

EXCELLENCE

Honoring Marquette's Faculty and Staff | 2019

EXCELLENCE

Honoring Marquette's Faculty and Staff | 2019

Congratulations to Marquette University's faculty and staff award recipients for the 2018–19 academic year. Marquette is blessed to have some of the most dedicated and talented faculty and staff members in higher education. And the university holds in high esteem its tradition to honor these remarkable individuals at awards and recognition ceremonies throughout each spring semester.

Aligned with our mission, these recipients display the search for truth, the discovery and sharing of knowledge, the fostering of personal and professional excellence, the promotion of a life of faith, and the development of leadership expressed in service to others.

Please read on, and enjoy profiles of the deserving women and men who were recognized this spring.

Teaching Excellence Awards

Dr. Sharon Chubbuck | 5
Michael Danduran | 6
Dr. Peter Staudenmaier | 7
Mark Zoromski | 8

Haggerty Research Award

Dr. Scott Reid | 10

Way Klingler Fellowship Awards

Dr. Andrei Orlov | 12
Dr. Stefan Schnitzer | 13

Way Klingler Sabbatical Award

Dr. Amber Wichowsky | 15

Way Klingler Teaching Enhancement Award

Dr. Joseph Byonanebye | 17
Joshua Knox | 17
Dr. Nilanjan Lodh | 17
Dr. John Mantsch | 17

Way Klingler Young Scholar Awards

Dr. Melissa Gibson | 19
Dr. Shion Guha | 20
Dr. Brooke Magnus | 21
Dr. Henry Medeiros | 22
Dr. Philip Rocco | 23

Excellence in Diversity and Inclusion Awards

Dr. Kristin Haglund | 25
Jacqueline Walker | 26

Excellence in University Service Awards

Dennis Daye | 28
Calvin Jemison | 29
Lori Montezon | 30
Tom Teipel | 31

Beyond Boundaries Strategic Plan Initiatives | 32

Honoring Marquette's Faculty and Staff | 2019

EXCELLENCE

Teaching Excellence Awards

Teaching Excellence Awards are the highest honor bestowed upon Marquette faculty members. Recipients are nominated by colleagues and students for demonstrating excellence as teacher-scholars.

Each award criterion reads, in part, “In recognition of demonstrated ability to inspire students to see the ideals of the university and to cause them to grow in knowledge and scholarship for the glory of God and the good of others.”



Dr. Sharon Chubbuck

Associate Professor and Director of Graduate Studies, Educational Policy and Leadership | College of Education

Following the footsteps of her mother and grandmother, Dr. Sharon Chubbuck has had a passion for teaching from a young age.

As an associate professor and director of graduate studies for the Educational Policy and Leadership program, Chubbuck radiates her passion for education in everything she does, influencing fellow colleagues and her students while shaping programs within the college.

Chubbuck’s teaching and research areas include secondary education, schooling in a diverse society, social justice and nonviolence. Her commitment to graduate students is a strong component of who she is as a teacher.

She has published more than 40 books and academic journal articles, and has received several research grants to further her work on increasing diversity and “detracking,” or the sorting of students into different classes based on mixed ability levels.

It’s clear from her colleagues that Chubbuck goes above and beyond for her students. Dr. Cynthia Ellwood describes Chubbuck as “the teacher outside the classroom — mentoring, pushing, guiding, counseling and always supporting students.”

Former student Lauren Gilbert notes the admirable way in which Chubbuck enabled her to succeed: “Dr. Chubbuck broke down the need for equity in a way that inspired me to use my own experiences as a catalyst to become the best educator I could be for brown youth.” Another student, Hannah Lubar, echoes this sentiment, “She challenged me weekly to think about what it means to be an educator with a conscience — what it should mean to be a Marquette educator.”

As a 2019 recipient of the Teaching Excellence Award, Chubbuck is receiving well-deserved recognition for her years of influence at Marquette and for truly embodying what it means to Be The Difference.



Michael Danduran

Clinical Associate Professor of Exercise Science | College of Health Sciences

Michael Danduran, a clinical associate professor in the Exercise Science program, has spent more than 20 years working with children in a clinical setting. It's this type of work that helped shape his classroom philosophy.

"With kids, there's this enthusiasm required for participation — and I carried that style into the classroom at Marquette," he says. "It's a challenge because you have 50-some students coming through on a given day with different moods, and keeping them engaged can be tough."

Danduran's students appreciate his commitment to enthusiastic teaching. "Mr. Danduran was a phenomenal professor who made class fun and interactive on a daily basis," one former student writes.

"I teach through stories, through daily experiences and through human expressions. It allows for a human side to the textbook descriptions of clinical scenarios," Danduran says. "At the end of the day, we work for these students, and giving them anything less than our best — than our learned experiences — is cheating them."

As another of his students said in her recommendation letter for Danduran, "Mr. Danduran has left a lasting impact on me as a current student and future clinician ... [he] should be presented with the Teaching Excellence Award because of his commitment to his students. He is actively shaping the future clinicians of the world. Nothing would serve him more than to know his work and energy he pours into his students is recognized."



Dr. Peter Staudenmaier

Associate Professor of History | Helen Way Klingler College of Arts and Sciences

"A good professor will help you learn. A great professor will help you excel. A one-of-a-kind professor will change your life."

That is how one former student describes Dr. Peter Staudenmaier, an associate professor of history and recipient of the Robert and Mary Gettel Faculty Award for Teaching Excellence.

"Although his methods are decidedly old school, and his personality is low-key and self-deprecating, he has been one of the History Department's — and the university's — most effective teachers since he stepped on campus in 2010," Dr. James Marten, chair of the History Department, says.

Among Staudenmaier's skills is the ability to adapt and translate his material to all students, regardless of their history interest or enthusiasm. He is credited for his engaging approach, bringing an entertaining, supportive and productive presence to class.

"Because our students live their lives beyond the boundaries of the university, I try hard to make sure that what we do in the classroom matters to what we do in the world at large," Staudenmaier says. "I want my students to feel intellectually challenged and personally changed by what they encounter in my courses."

Staudenmaier has taught 14 different undergraduate and graduate courses, ranging from basic history surveys with as many as 90 students to small research seminars with just 10. Most of these classes were not on the books when he arrived, but he has carved out a wide niche of courses benefiting from his expertise and enthusiasm.

"Regardless of the course level, my aim is to foster a critical and participatory classroom atmosphere," Staudenmaier said. "As much as possible, I try to translate my passion about history into a focused examination of what is at stake in understanding the past and why it matters for the present."



Mark Zoromski

Director of Student Media and Adjunct Professor of Journalism and Media Studies | Diederich College of Communication

Mark Zoromski, director of student media and adjunct professor of journalism and media, formed his philosophy for teaching on his wedding day. As he looked across the crowd gathered to watch him and his wife-to-be, Jill, say their vows, he noticed a man sitting in the back row smiling from ear to ear. It was his college broadcast journalism professor, Henry Lippold.

While Lippold never stated his teaching philosophy outright, Zoromski felt it.

“Walk into my classroom, and you walk into my family.”

To this day, Zoromski strives to live and teach by this simple philosophy, expanding the family mentality not only to his classroom students but also to the roughly 240 students involved in student media.

Zoromski, using his background in working at local news stations, has been teaching students for more than two decades. He joined Marquette in June of 2016 and since then has fully embraced the Marquette spirit.

“*Cura personalis* defines Mark’s approach to teaching and student mentorship. Mark cares for the entire student, and he expects personal excellence, a commitment to the truth, a desire to promote social justice, and a balanced life,” Acting Provost Kimo Ah Yun says.

In addition, his impact on the quality of student work is clear. In the past two years under his guidance, journalism students have received 126 national, regional and state awards for journalistic excellence.

“I strive to treat our students with kindness and respect. I teach, push, prod, sympathize, cheer and, yes, sometimes even scold them, just like my mentor did for me,” Zoromski says. “And I’m now blessed to have a large family of alumni scattered around the world, and I’ve been the one beaming in the back pew at weddings over the past 23 years.”

Haggerty Research Award

The Lawrence G. Haggerty Faculty Award for Research Excellence recognizes scholarly distinction at Marquette University. In 1998 Haggerty Enterprises Inc. announced the endowed award to honor Lawrence Haggerty.

Haggerty graduated *summa cum laude* from Marquette’s Opus College of Engineering in 1940, with a major in mechanical engineering. As a student, he became a member of several honorary, engineering and fraternal societies, including Alpha Sigma Nu, Pi Tau Sigma, Tau Beta Pi, the Knights of St. Patrick and Sigma Phi Delta.

Haggerty co-founded the Marquette Club of Chicago, and the club’s Distinguished Alumnus Award is named for him. Such honors attest to the integrity of an individual committed to doing one’s best. Throughout his career and until his death in 1994, Haggerty generously supported this commitment in an educational sense at Marquette through various initiatives. Among these are the Rev. John P. Raynor, S.J., Faculty Awards for Teaching Excellence, which he established.



Dr. Scott Reid

Professor of Chemistry | Helen Way Klingler College of Arts and Sciences

Dr. Scott Reid, a professor of chemistry, is an internationally recognized scholar and well-established leader in the field of spectroscopy and dynamics of reactive chemical intermediates — key players in the mechanisms of many real-world chemical processes, the atmosphere and beyond.

Through Reid's elegant approach, these reactive intermediates have been thoroughly investigated by a variety of sophisticated laser spectroscopic techniques, including photodissociation methods, coherent laser spectroscopy, photoionization mass spectrometry, and the development and application of spectroscopic instrumentation and methods.

Reid has developed a world-class research program with 124 publications in refereed journals, effectively training more than 30 undergraduate co-workers, three master's students, eight doctoral students and seven postdoctoral associates. In addition, his research program has generated more than \$3 million in external support.

"One thing I really appreciate about Marquette is the teacher-scholar model," says Reid. "Your research informs your teaching, and you strive for excellence in both. Our research with undergraduate, graduate and postgraduate students is critical as we seek to encourage, motivate and equip the next generation of scientists."

His impressive ability to communicate scientific information has already been recognized by the university with the Robert and Mary Gettel Faculty Award for Teaching Excellence in 2007. He is also the recipient of the 2010–11 Way Klingler Sabbatical Award and the 2015–18 Way Klingler Science Fellowship Award.

Way Klingler Fellowship Awards

Way Klingler Fellowships are for full-time regular faculty at the associate- or full-professor rank who have potential for significant scholarship. Fellowships are awarded every year between applicant-designated areas of science and humanities.

The science fellow receives \$50,000 annually for three years, and the humanities fellow receives \$20,000 annually for three years. Funding for the science applicant is for research that requires higher-expense items, such as equipment, supplies and research staff. The humanities recipient can use the funding for critical research that requires time, access to information and travel.



Dr. Andrei Orlov

Professor of Theology | Helen Way Klingler College of Arts and Sciences

Dr. Andrei Orlov, professor of theology, has intensely studied Jewish apocalyptic texts, with a focus on materials preserved in Slavonic, for the past 25 years. Scholars believe that these writings are vital to reexamine, as they are recognized as having formative significance for early Christian theology.

The Way Klingler Fellowship Award will allow Orlov to translate an important text that has remained unreachable for international scholarship for more than a century. Orlov plans to complete the three-volume edition of the Slavonic historical compendium, the *Palaea Interpretata*. It represents the most extensive and important collection of Jewish pseudepigraphic texts and fragments that have survived the Slavonic environment. The collection remains untranslated into any European language and is virtually unknown to contemporary biblical scholarship.

Orlov believes that the publication of the *Palaea Interpretata* is vital to Marquette's mission, as it will contribute to a better understanding of the conceptual world of the New Testament writings that constitute the core of Catholic theology.

"As a Catholic university, we are committed to the unfettered pursuit of truth," Orlov says. "Since our pursuit of truth is guided by the illuminating powers of not only human intelligence but also Christian faith, it is important for us to have a thorough knowledge of our Christian theological legacy."



Dr. Stefan Schnitzer

Mellon Distinguished Professor of Ecology | Helen Way Klingler College of Arts and Sciences

The focus of Dr. Stefan Schnitzer's lab has been understanding the forces that structure plant communities, maintain species diversity, control species distributions, and allow species to co-exist. One aspect has been the community ecology of lianas (woody vines) and the role they play in forest dynamics.

Many deforested areas are now being replaced with regenerating secondary forest, leading to more forest cover in some areas than there was 100 years ago. The goal of Schnitzer's research, for which he will use the Way Klingler Fellowship Award, is to learn the effects of the aggressive proliferation of lianas on secondary forests.

"We propose to test the hypothesis that liana infestation early in succession redirects tropical forests toward a recalcitrant low-canopy, low-diversity and low-carbon stable state," says Schnitzer, the Mellon Distinguished Professor of Ecology. "If regenerating tropical forests fail to uptake carbon at the rate that was previously taken up by old-growth forests, then tropical forests could switch from net carbon sinks to net carbon sources, which would rapidly accelerate global climate change. Because tropical forests store more than 40 percent of the earth's terrestrial carbon, the effects of lianas on the global carbon cycle could be substantial."

The research theorizes that lianas may redirect forest succession toward a low-canopy forest dominated by lianas and tree species with low wood density, which store far less carbon and can persist for decades with potentially serious consequences for global carbon dynamics.

The conceptual framework and models which underlie this project are based on Schnitzer's early work, which won a commendation from the John L. Harper Young Investigator's Award from the *Journal of Ecology*. This paper was published before there was any indication that vines were increasing in tropical forests. Now that vines are increasing in abundance and forest regeneration is at an unprecedented level, testing these ideas is more important than ever.



Dr. Amber Wichowsky

Associate Professor of Political Science | Helen Way Klingler College of Arts and Sciences

Dr. Amber Wichowsky's research focuses largely on political inequality. Income disparities — not only between rich and poor, but also between neighborhoods and communities — have increased dramatically over the last four decades in the United States. Her research considers the consequences of these developments for political equality and governance.

Wichowsky, associate professor of political science, in 2015 founded the Democracy Lab through a Marquette Strategic Innovation Fund grant. Since that time, the Democracy Lab has worked with the Near West Side Partners to evaluate the effects of their community outreach efforts. This spring Wichowsky was named the 2019–20 Way Klingler Sabbatical Award recipient, affording her the opportunity to scale up the Democracy Lab.

In a second project and a new research focus for Wichowsky, she will study whether it is possible to develop local, collaborative governance approaches to groundwater management — which is highly localized, decentralized and not covered by the federal Clean Water Act. Specifically, the multidisciplinary project will focus on groundwater contamination in Kewaunee County, Wisconsin.

"Though our research is geographically confined to Kewaunee County, groundwater contamination is a national issue, from fracking controversies to poor septic systems," Wichowsky says. "Through our project, we will explore who is influential in shaping policy agenda, how networks of influence develop over time, and the extent to which ordinary citizens can develop scientific and policy expertise to effect local environmental change."

Way Klingler Sabbatical Award

The Way Klingler Sabbatical Award recipient is nominated annually by the Sabbatical Review Committee. The recipient receives his or her full salary, plus two additional months of summer pay and \$10,000 to fund travel and expenses related to research conducted during the yearlong sabbatical.



(Left to right): Dr. Nilanjan Lodh, Dr. John Mantsch, Dr. Joseph Byonanebye and Joshua Knox

Way Klingler Teaching Enhancement Award

The Way Klingler Teaching Enhancement Award is an annual award given to a team of two or more faculty members to develop, implement and evaluate a specific teaching project. One award of up to \$20,000 is given to the selected project team for one fiscal year.

Dr. Joseph Byonanebye

Clinical Assistant Professor, Biomedical Sciences | College of Health Sciences.

Joshua Knox

Clinical Associate Professor, Physician Assistant Studies | College of Health Sciences

Dr. Nilanjan Lodh

Assistant Professor, Clinical Laboratory Science | College of Health Sciences

Dr. John Mantsch

Professor and Chair, Biomedical Sciences | College of Health Sciences

The team from the College of Health Sciences has developed a proposal to promote health equity through a community of practice and public health education.

This project will attempt to address the widening disparities and inequalities in health across racial, ethnic and socioeconomic groups. The Way Klingler Teaching Enhancement Award will help to establish two interrelated entities in a community of practice and a new interdisciplinary minor in public health with two tracks: one focused on global health and the other focused on community health issues in greater Milwaukee.

"We aim to build on the momentum of recent initiatives focused on raising awareness of and addressing health disparities, such as the SWIM initiative, as well as campuswide strengths in health equity-related areas by bringing together an interdisciplinary team of Marquette educators and community partners with the goal of promoting teaching and learning related to health equity," Dr. John Mantsch, chair of the Biomedical Sciences Department, says.

By creating a formal community focused on health equity education, this project plans to leverage the diverse interdisciplinary strengths and perspectives at Marquette and in the broader community to inspire and prepare our students to serve as future leaders in the battle against health disparities and inequalities as well as advocate for health equity.



Dr. Melissa Gibson

Assistant Professor of Educational Policy and Leadership | College of Education

For Dr. Melissa Gibson, assistant professor of educational policy and leadership, receiving the Young Scholar Award will allow her to extend her research on justice-oriented schools.

Gibson's research focuses on justice-oriented pedagogy, democratic and multicultural social studies education, community work for educational justice, and urban school reform.

Through her work, Gibson seeks to break down barriers to equality and promote educational justice — an education that is structurally equitable, that affirms diverse identities and communities, and that intentionally shifts power to historically marginalized groups.

Gibson explores how educators play a role in the social stratification and racial inequity that take place in the classroom. "My work as a teacher educator in a predominantly white institution as well as my research in diverse schools have led me to investigate how, even in the presence of 'good intentions,' privilege and whiteness can hinder work for educational justice," she said.

Gibson's work uses applied social science research to propose pedagogical approaches to achieve educational justice. A successful result of this shifted ideology would be integrated and justice-oriented schools, or schools designed to attract diverse students.

"During the research semester, I plan to conduct additional case studies of other purposefully integrated, justice-oriented schools, outline and begin writing a book manuscript from my cross-case analysis of these collective data, and submit a proposal to target publishers," Gibson said.

Way Klingler Young Scholar Awards

Way Klingler Young Scholar Awards support promising young scholars in critical stages of their careers. The awards are intended to fund \$2,000 in operating costs and to cover a portion of salary to afford the recipient a one-semester sabbatical.



Dr. Shion Guha

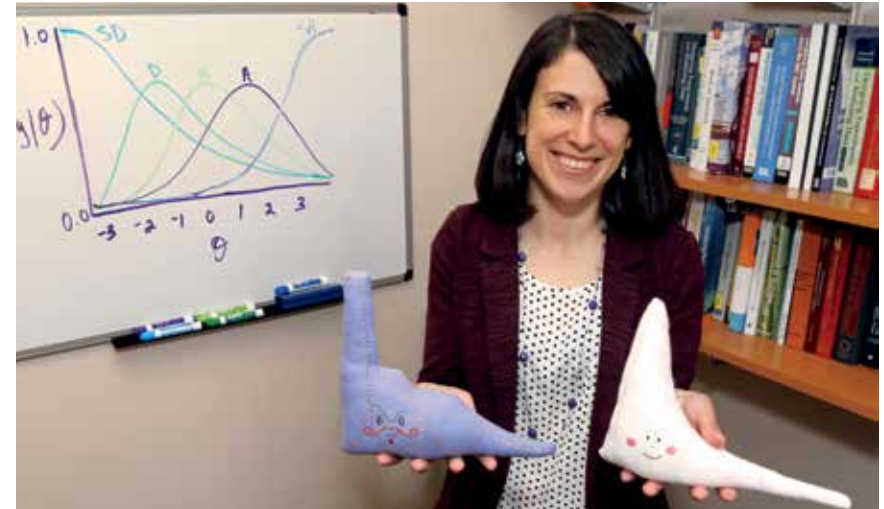
Assistant Professor of Mathematics, Statistics and Computer Science | Helen Way Klingler College of Arts and Sciences

Dr. Shion Guha wants to make Milwaukee and Wisconsin, and hopefully the world, a better place. And he has just the algorithms to do so. He firmly believes that the time is now for computer scientists to harness the power of big data, artificial intelligence and machine learning for the public good, instead of developing yet another algorithm for pushing advertisements to our mobile devices.

Guha, an assistant professor of mathematics, statistics and computer science, hopes to help various organizations manage social and public policy issues that affect vulnerable and marginalized populations more effectively using algorithms to tackle foster care improvements, trust in crime analysis and water resource policymaking.

Specifically, the unique approach that Guha takes in this work is to incorporate transient, undefined and often chaotic human values, decisions, insights and ethics within quantitative models.

This type of research area is interdisciplinary and collaborative, working with colleagues from campus and other universities with the goal of improving the development of Milwaukee and Wisconsin and yet generalizable to many similar settings across the country.



Dr. Brooke Magnus

Assistant Professor of Psychology | Helen Way Klingler College of Arts and Sciences

In a short amount of time at Marquette, Dr. Brooke Magnus has made valuable contributions to the Psychology Department through her scholarship, teaching and service.

Magnus, an assistant professor of psychology, has sought to make strides in developing item response theory measurement models for survey data and addressing the shortcomings that are often overlooked in clinical research, particularly as related to symptom assessment. She has developed IRT models to accommodate zero inflation, and her dissertation involved developing an IRT model for open-ended frequency data focused on overcoming response bias.

The semester sabbatical that the Way Klingler Young Scholar Award provides will afford Magnus the opportunity to advance both her independent research program as well as her collaborative research agenda. One exciting aspect will be attending a workshop on Bayesian statistical modeling, which will help her address computational challenges that arise when working with multidimensional item response data.

"Since joining the faculty at Marquette, I have helped train multiple graduate students in the application of advanced psychometric methods," Magnus says. "As a result of these mentoring experiences, I have several ongoing projects with students. A semester sabbatical will not only provide me with the time required to see these projects to completion, but it will allow me to explore and develop additional collaborations with our graduate students."

The award includes a five-year, \$3.7 million grant from the National Institutes of Health, where Magnus is a co-investigator seeking to improve patient classification and outcome measurement in traumatic brain injury.



Dr. Henry Medeiros

Assistant Professor of Electrical and Computer Engineering | Opus College of Engineering

Dr. Henry Medeiros, assistant professor of electrical and computer engineering, knows a major factor that separates man from machine.

Humans, equipped with advanced visual perception, can make sophisticated inferences about their environment with virtually no effort. Machines, designed to perform specialized tasks, struggle to visualize dynamic and complex environments. Medeiros sees the ability to understand dynamic environments with computer vision as the key to further advancement in automation.

Using his background as a research scientist at the School of Electrical and Computer Engineering at Purdue University and the chief technology officer of Spensa Technologies, Medeiros is leading a national effort to advance computer vision that will allow automated intelligence, object recognition and tracking to grow. This technology is useful in a broad spectrum of applications, from airport security to agriculture to manufacturing.

At Marquette, Medeiros has attracted more than \$1 million in extramural research funding, published nine peer-reviewed journal articles, and mentored seven master's and three doctoral students.

"Dr. Medeiros is a leading researcher in our college as well as in the university. His research is a top priority for both the university and college as we commit significant funds and personnel to building world-class research programs in automation, artificial intelligence, data analytics, visualization and smart infrastructure," says Dr. Kristina Ropella, Opus Dean of the Opus College of Engineering.

Medeiros' research and innovation will continue to be vital at Marquette and around the world, as smart living and work environments, automated vehicles and machinery, robotics and security systems develop.



Dr. Philip Rocco

Assistant Professor of Political Science | Helen Way Klingler College of Arts and Sciences

The U.S. census is a bedrock of democracy. The decennial count determines not only how states are represented in Congress but also how federal funds are allocated and how the lines for state legislatures are drawn. Yet making the census as accurate as possible is a human task. Dr. Philip Rocco's research examines what states, cities and communities are doing to ensure that everyone counts.

Rocco, an assistant professor of political science, has been named a recipient of the Way Klingler Young Scholar Award. He will use the award to conduct fieldwork on the 2020 census for a third book project, *Counting a Fragmented Country: Federalism, Techno-Politics, and the 2020 Census*.

Rocco will interview state and local officials as well as community organizations involved in educating and motivating residents to take part in the 2020 census. While the census is the responsibility of the federal government, Rocco is interested in how state and local actors are responding to emerging technical challenges as well as an ongoing conflict over the Trump administration's decision to include a citizenship question on the 2020 census form. His research will investigate the factors that affect how public officials and community groups engage with the census, especially in areas where there are large, "hard to count" populations.

The project was inspired by Rocco's prior research on the politics of American federalism as well as conversations with students in his Numbers, Policy and Democracy class.

"The census is a taken-for-granted part of American democracy," Rocco says. "But my students found it immediately fascinating. As we pored over old census forms and data, their questions and insights helped to open up new lines of inquiry."



Dr. Kristin Haglund

Professor of Nursing | College of Nursing

Since becoming a nurse in 1990, Dr. Kristin Haglund has served children and families who are marginalized and oppressed due to poverty, racism, gender and other characteristics as well as the intersectionality of all of the above. She came to admire the resourcefulness, hopefulness and hard work of people who were working against difficult circumstances to succeed and achieve health and well-being for themselves and their families.

"I met people who were living in poverty, and I learned about human dignity, perseverance, kindness and competence," says Haglund, a professor of nursing. "I was humbled to understand that the stereotypes and lessons I had learned about social standing and how people were valued based on how they looked or where they lived were false."

Haglund's program of research has evolved over her career at Marquette University to include collaborative, interdisciplinary teams that involve undergraduate and graduate students and junior faculty. The issues she has chosen to address are important and pressing health problems such as violence, sexual risks among adolescents and health disparities. Her work has been representative of the Marquette mission to pursue truth, promote human flourishing, and advance social justice and is in concert with several goals of Marquette's strategic plan, namely Pursuit of Academic Excellence for Human Well-being, Research in Action, A Culture of Inclusion, and Social Responsibility through Community Engagement.

"Dr. Haglund is tireless in her commitments," Dr. Janet Wessel Krejci, dean of the College of Nursing, says in her nomination. "Beyond her considerable accomplishments, this nurse practitioner, teacher-scholar, ally and committed professional is simply a wonderful human being who is dedicated, every day in every way, to making a difference, so every person can live and thrive in an inclusive environment. She is most deserving of this award."

Excellence in Diversity and Inclusion Awards

The Excellence in Diversity and Inclusion Awards recognize one faculty member and one staff member who demonstrate exemplary leadership and manifest the ideals of diversity, equity and inclusion into practical action.

Recipients may demonstrate this commitment across a range of possibilities: student-centered inclusion initiatives; efforts to support recruitment and retention of diverse faculty and/or students; teaching and/or research that expands and embraces our understanding of inclusiveness; multicultural programming or related initiatives; community outreach activities; or several other possibilities.



Jacqueline Walker

Financial Aid Counselor | Educational Opportunity Program

Jacqueline Walker sums up her philosophy on diversity and inclusion in a word: unique. The veteran student financial aid counselor says students and their families face many unique challenges and experiences as they seek a college education.

“In my role with the Educational Opportunity Program, I have been fortunate to work with and assist many students and families with understanding the financial aid process necessary to enter and graduate Marquette University,” Walker said. “As I look over the last 34 years working with students, I am looking forward to celebrating EOP’s 50th anniversary and seeing the success of so many EOP alumni.”

In one nomination letter, a colleague recalls bringing a student who needed extra assistance to “Miss Jackie.”

“I had never met Miss Jackie; I had only heard of her quiet power and indomitable spirit from another colleague,” the nominator wrote. “When I walked into her office with the student, it was like walking into the home of extended family warmed by a glowing fire — that fire was Miss Jackie.”

Another colleague wrote that an award for Walker is long overdue.

“Jacqueline Walker is one of the unsung heroines at Marquette and exemplifies on a daily basis a welcoming and caring spirit for all of those who cross her pathway,” the nominator wrote. “She is full of boundless energy, compassion and positivity, and is there as a guide to help her students get to graduation day and beyond.”

Excellence in University Service Awards

The Excellence in University Service Awards recognize staff members for their contributions to the essential work of Marquette at the highest level of excellence. Candidates are nominated based on meritorious service that is above and beyond the duties normally assigned to their positions.

Nominees demonstrate and support the Ignatian ideal of care for others, as well as carrying out the mission of the university on an ongoing basis.



Dennis Daye

Director of Environmental Health and Safety | Office of the General Counsel

Environmental health and safety offices and the lab staff that they serve can often be at odds with each other on some campuses. But, thanks to the way that Dennis Daye approaches his job each day, Marquette is not one of those campuses.

"I have worked closely with Dennis to address a number of challenging situations that have required dedicated leadership and excellent judgement," says Dr. John Mantsch. "I have always been impressed by his demeanor, character, work ethic and positive attitude. It is clear that he cares for this institution, its employees and its students."

Daye understands the importance of his job and performs it with seriousness, a great attention to detail, and a willingness to go above and beyond the call of duty. In nearly 13 years at Marquette, he has established a reputation for dedication to improve lab conditions with the highest level of excellence, diligence and vigor.

"Dennis is instrumental to the research operations of this university," says Dr. Marieke Gilmartin. "He ensures that each individual research lab is in compliance with all safety guidelines, personally working with each lab and its unique requirements. Beyond compliance, he helps us to maintain a safe working environment for our students."

Since he came on board, he has overseen a remarkable transformation and modernization of the university's procedures. This year, his office completed another tremendously successful peer audit through the WAICU Environmental Health and Safety Peer Audit Program, with the university receiving glowing reviews for the EHS infrastructure that Daye created and maintains.

Marquette has undergone significant research growth in an increasingly demanding regulatory culture, and the progress that has been made under his leadership cannot be understated.



Calvin Jemison

Conference Center and Mail Room Facilitator | Raynor Memorial Libraries

Not only is Calvin Jemison a team player, he goes out of his way to care for his colleagues and student workers.

"Calvin is a servant leader in every characteristic — he personifies *cura personalis*," librarian Leatha Miles-Edmonson says about her colleague.

Dr. Jennifer Maney in the Center for Teaching and Learning echoes this sentiment. "Calvin avails himself on a consistent basis to those seeking support at Raynor and does so with patience and a smile on his face. I have worked with Calvin for more than 10 years and I cannot recall a time when he grew frustrated or impatient with last-minute requests or questions that he may have been asked a hundred times."

In his role, Jemison oversees the library's conference center, the mail room and various operations for the libraries. "He is not only an outstanding colleague but a positive force in the library's community of employees," Elisa Coghlan, coordinator of marketing and outreach for Memorial Library, says. "Calvin cultivates positivity in the workplace. Small but frequent — and potent — gestures of kindness, warm humor and concern for others are a hallmark of his persona."

Students who have worked with Jemison admire his calm yet steadfast attitude, noting his optimism and motivational conversations. "Calvin puts us in a position to succeed every day by sharing with us various opportunities on campus that we could benefit from," student Prince Beniana says.



Lori Montezon
Administrative Assistant | Office of the Provost

Lori Montezon's care for others, matched with her keen attention to detail, makes her an invaluable member of the Marquette community.

Montezon exhibits the Ignatian ideal of caring for others through her everyday work and interactions with colleagues. As an administrative assistant in the Office of the Provost and Office of Institutional Diversity, Montezon supports day-to-day operational tasks as well as key university initiatives.

Working alongside Vice President for Inclusive Excellence William Welburn, Montezon was an integral team member of the Climate Study Working Group, which was responsible for producing Marquette's first Campus Climate Study in 2015.

Over two years, Montezon worked directly with Dr. Sue Rankin of Rankin & Associates Consulting to manage budget matters and plan logistics, including campus visits, meetings and conference calls. "Dr. Rankin commented that Lori was unlike anyone she had met on her home campus or among consultations with more than a hundred universities," Welburn says. "Her efficiency in her work, her promptness and thoroughness on every detail, and willingness to troubleshoot problems rather than allow them to fester is unparalleled."

A former colleague of Montezon, Dr. Sharron Ronco, appreciates Montezon's special devotion to assessment and service. "She patiently guided me through projects when I felt adrift, offering her assistance and helping me manage tasks. I was awestruck by her organizational skills and willingness to help others. Lori Montezon is a daily manifestation of personal and professional excellence and service to others that is embodied in the mission of this university," Ronco says.



Tom Teipel
Senior Architect | Facilities Planning and Management

To understand Tom Teipel's impact on Marquette University, one only needs to look at the variety of nominators for his Excellence in University Service Award: a dean, a department chair, former students, a current vice president, a retired vice president, current colleagues and a host of others who wrote in to laud him for a storied Marquette career that spans more than three decades.

Nearly every nominator highlighted Teipel's quiet nature, patience and creativity, as well as his deep institutional knowledge.

One colleague recalls how the senior architect breathed new life into the Brew Bayou coffee shop in the Alumni Memorial Union; another points to his role as a mentor, educator and guide for numerous student engineering employees.

"I believe that Tom has worked on a project in every building on our campus and has worked with every university unit and academic department at one point or another," says Lora Strigens, vice president for planning and facilities management. "That depth of institutional knowledge is so valuable to our work in FP&M and a testament to the sheer volume of projects that Tom has touched in his time here."

Colleague Laura Hagan sums it up neatly: "I'll cut to the chase: Tom Teipel gets things done. He also loves what he does. He loves being an architect; he loves working with contractors; he loves solving problems. But above all, he cares about people and is always thinking about how to make their environments better places to live and work."

Beyond Boundaries: Marquette's Strategic Plan — 2016–2026

Beyond Boundaries is a strategic plan for Marquette's future – where we want to be, how we will get there and what we can do to go further, to Be The Difference for our students. Our talented faculty and staff are contributing to Beyond Boundaries every single day. Below is a snapshot of progress implementing the six strategic plan themes.



Pursuit of Academic Excellence for Human Well-being

Theme Leader: **Dr. Kimo Ah Yun**, acting provost and executive vice president for academic affairs

- Secure permanent funding for undergraduate Honors Program (complete)
- Implement digital and adult learning strategy (in process)
- Implement student retention initiatives, including Civitas student retention software, Higher Education Regional Alliance participation and proposed quality initiative for the Higher Learning Commission (in process)



Research in Action

Theme Leader: **Dr. Jeanne Hossenlopp**, vice president for research and innovation

- Review and update prior goals, objectives, tactics and metrics (in process)
- Create a summer research institute for mid-career faculty (pilot program conducted in summer 2018; recruiting underway for summer 2019)
- Develop support programs for federal funding opportunities (in process)
- Continue Explorer Challenge, conduct an impact assessment, and develop an annual research and innovation report (in process)
- Prioritize 707 Hub programming (in process) and open the Henke Terrace (complete)
- Launch research projects in the Athletic and Human Performance Research Center (four pilot projects funded)
- Create Institute for Women's Leadership (announced in January 2019; expected to open in July 2019)



A Culture of Inclusion

Theme Leader: **Dr. William Welburn**, vice president for inclusive excellence

- Implement Unlearning Racism series (ULC completed in spring 2019; faculty, staff and student workshops in process) and Implicit Bias workshops for employees and students (ongoing)
- Advance pipeline initiatives and high-impact programs for underrepresented students (ongoing)
- Manage retention efforts, including working toward a better resourced Emergency Fund for low-income students (ongoing)
- Carry out cluster hires of faculty for Race, Ethnic and Indigenous Studies program (first round completed in spring 2018; second round in process)
- Facilitate and support Employee Resource Groups (ongoing)
- Engage diverse communities beyond our campus, including the HSI initiative and Leadership and Brotherhood Summit (ongoing)



Social Responsibility through Community Engagement

Theme Leader: **Dr. Dan Bergen**, executive director of the Office of Community Engagement

- Open the Office of Corporate Engagement and Partnerships, and welcome to campus the new vice president for corporate engagement Dr. Maura Donovan (office opened in January 2019)
- Implement a Community Engagement Database (in process)
- Explore inclusion of community and corporate engagement in research, teaching and service in the promotion and tenure process (in process)
- Develop a Community Engagement in Research faculty mentorship program (in process)
- Plan the fourth annual Marquette Community Engagement Symposium (in process)
- Wrap up Community Engagement Task Force 2.0, through which over 80 campus and community stakeholders engaged in a deep assessment of our efforts in community engagement (completed fall 2018)
- Name the President's Challenge grant winner, recognizing an interdisciplinary team of faculty and community partners (Next Step Clinic grant winner announced January 2019)



Formation of Hearts and Minds

Theme Leader: **Dr. Xavier Cole**, vice president for student affairs

- Brainstorm, prioritize and receive approval for a new tactic: Hiring for Mission, to include recruiting, onboarding and developing for mission (complete)
- Operationalize new Hiring for Mission tactic (in process)
- Conduct a complete review and update of existing objectives and tactics for Formation of Hearts and Minds theme (in process)



Sustainability of Valuable Resources

Theme Leader: **Joel Pogodzinski**, senior vice president and chief operating officer

- Initiate Leadership Development program (launched 2018)
- Implement MARQetplace e-procurement solution (launched February 2019)
- Increase alumni giving rate and current-use fundraising results (in process)
- Initiate campus infrastructure optimization projects and continuous improvement projects (in process)
- Measure employee engagement (survey to be conducted April 2019)



MARQUETTE
UNIVERSITY

BE THE DIFFERENCE.