map, and suggest changes to scholarships, programs, and admissions practice at UWL in the wake of the Supreme Court decision 20-1199 - Students for Fair Admissions, Inc. Vs. UNC and Harvard
- Coordinated with Residence Life, the Center for Transformative Justice, and New Student Orientation to ensure over 2,000 new students completed an educational program focused on free-speech, civil discourse, and belonging
- Oversaw and directed the creation of the new "UWL Celebrates" Monthly in-person educational program focused on identity and belonging in collaboration with University Communications and Marketing, the Center for Transformative Justice, and University Centers
- Oversaw the implementation of Social Justice Week programming, a 3-day event that highlights high impact practices and faculty and student research associated with diversity, equity, inclusion, belonging and social justice frameworks
- Co – developed the UWL Proactive and Holistic Advising Conference with the Academic Advising Center, focusing on incorporating universal design, accessibility, identity, and student need into advising practices which served over 100 staff and faculty advisors

Interim Co-Assistant Vice Chancellor (overload in addition to SSS Director position)

July 2022 – March 2023

Division of Diversity & Inclusion, University of Wisconsin – La Crosse

- Provided guidance to the Director of the Center for Transformative Justice, the Director of the McNair Scholars program, and all other D and I Scholars programs by hosting one-on-one meetings, approving budgetary expenses, and connecting each to resources needed to successfully oversee their programs
- Developed, planned, and delivered professional development trainings for the D and I Directors and retreats for the entire D and I Division
- Assisted in the creation of campus-wide communications on behalf of the Chancellor's cabinet and the D and I Division
- Led the D and I Division strategic intentions initiative which included mapping all D and I Division programming across all seven distinct units, tracking unit goals, developing a division-wide assessment plan, and creating a five-year plan for the division to advance its work according to the Inclusive Excellence Strategic pillar

Director, Student Support Services (SSS)

July 2019 – March 2023

Division of Diversity and Inclusion, University of Wisconsin – La Crosse

- Oversaw all facets of this TRIO-funded retention and graduation program offering holistic advising, tutoring, grant aid, financial literacy training, and career readiness development to 350 first-generation, low-income students and students with disabilities

- Secured \$1.5 million (\$420,000 per year over five years) in federal funding from a Department of Education Student Support Services grant, managing all facets of yearly budgeting
- Ensured 93% of SSS participants are in Good Academic Standing, over 80% of all participants are retained year to year (over 90% retained in 3 of last 4 years), and 68% of participants graduate in six years
- Supervised and provided training and development for six professional staff and 15-20 student staff, which include a communications intern, math and science tutors, peer mentors, and student office assistants
- Cultivated and managed relationships with over 50 faculty, staff and campus partners across Diversity and Inclusion, Student Affairs and Academic Affairs, in efforts to inform and elevate TRIO programming
- Implemented robust usage of Canvas learning management system to engage all SSS participants in over 14,000 content and resource views per academic year
- Developed and convened SSS Advisory Board that meets bi-annually and includes Financial Aid, Academic Advising Center and Career Services, Office of Multicultural Student Services, McNair Scholars, Access Center, Admissions, It Makes Cent\$ and alumni representatives
- Managed the UWL First! Scholars' scholarship and living-learning community retention program for 50 freshman and sophomore first-generation and income eligible students in collaboration with Financial Aid, Admissions, and Residence Life
- Secured \$70,000 in a UW System Fostering Success for Independent Scholars grant and directed the programming associated with this funding to serve 30-50 UWL students who have experienced foster care, orphanhood, guardianship, are unhoused or at risk of being unhoused, or other FAFSA dependency over-rides
- Oversaw the awarding of the \$500 a year TRIO Activist Scholarship

ARPA Funding Selection Committee

January 2021

La Crosse Community Foundation, La Crosse, WI

- Selected as the UWL representative to serve on the community-wide committee tasked with awarding over \$2 million in American Rescue Plan Act (ARPA) funds for the greater La Crosse community
- Shared insights, data, and information with committee members to ensure equity and inclusion principles were considered as part of the award process
- Built relationships with 15 La Crosse area leaders responsible for non-profit work in the community

Executive Team and Madison Representative

July 2020 – June 2021

Academic Staff Council, University of Wisconsin – La Crosse

- Served as the campus-wide academic staff liaison at UW system monthly meetings, advocating for staff concerns at the system level and sharing vital information back to UWL academic staff
- Worked with other Executive Team members to set Academic Staff Council agendas and goals
- Convened the Professional Development committee to distribute \$13,000 in professional development grant awards to deserving academic staff

Advisory Board Member, Institute for Social Justice

August 2019 – August 2021

Division of Diversity and Inclusion, University of Wisconsin – La Crosse

- Provided guidance to the Director of the Institute related to diversity, equity, and inclusion communications sent out on behalf of the Institute
- Helped plan the week-long program for UWL's 2020 Social Justice Week, a campus-wide and community event allowing faculty, staff, and students to present research and scholarship related to social justice issues (event cancelled due to COVID – 19)

Equity Liaison

October 2018 – June 2019

Academic Advising Center and Career Services, University of Wisconsin – La Crosse

- Benchmarked student usage in the Academic Advising Center and Career Services to determine equity gap
- Mapped Academic Advising Center and Career Services programming to DEI institutional-wide goals

- Provided DEI strategic guidance to the Director of the Academic Advising Center and Career Services

Career Advisor, Exercise and Sport Science and Health Professions Majors

July 2017 – June 2019

Academic Advising Center and Career Services, University of Wisconsin – La Crosse

- Provided career advising for College of Science and Health (CSH) majors in Exercise and Sport Science and Health Professions
- Led the Academic Advising Center and Career Services Assessment Team to implement assessment protocols, collected data, and reported programmatic outcomes to campus constituencies
- Planned and implemented the 2018 Career Services Summer Employer Meeting which brought together over 50 UWL staff and faculty from 30 departments and over 50 area employers from 36 organizations
- Served as the Academic Affairs representative to the UWL Academic Staff Council
- Co-taught section of UWL 100 for 25 Biology and Pre-Health students, who were primarily first-generation and income-eligible students

New Initiatives Manager, Career Leadership Academy

August 2016 – July 2017

Pomerantz Career Center, The University of Iowa

- Cultivated and developed relationships for program curriculum development and sales outside of the university
- Created and managed an Alumni Advisory Board for increased alumni involvement in the Academy
- Developed assessments to track the longitudinal success of the over 1,300 Academy graduates in the workplace
- Coordinated all Academy courses offered at the Iowa Center for Higher Education in Des Moines, Iowa
- Designed and planned the Career Leadership Academy 10-Year Anniversary Celebration Event for program alumni, current students, employer partners, and campus constituencies
- Coordinated and delivered online academic advising for 30 students completing the Certificate in Leadership Studies
- Served as a consultant to the Leadership Studies Faculty Advisory Committee and the Be Better Initiative

Director, Career Leadership Academy

July 2011 – August 2016

Pomerantz Career Center, The University of Iowa

- Oversaw all facets of this career readiness and leadership competency development program in the Leadership Studies Department of University College primarily focused on identity development, inclusion, and social change
- Managed \$280,000 budget consisting of a combination of campus funds, student fees, and grants from Northwestern Mutual Financial Network, Target, State Farm, and Rockwell Collins
- Supervised the Assistant Director, 20 adjunct assistant instructors, three student interns, two graduate practicum students, and the over 600 students involved annually in the program
- Assessed all programmatic outcomes for the program's nine distinct courses and disseminated results to all program stakeholders via annual reporting
- Recruited, trained, selected, and assessed adjunct assistant instructors for all program courses
- Collaborated annually with 40 or more faculty, academic and student affairs staff to support student engagement and success initiatives focused on enrollment management and retention
- Oversaw all facets of 15 to 20 annual service-learning projects focused on social justice and civic engagement pairing CLA classes with over 30 community partners
- Developed and managed relationships with over 250 employer partners engaged in the program
- Applied relevant theories focused on career readiness, leadership, and diversity and inclusion into curricula associated with nine in-person and online academic courses in Leadership Studies
- Created and implemented two three-year program-specific strategic planning initiatives in accordance with departmental and university-wide strategic planning cycles
- Co-created and delivered an academic course that brought together 20 students and community employers focusing on leading authentically across diverse populations in partnership with the Chief Diversity Officer

Academic Training and Consulting Committee Chair

January 2015 – August 2016

Be Better @ Iowa: Strengths and Leadership Integration and Implementation Initiative, The University of Iowa

- Served as a member of the leadership initiative's seven-member executive working group
- Led a diverse team of six faculty and staff to implement the committee's academic charge within the larger initiative
- Collaborated with campus faculty, staff, and administrators to identify the 11 most significant Student Leadership Competencies for all students, with a heavy emphasis on engaging with diversity and developing cultural competence
- Consulted with subject matter experts, campus faculty, and staff to assist in the implementation and assessment of Student Leadership Competencies and Strengths-Based Leadership into departmental curricula across Iowa's five undergraduate colleges

National Coalition Building Institute - Training Team

January 2014 – August 2016

Diversity Resource Center, The University of Iowa

- Co-led three day-long DEIB training sessions to over 75 campus and community individuals per year, focusing on identity awareness, implicit bias, shifting prejudicial attitudes, and becoming more effective allies to one another
- Collaborated with Diversity Resource Center staff and the Chief Diversity Officer to assess training program outcomes and improve program offerings

Bridging Global and Domestic Diversity Program – Executive Board

April 2011 – April 2016

International Students and Scholars, The University of Iowa

- Collaborated with university staff from the Center for Diversity and Enrichment, TRIO programs, Study Abroad, and International Education to develop semester-long programming for 35 students from global and domestically diverse backgrounds
- Created and implemented assessment and improvement plans for the program

The Xicotepec Project – Global Leadership Initiative

January 2011 – May 2016

Xicotepec, Mexico

- Developed an annual scholarship program after soliciting grant funding from Rockwell Collins that allowed 11 historically underserved students to participate in a study abroad experience free of charge every year
- Created and taught curriculum for a semester-long, academic 2-credit course – The Global Leadership Initiative- for the scholarship recipients that included identity development, global leadership, cultural competence, and social justice frameworks
- Collaborated with Iowa Rotary District 6000, Xicotepec Rotary, faculty from Pharmacy, Nursing, Sociology, and Dentistry to plan, complete, and assess service-learning projects in the Xicotepec, Mexico community over spring break

Iowa Edge Peer Leader Training Committee Chair and Advisory Board Member

January 2009 – August 2016

The Iowa Edge Orientation Program, The University of Iowa

- Collaborated with over 50 campus staff, faculty, and administrators to deliver a comprehensive four-day orientation and retention program for over 90 incoming first-generation, income-eligible, and historically underrepresented students
- Guided strategic planning for the over \$60,000 program budget to ensure retention and graduation rates improved year to year for these students from historically underrepresented backgrounds
- Led a team of three professional staff from across campus to recruit, hire, train, and supervise 14 diverse student peer leaders throughout the academic year
- Co-created peer leader training that focused on identity development, intersectionality, and belonging in the

context of a predominantly white institution of higher education

Associate Director of Career Leadership Academy

June 2009 – June 2011

Pomerantz Career Center, The University of Iowa

- Supervised the Assistant Director, 10 adjunct assistant instructors, and the program's 25-member student organization
- Coordinated the Leadership Living-Learning Community (LLC) of 25 students, 10 peer mentors, and the two first-year experience academic courses associated with the LLC
- Collaborated with the Iowa Center for Assistive Technology to incorporate Universal Design and accessibility awareness into the program's expanded six course curriculum

Graduate Assistant of Career Leadership Academy

August 2007 – May 2009

Pomerantz Career Center, The University of Iowa

- Assisted in all facets of the creation of a new four course career readiness program that grew in two years' time from 49 students per year with 10 majors to over 400 students per year with 85 majors
- Infused learning outcomes associated with the concepts of diversity, inclusion, power, privilege, and oppression, as well as relational and social change leadership into all curricula

Assistant Women's Soccer Coach

June 2004 – June 2006

Athletic Department, Illinois State University

- Created and implemented a student-athlete academic success tracking program for 26 athletes
- Coordinated three weeks of summer day and overnight soccer camps for youth 12 – 18 years old

Head Women's Soccer Coach

January 2001 – March 2004

Athletic Department, California State University -Fresno

- Oversaw all aspects of staff and player development, competition planning, and recruiting for the NCAA Women's Division I Soccer program at this Hispanic-serving institution
- Created the 'Adopt A Player' program, a community outreach program with local elementary schools and youth soccer clubs that allowed area girls to learn soccer from the Women's Team members
- Planned and oversaw an international training trip to Japan for over 30 participants
- Fostered an environment of academic excellence that resulted in a 99% graduation rate and average team G.P.A. of 3.1

HIGHER EDUCATION TEACHING EXPERIENCE

Graduate Instructor in Student Affairs Administration Department at UW – La Crosse

January 2018 – May 2023

- Instructed SAA 704 – Leadership and Organizational Theory in Higher Education master's level course with a social justice lens based on theoretical approaches to leadership and building leadership capacity in undergraduate students
- Assessed student learning outcomes associated with leadership theory exploration and critique, personal leadership philosophy development and articulation, and increased ability to develop leadership capacity in undergraduate students

Adjunct Instructor in Leadership Studies at The University of Iowa

August 2007 – May 2023

- Co-instructed LS:3004 Perspectives in Leadership Course and LS:3012 Leadership Theory courses for the Certificate in Leadership Studies
- Co-created and instructed all Career Leadership Academy Courses LS:2000, LS:2001, LS:2002, LS:3001, LS:3002, and LS:4001
- Created and instructed LS:3010 The Global Leadership Initiative online courses
- Co-created and instructed LS:3003 Culturally Intelligent Leadership, and LS:3009 The Xicotepec Project - a study abroad service-learning course delivered in Iowa and Mexico in partnership with Rotary International

OTHER TRAINING AND DEVELOPMENT EXPERIENCE

La Crosse Chamber of Commerce – Leadership La Crosse DEI Training *February 2024*

- Presented to 30 La Crosse area business leaders about the importance of including DEI initiatives and work into their businesses
- Led discussions on how local businesses can partner with UWL and the Division of Diversity and Inclusion in recruitment efforts and work with staff

Wisconsin Association of County Personnel Directors’ Fall Conference *September 2023*

- Presented on diversity, equity, inclusion, and belonging as a part of the professional development experience in local municipalities using a Cultural Intelligence framework

Women’s Fund of La Crosse Strategic Planning Training *August 2021*

- Co-created and delivered a multipart training focused on identifying and defining organizational values, mission, and vision statements
- Led collaborative sessions focused on identifying goals that aligned with updated mission, vision, and values

UWL Employer Meeting Presentation on Fostering and Demonstrating Diversity in the Workplace *August 2019*

- Co-presented a session to over 50 employers from the Greater La Crosse Area focusing on how to intentionally demonstrate a commitment to diversity and inclusion to new and recent graduates

RISE UP Workshop *January 2018*

- Participated in the weeklong workshop for faculty and staff focused on exploring the intersections of identity and diversity, equity, and inclusion issues present at UWL
- Collaborated in writing, producing, and performing skits meant to educate campus constituents about those DEI issues
- Engaged in panel discussions with UWL students highlighting faculty and staff responsibilities in making UWL a more inclusive place

Iowa Resource Conservation & Development Counsel Strengths-based Leadership Training *June 2015*

- Designed and delivered interactive leadership development and strategic planning sessions to all 15 counsel professional staffs focused on working across difference

IMU Marketing and Design Strengths-based Leadership and Strategic Planning Training *January 2016 – May 2016*

- Collaborated with the IMU Director of Strategic Communications and External Relations to create and lead three sessions integrating departmental staff competency development in the context of division mission, goals, and strategic plans

BRIDGE Program Global Leadership Trainings at The University of Iowa *April 2011 – April 2016*

- Created and delivered yearly sessions focusing on the development of effective cross-cultural leadership skills to a selected group of 35 international and underserved student leaders in this International Scholars and Students program

Gateway-Fulbright Summer Orientation at The University of Iowa *August 2009 – August 2011*

- Created and delivered sessions focused on cross-cultural understanding and career and global leadership skill development to 90 Fulbright Student Scholars from all over the world preparing to research at various universities in the United States

Leadership Educator’s Institute at The University of Maryland *December 2008*

- Delivered an interactive session to student affairs and leadership development professionals titled, “What Employers Want – The Pairing of Leadership and Career Development”

LEARNING MANAGEMENT SYSTEMS, ASSESSMENT, AND EDUCATIONAL SUPPORT SOFTWARE SKILLS

Qualtrics | Desire to Learn | Canvas | Tableau | Simplicity | Handshake | Blumen | EAB Navigate

CERTIFICATIONS AND AWARDS

NASPA Institute for Aspiring Vice Presidents in Student Affairs	January 2024
Anti-Racist Pedagogy Across the Curriculum (ARAC) Institute – University of Wisconsin – La Crosse	Aug 2021
Career Services Provider Certification – University of Wisconsin – Madison	September 2018
Strong Interest Inventory Certification – GS Consulting	February 2018
NCBI Welcoming Diversity Trainer – National Coalition Building Institute International	Jan 2014– Aug 2016
Building the University of Iowa Leadership for Diversity Certificate – The University of Iowa	May 2016
Paul Harris Fellow Award – The Rotary Foundation of Rotary International	October 2014
Exceptional Performance Award – The University of Iowa	January 2014, June 2016
Supervising @ Iowa Certificate – The University of Iowa	December 2013
Cultural Intelligence Level 1 Training Certification – Cultural Intelligence Center	November 2011
Building Our Global Community Certificate – The University of Iowa	May 2011
StrengthsQuest Mentoring and Advising Program Training – Gallup Organization	June 2010

EDUCATION

M.A., Counseling, Rehabilitation, and Student Development, The University of Iowa, Iowa City, IA	May 2009
B.A., Anthropology, Minor – Biology, The University of Tulsa, Tulsa, OK	December 1994