

# Christy L. Brown, J.D.

---

## Executive Leadership and Effective Management

Dynamic, results-oriented, and transformational leader with over two decades of experience in advancing organizational mission, vision and values while achieving overall operational goals. Accomplishments include strengthening financial health, facilitating an engaged workplace culture, achieving diversity, equity, and inclusion objectives, and exceeding customer expectations. Demonstrated effective leadership in multiple, complex settings – public, private, nonprofit, corporate, smaller, and larger – by attaining unprecedented outcomes.

---

## EDUCATION

**Duke University School of Law**, Durham, NC. Juris Doctor. May 1994.

- Elected Commencement Speaker, address entitled “Pro Bono Publico: For the Public Good”
- Member, Duke Law Students, Admissions Committee
- Member, Black Law Students Association

**Duke University Graduate School**, Durham, NC. Master of Arts, Humanities. May 1994.

- Interdisciplinary degree, coursework included African American History, Women’s Studies and Cultural Anthropology.
- Thesis explored the intersection of race, gender, and class.

**Stanford University**, Palo Alto, CA. Bachelor of Arts, Psychology. June 1987.

- Stanford Overseas Studies Program: Stanford-Centre-in-Tours, the Loire Valley Region, Tours, France.
  - Stanford Distinguished Service Award for outstanding service to the community.
- 

## PROFESSIONAL EXPERIENCE

October 2012 to present

**Chief Executive Officer, Girl Scouts of Wisconsin Southeast (GSWISE)**. Visionary and strategic leader of girls’ and young women’s leadership development organization, serving approximately 17,000 members, with fiduciary responsibility and performance oversight. Responsible for budget of \$10M, 60 employees (100+ in summer), in 7 counties in the Greater Milwaukee area.

- Partner with Board of Directors to develop governance and strategic objectives then execute on same including redesign of business operating model, modernization of technology, diversified revenue streams, and enhanced services to underrepresented groups.
- Executive leader and manager of high-performing council as evidenced by increased financial reserves through creation of new sources of income, broadening community support through fundraising, optimizing retail and product sale operations, and divesting real estate.

- Ambassador for local council and national Girl Scout Movement as shown through increased council visibility and girl member market share, strong satisfaction scores with multiple stakeholder groups, and selection as participant on competitive positions with national organization – currently serving on Diversity, Equity, and Inclusion/Racial Justice steering committee.

July 2007 to October 2012

**Vice Chancellor, Finance and Administrative Affairs, University of Wisconsin - Milwaukee (UWM)**. Chief Business & Financial Officer for large (29,000 students), urban, research institution. Provided leadership to all non-academic, non-auxiliary operations including legal affairs, financial services, human resources, and campus infrastructure including facilities planning and IT. Oversaw campus budget of \$650M, and 3,500 benefit-eligible employees. Promoted to Vice Chancellor from interim role after national search to fill position.

- Directed first comprehensive Campus Master Plan with Provost. Facilitated approval for unprecedented \$320 million investment in capital projects in one biennium, surpassing prior total 20-year investment.
- Built consensus with multiple stakeholders for strategic priorities, goals, and objectives for division with \$50 million budget and 700 employees. Increased diversity of leadership staff by 22%.
- Advised Chancellor and Cabinet on complex business and legal issues including unprecedented state budget cuts, real estate acquisitions, high-profile personnel matters, and sensitive student issues.

April 2002 to June 2007

**Executive Vice President & General Counsel, Milwaukee Area Technical College (MATC)**. Large, public community-based two-year college (50,000 student headcount). Built in-house legal team and provided improved services, oversaw human resources, public safety, and risk management. Promoted to Executive Vice President from VP & General Counsel. Functioned as second in command.

- Advised Board of Trustees and committees as staff liaison. Coordinated agendas and materials; fielded inquiries; briefed committee chairs; counseled on parliamentary procedure, significant operations items, institutional risks, and compliance matters.
- Analyzed critical legal matters, managed extensive litigation, and supervised outside counsel; reduced legal fees substantially; expanded internal legal office; represented College in legal matters.
- Orchestrated organizational change working collaboratively with labor union; transformed HR culture from complaint-focused to proactive, problem-solving business partner; created President's Diversity Initiative which increased from 5% to 15% underrepresented people of color as full-time faculty.

**Interim President, MATC** May to August 2003

Appointed to interim position during President's medical leave. Responsible for all major campus divisions and functions, represented College and provided testimony at Higher Education & Tourism Committee regarding legislation on funding for Advanced Technology Center.

April 1997 to April 2002

**Lutheran Social Services of WI & Upper Michigan, Inc. (LSS)**. Milwaukee, WI.

**Vice President, South East Region, & Corporate Counsel, LSS** May 2000 to April 2002. Responsible for multiple human services program lines and support services. Managed \$16M budget and 300 staff. Member of President & CEO's Executive Cabinet. Promoted to position with profit and loss responsibility from internal agency-wide support function.

- Grew revenue by 60% through acquisition of fiscally viable, high-quality programs, and improved fiscal performance from (\$600,000) loss to \$21,000 gain in first year.
- Awarded high-visibility contract during state privatization of foster care. Provided executive leadership including external relations with governance bodies and a broad array of community stakeholders.

**Vice President, Human Resources & Corporate Counsel, LSS** April 1997 to May 2000. Responsible for human resources support for 2,500 employees in over 200 locations across two states.

- Aligned agency-wide legal and human resources issues with business objectives to achieve goals, providing both strategic and crisis guidance, and support to Board of Directors.
- Performed routine legal matters and representations, advised on creation and interpretation of policies, oversaw agency and hospital accreditation; directed outside counsel.

September 1994 to March 1997

**Associate Attorney, Michael Best & Friedrich, LLP**. Milwaukee, WI. Practiced in management side labor and employment relations group, representing non-profits, government, higher education, and corporations. Recommended management strategic best practices. Frequent presenter and member of hiring committee.

---

**PROFESSIONAL ACTIVITIES (selected)**

- The Medical College of Wisconsin, Board of Trustees. Trustee of private medical school (Budget 1B), 3<sup>rd</sup> largest in country. Member Audit and Affiliation Agreement Committees.

- 
- Duke Law Alumnae Leadership Council, Member. Selective group of Duke Law women graduates who advise on issues that impact women students and alumnae, fostering culture of lifelong leadership.
  - Wisconsin State Bar Association, Member, licensed in the State of Wisconsin. Past vice chair, Local Bar Relations Committee.
  - Member, International Women's Forum – Wisconsin
  - Member, Past President, Wisconsin Association of African-American Lawyers, Board of Directors.
  - Past Member, United Way of Greater Milwaukee and Waukesha County, Campaign Cabinet.
  - Past Director, Milwaukee Bar Association, Board of Directors. Past Chair, Judicial Selection Committee.
  - Past Trustee, Carroll University, Board of Trustees.
  - Past Appointee, Wisconsin Educational Approval Board, approved private, for-profit post-secondary schools.
  - Past Member, National Association of College and University Business Officers, Research Council.
  - Past Member, National Association of College and University Attorneys.