



MARQUETTE UNIVERSITY OFFICE OF FACULTY AFFAIRS

# **FELOS PROGRAM**

**(Faculty Exploring Leadership Opportunities)**

2021–22 FELOS Program Schedule



**MARQUETTE**  
UNIVERSITY

**BE THE DIFFERENCE.**



## WELCOME TO THE MARQUETTE FELOS PROGRAM!

I would like to take this opportunity to welcome you and let you know how excited I am to be working with you during the coming academic year. This leadership program has been carefully designed to introduce participants to the complexities, challenges, and joys of leadership, across several levels, with a specific emphasis on academic leadership at Marquette University, a Catholic and Jesuit university.

Over the course of the next nine months, I am confident you will gain greater insight into your own personal leadership characteristics, examine various leadership philosophies and develop or enrich your own, gain a better understanding of the Marquette University structure and how various areas interact, prepare for the many challenges facing leaders in higher education today, increase your ability to successfully take on a campus leadership role, and reflect on Ignatian principles of leadership within a university environment.

You will also develop deep and meaningful relationships with other faculty and staff members from many areas across campus, all of whom, like you, are exploring what it means to be a leader in higher education today. And if this fifth cohort is like the first four, you will come to rely on each other over the next nine months as well as after the program has concluded.

The leadership program curriculum is built around four levels of leadership, (1) *Personal Mastery*, (2) *Relational Acuity*, (3) *Team Building*, and (4) *Systems Thinking*. During each session, you will engage in activities centered around these four levels. Some days we may concentrate on a single level or two, while other days we may touch on all four levels.

A review of our nine days together illustrates the curriculum does not move linearly from personal mastery to relational acuity to teams to systems. Leadership, is messy and doesn't happen in isolated levels or in a linear fashion. Rather the most challenging leadership situations call upon leaders to draw upon their knowledge, skills, experiences and wisdom across multiple levels...simultaneously. And as such, the activities woven throughout the curriculum move fluidly up and down and across all four levels.

Outcomes will emerge over the course of the academic year through a series of readings, videos, speakers, diagnostic instruments, group exercises and discussions, journaling opportunities, and through leadership coaching. I believe you will find these activities, both individually and collectively, to be thoughtful, challenging, insightful, and transformational.

I encourage you to fully immerse yourself in the program. Your commitment and deep engagement will not only benefit you, but will also benefit other participants as well as those you lead now and in the future. As you move through the program, I hope you will reach out with any questions or concerns. In closing, I would like to express my deep gratitude to you for joining me on this journey. I sincerely hope you are able to look back on this leadership program as a truly significant event in your professional development.

With warm wishes,

Gary Meyer, Ph.D.

*Senior Vice Provost for Faculty Affairs and FELOS Program Facilitator*

## Orientation Day, Friday, August 27, 2021

### Holiday Inn Milwaukee Riverfront

4700 N. Port Washington Rd., Glendale, Wisconsin

- 8:15 a.m. **Arrival**
- 8:30 a.m. **Welcome and Introductions**
- 8:45 a.m. **Leadership at Marquette University**  
Dr. Kimo AhYun, Provost and Executive Vice President for Academic Affairs, Marquette University
- 9:00 a.m. **Program Overview**
- 9:45 a.m. **Team Organization**
- 10:00 a.m. **Break**
- 10:15 a.m. **Our Community Tao**
- 10:30 a.m. **A Brief History of Leadership**
- 11:00 a.m. **This Is Me**
- Noon **Lunch**
- 1:00 p.m. **This is Me**
- 2:00 p.m. **Role and Identity Management**
- 3:00 p.m. **Break**
- 3:15 p.m. **Reflection**
- 4:00 p.m. **Social Hour (optional)**



#### Assignment

- Read: *Dare to Lead* — Introduction and Part One, Sections One and Two (pp. 3-69)
- Complete: 5 Paths Diagnostic (online)
- Bring: 5 Paths Report

**Next Meeting** — Friday, September 17, 2021 (8:30 a.m. – 4:00 p.m.)

## Day 1, Friday, September 17, 2021

### Holiday Inn Milwaukee Riverfront

- 8:15 a.m. **Arrival**
- 8:30 a.m. **Announcements**
- 8:45 a.m. **Servant Leadership**  
Dr. Michael Lovell, President, Marquette University
- 9:45 a.m. **Break**
- 10:00 a.m. **Vulnerability**
- 11:00 a.m. **This is Me**
- Noon **Lunch**
- 1:00 p.m. **This is Me**
- 2:00 p.m. **Leading with Vision (Introduction)**
- 2:30 p.m. **Break**
- 2:45 p.m. **5 Paths**
- 4:00 p.m. **Social Hour (optional)**

#### Assignment

- Complete: Visioning Exercise

**Next Meeting** — Friday, October 8, 2021 (8:30 a.m. – 4:00 p.m.)

## Day 2, Friday, October 8, 2021

### Holiday Inn Milwaukee Riverfront

- 8:15 a.m. **Arrival**
- 8:30 a.m. **Announcements**
- 8:45 a.m. **Leading with Vision (Team Sharing)**
- 9:45 a.m. **Break**
- 10:00 a.m. **Management and Leadership**
- 11:00 a.m. **Introduction to Ignatian Leadership**  
Fr. James Voiss, S.J., Vice President, Mission & Ministry, Marquette University
- Noon **Lunch**
- 1:00 p.m. **Inspirational Leadership**
- 1:45 p.m. **Effective Leadership Communication**
- 2:45 p.m. **Break**
- 3:00 p.m. **Case Studies in Higher Education Leadership**
- 4:00 p.m. **Social Hour (optional)**

#### Assignment

- Read: *Dare to Lead* — Part One, Section Three (pp. 71-117)
- Complete: Kraybill Conflict Instrument (online)
- Bring: Kraybill Conflict Instrument Report
- View and Complete: DEI Foundations: Intersectionality in Higher Education
- Schedule: Coaching Session I (October – November)

**Next Meeting** — Friday, October 29, 2021 (8:30 a.m. – 4:00 p.m.)

*“Leadership is service and there is power in that giving; to help people, to inspire and motivate them to reach their fullest potential.”*

— Denise Morrison

*The true price of leadership is the willingness to place the needs of others above your own. Great leaders truly care about those they are privileged to lead and understand that the true cost of the leadership privilege comes at the expense of self-interest.*

— Simon Sinek

## Day 3, Friday, October 29, 2021

### Holiday Inn Milwaukee Riverfront

- 8:15 a.m. Arrival  
8:30 a.m. Announcements  
8:45 a.m. Inclusive Leadership  
9:45 a.m. Break  
10:00 a.m. Armored vs Daring Leadership  
11:00 a.m. University Advancement  
Tim McMahon, Vice President for University Advancement
- Noon Lunch
- 1:00 p.m. Kraybill Conflict Instrument  
1:45 p.m. Managing Difficult Conversations  
2:30 p.m. Break  
2:45 p.m. Practicing Difficult Conversations  
4:00 p.m. Social Hour (optional)

#### Assignment

- Read: *Dare to Lead* — Part One, Sections Four and Five (pp. 119-181)

Next Meeting — Friday, November 19, 2021 (8:30 a.m. – 4:00 p.m.)

## Day 4, Friday, November 19, 2021

### Holiday Inn Milwaukee Riverfront

- 8:15 a.m. Arrival  
8:30 a.m. Announcements  
8:45 a.m. Managing “Difficult” Employees  
10:45 a.m. Break  
11:00 a.m. Marquette University Police Department  
Edith Hudson, Chief of Police, Marquette University
- Noon Lunch
- 1:00 p.m. Empathy  
2:00 p.m. Leadership Philosophy Statement  
2:30 p.m. Break  
2:45 p.m. Grounded Confidence  
4:00 p.m. Social Hour (optional)

#### Assignment

- Complete and Submit: Leadership Philosophy Statement (Due December 17, 2021)
- Read: *Dare to Lead* — Parts Two and Three (pp. 184-238)

Next Meeting — Friday, January 14, 2022 (8:30 a.m. – 4:00 p.m.)

## Day 5, Friday, January 14, 2022

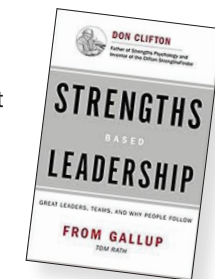
### Holiday Inn Milwaukee Riverfront

- 8:15 a.m. Arrival  
8:30 a.m. Announcements  
8:45 a.m. Leadership Philosophies (Team Sharing)  
9:45 a.m. Break  
10:00 a.m. Anatomy of Trust  
11:00 a.m. Enrollment Management  
John Baworowsky, Vice President of Enrollment Management
- Noon Lunch
- 1:00 p.m. Core Values  
2:00 p.m. Building Effective Teams  
2:30 p.m. Break  
2:45 p.m. Running Effective Meetings  
3:30 p.m. The Ignatian Colleagues (Leadership) Program  
Dr. Kati Berg, FELOS Alumnae and ICP Program Participant
- 4:00 p.m. Social Hour (optional)

#### Assignment

- Read: *Dare to Lead* — Part Four (pp. 240-272)
- Read: *Strengths Based Leadership* (1-95)
- Complete: Personal Strengths Inventory (online)
- Bring: Personal Strengths Inventory Report
- Schedule: Coaching Session II (February – March)

Next Meeting — Friday, February 11, 2022 (8:30 a.m. – 4:00 p.m.)



## Day 6, Friday, February 11, 2022

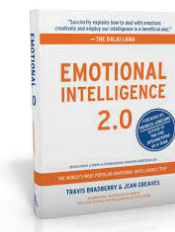
### Holiday Inn Milwaukee Riverfront

- 8:15 a.m. Arrival  
8:30 a.m. Announcements  
8:45 a.m. Leading Through Change  
10:45 a.m. Break  
11:00 a.m. Division of Student Affairs  
Dr. Xavier Cole, Vice President of Student Affairs, Marquette University
- Noon Lunch
- 1:00 p.m. Strengths Based Leadership  
Courtney Hanson, Director, Career Services, Marquette University
- 3:00 p.m. Break  
3:15 p.m. Managing Up  
4:00 p.m. Social Hour (optional)

#### Assignment

- Read: *Emotional Intelligence 2.0* (pp. 1-59)
- Complete: Emotional Intelligence 2.0 Assessment (online)
- Bring: Emotional Intelligence 2.0 Assessment Report

Next Meeting — Friday, March 4, 2022 (8:30 a.m. – 4:00 p.m.)



## Day 7, Friday, March 4, 2022

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### Holiday Inn Milwaukee Riverfront

8:15 a.m. Arrival

8:30 a.m. Announcements

8:45 a.m. Emotional Intelligence

10:00 a.m. Break

11:00 a.m. Office of Planning and Facilities Management

Lora Strigens, Vice President for Planning and Facilities Management,  
Marquette University

Noon Lunch

1:00 p.m. Time Management

2:15 p.m. Break

2:30 p.m. Resilience and Self-care

3:15 p.m. Program Impact

4:00 p.m. Social Hour (optional)

### Assignment

- Read: *Emotional Intelligence 2.0* (pp. 61-223; as appropriate)
- Revise: Leadership Philosophy Statement (Due April 8, 2022)
- Articulate: How has this program inspired you to think and act differently? (Due April 8, 2022)

Next Meeting — Friday, April 8, 2022 (9:45 a.m. – 1:00 p.m.)

## Celebration, April 8, 2022

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### Holiday Inn Milwaukee Riverfront

9:45 a.m. Arrival

10:00 a.m. Leadership Reflections

Noon Lunch

1:00 p.m. Wrap up and Final Thoughts

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*“We live in a world in which we need to share responsibility. It’s easy to say, “It’s not my child, not my community, not my world, not my problem.” Then there are those who see the need and respond. I consider those people my heroes.”*

— Fred Rogers



## SPEAKERS



### **Kimo Ah Yun**

Dr. Kimo Ah Yun is the provost and executive vice president for academic affairs. He previously served as the dean of the J. William and Mary Diederich College of Communication. Prior to joining Marquette University, he was associate dean of the College of Arts and Letters at California State University, Sacramento, where he also served as chair of the department of communication studies, director of the Center for Teaching and Learning, and professor of communication studies. During his 20-year tenure at Sacramento State, he co-chaired the President's Committee to Build Campus Unity, which programmed and executed campus wide conversations on topics such as discrimination, identity and privilege.

Ah Yun has received teaching awards from California State University, Sacramento, and the International Communication Association. He also received the President's Research Award from California State University, Sacramento, and the Jack Hunter Meta-Analysis award from the International Communication Association. He has published in *Communication Education*, *Journal of Early Childhood Teacher Education*, *Communication Research*, *Wisconsin Medical Journal*, *Communication Studies*, *Journal of Applied Communication Research*, *Journal of the Association for Communication Administration*, *Metropolitan Universities Journal*, and *The National Teaching and Learning Forum*. His research has been supported with grants from the Centers for Disease Control, Wisconsin Department of Public Health, California Criminal Justice Cabinet, California Department of Transportation, and the Henry J. Kaiser Family Foundation.

Ah Yun earned his bachelor's degree in communication studies from California State University, Sacramento, his master's degree in communication studies from Kansas State University, and his doctorate in communication from Michigan State University.



### **John Baworowsky**

Dr. John M. Baworowsky, vice president for enrollment management, brings more than 30 years of experience in enrollment management, student affairs, public relations and financial aid. He has served as a vice president in higher education in both the United States and overseas. He supervises Undergraduate Admissions, Office of Financial Aid, Office of the Registrar and Marquette Central.

He has a long association with Jesuit institutions, earning his bachelor's degree at Loyola University Chicago and his doctorate from Saint Louis University. All three of his children are graduates of Loyola Academy (Ill.) and his wife, Dr. Kathleen Cross, earned both her bachelor's degree and doctorate at

Saint Louis University.

As a columnist for *The Chronicle of Higher Education*, Baworowsky has written about international student recruitment, shared governance, student decision-making, and developing a brand. He has been instrumental in enrollment growth and stability at Dominican University of California, American College of Greece and Saint Louis University.

He is also a noted national speaker on the topics of strategic communications, international students, and financial aid. He has spoken at the National Conference on Student Recruitment, Marketing and Retention; NAFSA: Association of International Educators National Conference; Technology in Student Recruitment Conference; National Association of Collegiate and University Business Officers; E-Recruitment Mastery Workshop; and the Council for the Advancement and Support for Education.

Baworowsky has been frequently interviewed and quoted in national media on such topics as affirmative action, demographics of high school students, student development, enrollment, and marketing. He has been quoted in *The New York Times*, *St. Louis Post Dispatch*, *Chronicle of Higher Education*, *Northern Iowan*, *Detroit Free Press*, and *MSNBC*.

He has received a number of honors and awards, including been named a "heavy hitter in higher education" by CASE and being chosen as a Distinguished Educator by the U.S. Air Force ROTC.



### **Kati Berg**

Kati Berg is an Associate Professor in the Department of Strategic Communication in the Diederich College of Communication where she currently serves as the Associate Dean of Graduate Studies and Research. She is also the Faculty Athletics Representative for the University. Her teaching and research focuses on public relations ethics, lobbying as public relations advocacy, and corporate social responsibility. She is the Trends Editor for the *Journal of Media Ethics*. Kati loves to run, travel, read, cook and spend time with her husband and their three children.



### **Xavier Cole**

Dr. Xavier A. Cole serves as Vice President for Student Affairs. He began his tenure at Marquette on July 1, 2016. The mission of the Division of Student Affairs is grounded in the Ignatian understanding of the dignity and value of each person, fostering the holistic growth of students by providing them opportunities to learn and practice skills, grow in competency, and develop as leaders in service to others.

Prior to Marquette, Cole served as Vice President for Student Affairs & Dean of Students at Washington College, a small liberal arts institution in Chestertown, Maryland. Before Washington College, Cole served the Division of Student Development at Loyola University Maryland for 20 years in roles of increasing responsibility, leaving in 2014 as Assistant Vice President.

A native Mississippian, Cole earned his BA in History from the University of Mississippi; his MA in History from Miami University (Ohio); and his Doctorate in Higher Education Management from the University of Pennsylvania. Dr. Cole's dissertation research focused on mission and identity programs at three Jesuit universities and their impact on mission leadership for laypersons.

Dr. Cole is married to historian, Dr. Susanne DeBerry Cole and is the proud dog-father of a feisty Cairn Terrier named "Mingus".



### **Courtney Hanson**

Courtney Hanson has served in various career services roles at Marquette University since 2005. Appointed director of the Career Services Center in July 2019, Hanson leads campus strategy development and implementation to achieve aligned, collaborative campus career services and ensure a consistent experience for all Marquette students. In her role, Hanson engages with academic and student affairs departments, the Office of Corporate Engagement and Partnerships, and employer partners to maximize student access to meaningful career opportunities.

As a three-time graduate of Marquette, Hanson earned a Bachelor of Arts degree in Psychology, a Master of Physical Therapy degree, and a Master of Education degree. She also completed advanced training to become a Certified Strengths Coach, Global Career Development Facilitator, and Myers-Briggs Type Indicator Master Practitioner.

Hanson has presented at national, regional, and state conferences and regularly facilitates individual and team development sessions.



### **Edith Hudson**

Edith Hudson is chief of the Marquette University Police Department. Hudson is the former assistant chief of police for the Milwaukee Police Department. She served MPD for 25 years in progressive leadership roles before she retired from active duty in good standing in November 2015. During her time with MPD, Hudson also served as the commander of the District 5 police station; acting commander of the District 3 police station; shift commander at Districts 3, 5 and 2; and shift commander of the Sensitive Crimes Division – Domestic Violence Unit. She was also a supervisor with the Tactical Enforcement Unit. Following her long tenure with MPD, Hudson most recently served as security manager for Wisconsin operations at Briggs and Stratton Corp.

As assistant chief of MPD, Hudson was responsible for one-third of the department's personnel — approximately 800 police and civilian employees. She said her dedication to community policing came when she took over command responsibilities for District 3, which includes Marquette University and its Near West Side neighborhood.

## SPEAKERS



### Michael Lovell

Dr. Michael R. Lovell is the 24th president of Marquette University, joining the university on July 1, 2014. Under his guidance, Marquette is focusing on innovation, entrepreneurship, and community renewal and development — all consistent with the university's Catholic, Jesuit mission.

Along with his leadership team, Dr. Lovell is working toward implementing Marquette's strategic plan, *Beyond Boundaries*, which integrates innovative academic programming with a new campus infrastructure that will transform the student experience. A novel Marquette Core Curriculum—at the center of every undergraduate student's educational experience, and rooted in Jesuit perspective and values—was implemented in fall 2018. The Campus Master Plan Initiative is integrating academic, physical and financial priorities and is serving as a road map for Marquette's capital projects over the next decade. Among the projects completed are The Commons, Marquette's first new residence hall constructed in more than 50 years, the Athletic and Human Performance Research Center and the Physician Assistant Studies Building.

The university is transforming the Strategic Innovation Fund, unveiled by President Lovell in 2014, into The Marquette Impact Challenge. Still focused on cultivating and funding innovative ideas from students, faculty, and staff, the process is now divided into two categories: The Explorer Challenge, which retains most of the research objectives of the original program, and The President's Challenge, a partnership with the Johnson Controls Foundation to provide a \$250,000, two-year grant for interdisciplinary, collaborative proposals that address disparities in our city and change the trajectory of lives in our community.

Working with business and community leaders in Marquette's immediate neighborhood, Dr. Lovell has helped create the Near West Side Partners, a nonprofit focused on strengthening economic development, housing, neighborhood identity and safety. He and his wife, Amy, have recently formed Scaling Wellness in Milwaukee (SWIM), a community-wide effort to address impacts of generational trauma in Milwaukee. President Lovell was also instrumental in the formation of the Data Science Institute, a cutting-edge effort in partnership with Northwestern Mutual and the University of Wisconsin-Milwaukee to address the workforce and technology needs of the region. Lovell is also creating the Office of Corporate Engagement, a key recommendation of a cross-community task force which he led during the Fall of 2017.

President Lovell serves as co-chair of the Greater Milwaukee Foundation's Milwaukee Succeeds initiative and co-chairs Innovation in Milwaukee. In addition, he is a member of the boards of the Association of Jesuit Colleges and Universities, the Big East Conference, Children's Hospital of Wisconsin, BizStarts Milwaukee, Mid-West Energy Research Consortium, Milwaukee Global Health Consortium, Scale Up Milwaukee, the Commons and Milwaukee Film. He is a member of the Council on Competitiveness. Dr. Lovell serves on four boards' executive committees: Coalition of Urban and Metropolitan Universities, the Greater Milwaukee Committee, The Water Council and the Wisconsin Association of Independent Colleges and Universities, for which he is chair.

Prior to Marquette, he served the University of Wisconsin-Milwaukee as its Chancellor and, earlier, as its Dean of the College of Engineering and Applied Science. Before coming to Wisconsin, Dr. Lovell held academic and research leadership positions at the University of Pittsburgh and University of Kentucky.

President Lovell holds three academic degrees in mechanical engineering, including a doctorate, from the University of Pittsburgh. He has been recognized with awards from the National Science Foundation, SME (Society of Manufacturing Engineers) and numerous other organizations; is a Fellow of the American Society of Mechanical Engineers and National Academy of Inventors; and holds patents through the U.S. Patent and Trademark Office, and the World Intellectual Property Organization.

The Lovells and their four children are members of Holy Family Parish in Whitefish Bay, Wis.



### Tim McMahon

Tim McMahon joined Marquette University as the vice president for University Advancement in October 2018. Previously, he served as senior associate vice president in the Office of University Advancement at Villanova University from 2014 to 2018. As the number two leader on Villanova's advancement team, he led day-to-day activities of the office, helping the team eclipse \$100 million annually in new gifts and confirmed pledges. During that time, McMahon played a pivotal role in the successful Campaign to Ignite Change, which secured \$760 million in gifts and pledges, far surpassing its \$600 million goal. He also helped lead two of the campaign's signature capital projects: a \$65 million renovation to the Finneran Pavilion and a new \$60 million Performing Arts Center.

McMahon brings nearly two decades of higher education experience to his new role, having served in senior development positions at both Hofstra University and Fordham University. As the chief athletics development officer at Hofstra, he managed

a prospect pool of over 150 and secured the largest pledge in Hofstra athletics history. Before that, McMahon served in several development roles at Fordham University, where he secured several multimillion-dollar gifts.

McMahon has a bachelor's degree in marketing from Hofstra University, where he was a member of the baseball team, and an MBA from Fordham University. He and his wife, Kara, have three sons.



### Lora Strigens

Lora Strigens is the vice president for planning and facilities management at Marquette University. She is responsible for leading the development and implementation of the university's master plan and all capital projects; and collaborating with university leadership on key strategic initiatives related to the physical campus. She oversees the Department of Facilities Planning and Management, which includes campus planning, facilities services, parking operations, and sustainability. In her role, Strigens works closely with all units across campus, engaging with academics, students, administrative departments, student life, and other campus and community stakeholders to ensure that planning decisions are approached in an integrated way.

Prior to joining Marquette, Strigens was an associate vice president at a national architecture, engineering and planning firm, and then moved inside higher education at the University of Wisconsin-Milwaukee where she was the associate director of planning. A licensed architect and planner, Strigens has worked on numerous education and cultural projects both locally and nationally, and has provided leadership on projects from early visioning through implementation. She has also served as an adjunct faculty member at the School of Architecture & Urban Planning at UWM. Strigens has presented at several professional conferences and events, and published on the topics of master planning, plan implementation, and integrating sustainability into planning and design efforts.

Lora received a bachelor's degree from the University of Minnesota and two master's degrees from UWM. She has received the GOLD (Graduate of the Last Decade) award from UWM, and also was recognized by the *Milwaukee Business Journal* as a "40 Under 40" winner. Strigens is active in several professional and community organizations, and serves on the boards of Menomonee Valley Partners and Girl Scouts of Wisconsin Southeast.



### Rev. James Voiss, S.J.

Rev. James Voiss, S.J., is Marquette University's vice president for mission and ministry, having begun in this role January 2020. A 30-year higher education veteran, Father Voiss joined Marquette from Gonzaga University in Spokane, Washington, where he served as rector of the Jesuit community from 2014-19. During that time, with the consolidation of three distinct communities into one, this role expanded into Rector of the Jesuits of the Spokane Region. Fr. Voiss served on the Gonzaga University Board of Trustees, the Gonzaga Prep Board of Directors, and from 2013-16 as Gonzaga's assistant vice president for mission.

Prior to his time at Gonzaga, Father Voiss spent 14 years at Saint Louis University as an associate professor of theology, teaching undergraduate and graduate courses. This work was interrupted from 2001-02 as he entered into the final formal phase of Jesuit formation—tertianship. The tertianship phase involves an intensive return to the Spiritual Exercises of Ignatius, a deep dive into the documents of the Society of Jesus, and an opportunity to serve in a context different from one's regular apostolic assignment. For Fr. Voiss, this included serving as chaplain for three and a half months at a cancer hospice in Munich. He considers this tertianship one of the most powerfully formative experiences of his life.

Fr. Voiss entered the Society of Jesus in 1978 in Portland, Oregon, his hometown. He holds a bachelor's degree in philosophy from Gonzaga; a master of divinity degree and licentiate in sacred theology from the Weston School of Theology in Cambridge, Massachusetts; and a master's and a doctorate in theology from the University of Notre Dame. He is author of the book *Rethinking Christian Forgiveness: Theological, Philosophical, and Psychological Explorations*.

## 2021–22 FELOS PARTICIPANTS



### Kim Jensen Bohat

Kim Jensen Bohat is the Director of the Service Learning Program in the Center for Teaching and Learning. A two-time alumna of Marquette University, she has a Bachelor's degree in Social Work (BSW) and a Master's degree in Educational Leadership and Policy (MEd). Prior to beginning her career at Marquette in 2001, Kim worked as a social worker in two Milwaukee Public Schools. In addition to her role as Director of the nationally recognized Service Learning Program, Kim has served as an adjunct faculty member in Social Welfare and Justice, Biomedical Sciences, and International Education. Kim recently completed a 2-year term as the inaugural chair of the AJCU Service Learning Professionals Conference. In 2020 she was awarded the Sr. Joel Reed Civic Engagement Practitioners Award from Campus Compact of Wisconsin in recognition of her work in building successful campus-community partnerships that support student learning and development and the civic mission of the University. In her time off, Kim and her husband enjoy camping, cooking, and cheering on their three sons.



### Cedric Burrows

Dr. Cedric D. Burrows is an Assistant Professor of English. He earned his doctorate in rhetoric and composition at the University of Kansas and joined the Marquette Faculty in 2013. Dr. Burrows teaches courses in writing, rhetoric, and social movements. His research explores African Americans rhetoric and how this rhetorical tradition has been reinterpreted in mainstream spaces. Dr. Burrows has recently published *Rhetorical Crossover: The Black Presence in White Culture* with the University of Pittsburgh Press and is currently researching the rhetoric of museums and memorials dedicated to the civil rights movement.



### Gerry Canavan

Gerry Canavan is an associate professor of twentieth- and twenty-first century literature in the Department of English, and the author of *Octavia E. Butler* (University of Illinois Press, 2016). Dr. Canavan earned a Ph.D. from Duke University and joined Marquette in 2012. His research focuses on the relationship between genre fiction, politics, and culture, especially with regard to the environment. He is the co-editor of *Green Planets: Ecology and Science Fiction*, *The Cambridge Companion to American Science Fiction*, and *The Cambridge History of Science Fiction*, and also serves as an editor at two academic journals focused on science fiction studies: *Extrapolation* and *Science Fiction Film and Television*.



### Nicholas Curtis

Dr. Nick Curtis is the director of assessment. In this role, he provides leadership and support to the Marquette community, including academic departments, the Marquette Core Curriculum and co-curricular units, in the assessment of student learning outcomes for the purpose of large-scale student learning improvement efforts. Before joining Marquette, Curtis served as the senior learning outcomes and visibility consultant for the Center for Assessment and Research Studies at James Madison University in Virginia, where he earned his Ph.D. in assessment and measurement. Curtis remains an active teacher in higher education and has presented and published more than 70 professional presentations and publications for state, regional, national and International conferences and journals in assessment, education and psychology. He also serves as the editor-in-chief of the peer-reviewed journal *Research & Practice in Assessment*.



### Scott Dale

Scott Dale, Associate Professor of Spanish in the Department of Languages, Literatures and Cultures, received his Ph.D. in Spanish Literature at the University of Pennsylvania. He enjoys researching new perspectives of the literature and culture of 18th- and 19th-century Spain and sharing his enthusiasm with students. Since arriving at Marquette in 1999, Dr. Dale has focused on developing more engaging pedagogical approaches in the classroom, including the use of VR headset technology, the study of Hispanic art as a mirroring image of modern Spanish literature and new online platforms to inspire students to improve critical thinking and writing skills. Experienced in curricular strategy at the department level, Scott is also interested in core curriculum discussions and leadership at the College level. A native of southern California, Scott also enjoys walks on the beach, tennis and cooking with family.



### Melissa Econom

Melissa Econom is the Academic Coordinator in the Department of Educational Policy and Leadership in the College of Education. She earned a B.A. from the University of Wisconsin-Madison and her M.Ed. in Student Affairs in Higher Education at Marquette University. In her current role, Melissa provides academic support to graduate programs, as well as advising services to undergraduate students. Melissa currently serves as a representative on University Staff Senate, Innovation Council, Wellness Committee, Diversity Advocates, and various university workgroups. Outside of Marquette, Melissa enjoys spending time with her family outdoors, leading two Girl Scout troops, and serving on the Milwaukee River Keepers Marketing and Finance Committee.



### Courtney Hanson

Courtney Hanson has served in various career services roles at Marquette University since 2005. Appointed director of the Career Services Center in July 2019, Hanson leads campus strategy development and implementation to achieve aligned, collaborative campus career services and ensure a consistent experience for all Marquette students. In her role, Hanson engages with academic and student affairs departments, the Office of Corporate Engagement and Partnerships, and employer partners to maximize student access to meaningful career opportunities.

As a three-time graduate of Marquette, Hanson earned a Bachelor of Arts degree in Psychology, a Master of Physical Therapy degree, and a Master of Education degree. She also completed advanced training to become a Certified Strengths Coach, Global Career Development Facilitator, and Myers-Briggs Type Indicator Master Practitioner. Hanson and her husband Brian, Arts '99 and MBA '06, met at Marquette and have two sons, Zach (9th grade) and Alex (7th grade).



### Elisabeth Kaune

Elisabeth Kaune is the Coordinator of Technical Services at Raynor Memorial Libraries. She joined Marquette University in October 2018. She is interested in how researchers use digital tools to search for and use informational resources and in how metadata can be used as a research tool. She previously worked for the Milwaukee Public Library, where she managed digital collections and worked as a reference librarian. She earned a Master of Library and Information Science and a Master of Arts in History from the University of Wisconsin-Milwaukee.



### Kathleen Lukaszewicz

Kathleen Lukaszewicz is a Clinical Associate Professor in the Department of Physical Therapy and the Director of Graduate Studies for the Exercise and Rehabilitation Science graduate program. She has been at Marquette since 2011. Her teaching responsibilities include a pathophysiology, exercise physiology, and rehabilitation strategies for patients with cardiopulmonary disease. Dr. Lukaszewicz earned a Master's in Physical Therapy from MU in 2004. After several years as a clinician, she attended the Medical College of Wisconsin and received her Ph.D. in Physiology in 2011. Dr. Lukaszewicz currently researches the vascular mechanisms of skeletal muscle fatigue in both older individuals and patients suffering from Type II diabetes.



### Donte McFadden

Donte McFadden (he/him/his) is the Senior Associate Director for Undergraduate Research and High Impact Practices for the Educational Opportunity Program at Marquette University. His primary responsibility is serving as the director of the McNair Scholars Program, which assists students in conducting research projects and pursuing graduate study. Dr. McFadden has taught courses for the Honors Program, the Core Curriculum, and the Diedrich College of Communication. He is an alumnus of Future Milwaukee, a past program that cultivates emerging leaders in the region. He has also contributed to programming for the Black Lens Program during the annual Milwaukee Film Festival, which showcases films directed by African-American filmmakers. Dr. McFadden obtained his Ph.D. in English with an emphasis in Film Studies from University of Wisconsin-Milwaukee in August of 2013.



## 2021–22 FELOS PARTICIPANTS



### Madeline Schmidt

Madeline Schmidt is the Assistant Dean for Graduate Programs and a Clinical Assistant Professor in the College of Nursing. She is a three-time Alumni from Marquette, most recently receiving her Doctor of Nursing Practice in 2017. Madeline has been an active Nurse Practitioner in the areas of Emergency Medicine and Palliative Care since 2003. Her particular interest is in learner outcomes of NCLEX prep and Compassion Fatigue and Burnout among nurses. Prior to her administrative position she has served as nursing faculty since 2011, teaching in areas such as: Transition to Clinical Practice, Culture and Health, Advanced Health Assessment, and Jesuit Foundations in Nursing. She has served on many College and University committees including University Academic Senate. When not engaged in her faculty and administrative work, Madeline enjoys spending time with her active family.



### Mark Simonson

Mark Simonson is Director of Business Affairs in the Office of Research and Innovation. Among other things he manages the budget and internal funding mechanisms for a variety of programs such as Committee on Research awards, faculty travel awards, Explorer and President Challenge awards, grant incentive funding, student startups, etc. Mark also has experience running business operations for the College of Education and spent time working in the Office of the Provost. Before finishing an MBA from the Marquette Graduate School of Management he worked in IT for the College of Business. As a Marquette undergraduate Mark spent years working in the Dean's Office of the College of Business and majored in Social Philosophy. He has also spent time on the Staff Senate and attended the Jesuit Leadership Seminar coordinated by the AJCU.



### Tracey Sturgal

Tracey Sturgal is an instructor of practice in the Department of Communication Studies. She enjoys teaching a wide variety of topics including intergenerational, interpersonal, and professional communication as well as a student favorite: the communication of comedy. She is the director of The MIC Speakers Lab where students, faculty, and staff come for tutoring and coaching help with all aspects of presentation development from brainstorming ideas and organizing content to practicing effective delivery and creating visuals. With Tracey's background in adult education, she is passionate about pedagogical best practices and always challenges herself to bring new and engaging activities into the classroom.

Tracey also has a communication consulting company that allows her to work with companies and organizations throughout Wisconsin and the Chicagoland area. Tracey looks forward to the post-pandemic possibility of seeing too much live comedy again. Tracey has two children, Mitchell and Jaymie, both of whom attend Marquette.



### Phil Voglewede

Phil Voglewede is an associate professor and associate chair in the Department of Mechanical Engineering in the OPUS College of Engineering. He received his BSME from the University of Notre Dame, his MSME from the University of Michigan and his Ph.D. from the Georgia Institute of Technology. Before joining Marquette in 2008, he was an assistant professor at the University of South Carolina and worked for Whirlpool Corporation in a variety of engineering roles. His research interests lie in the area of dynamics, motion, and control with applications to prostheses and industrial automation. His teaching has focused on developing students with a fundamental understanding of engineering where he has earned several college Outstanding Teacher Awards and the university's Faculty Award for Teaching Excellence.



### Karli Webster

Karli Webster has been the Manager of Education Abroad and Associate Director of the Office of International Education at Marquette University since October 2014. Prior to this position, she was the Director of Study Abroad at Kansas State University and earlier a Program Manager in the Office of International Programs at the University of Wisconsin-Oshkosh. Karli holds a Bachelor's Degree from the University of Wisconsin-Whitewater in International Business and a Master's Degree in Educational Leadership with a Global Educator Certificate from the University of Wisconsin-Oshkosh. Karli provides direction to the program's growth and development, working collaboratively across academic and administrative departments to help facilitate both credit-bearing and non-credit, in person and virtual education abroad programs. Her other primary responsibilities include health and safety and emergency management and oversight of the Sibanye Cape Town program. Karli and her husband have two sons in elementary school who keep them busy.



### Michael Zimmer

Michael Zimmer is an associate professor in the Department of Computer Science. He joined Marquette University in 2019, after spending 11 years at the University of Wisconsin-Milwaukee. Zimmer is a privacy and data ethics scholar, whose work focuses on digital privacy & surveillance, internet research ethics, and the broader social & ethical dimensions of emerging technologies. Zimmer received his Ph.D. in 2007 from the Department of Media, Culture, and Communication at New York University, where he also earned an MA in Media Ecology (2002). He earned his BBA in Marketing at the University of Notre Dame (1994). Zimmer wears many hats in the new Department of Computer Science: he is the director of the undergraduate BS in Computer Science program and co-director of the interdisciplinary BS in Data Science degree. He also is the director of the Graduate Certificate in Data Science, and will be co-director of the new MS in Data Science program launching in Fall 2021.



### Gary Meyer (Facilitator and Coach)

Dr. Meyer is senior vice provost for faculty affairs at Marquette University. In this role, he helps prepare faculty for a meaningful and successful tenure at Marquette University across the many roles they will take on as teachers, scholars, and university leaders. Dr. Meyer works closely with the Center for Teaching and Learning, which serves as a catalyst for promoting a culture of pedagogical excellence on campus.

Meyer served as vice provost for undergraduate programs and teaching for five years before being named senior vice provost for faculty affairs in 2015. Meyer also previously served as associate dean in the Diederich College of Communication and director of the corporate communication major.

Gary received the Outstanding New Teacher Award in 1999 from the Central States Communication Association, the Dean's Recognition Award for Outstanding Teaching in 2000, and the University Excellence in Teaching Award from Marquette University in 2002. He also received the Dean's Recognition Award for Outstanding Scholarship in 2005 and the Dean's Recognition Award for Outstanding Service in 2010.

Meyer has authored or co-authored two books and more than 25 journal articles and book chapters. *Effective Health Risk Messages: A Step-by-Step Guide*, was recognized as Distinguished Book of the Year in 2001 by the Applied Communication Division of the National Communication Association.

Dr. Meyer and his wife Anne have two boys, Max and Charlie, both of whom are Marquette alumni.





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