



MARQUETTE UNIVERSITY OFFICE OF FACULTY AFFAIRS

FELOS PROGRAM

(Faculty Exploring Leadership Opportunities)

2018–19 FELOS Program Schedule



MARQUETTE
UNIVERSITY

BE THE DIFFERENCE.

WELCOME TO THE MARQUETTE FELOS PROGRAM! (Faculty Exploring Leadership Opportunities)

On behalf of the FELOS organizing team, I would like to take this opportunity to welcome you and let you know how excited we are to be working with you during the coming academic year. The FELOS 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.

These outcomes will emerge over the course of the academic year through a series of readings, videos, speakers (internal and external to Marquette University), diagnostic instruments, group exercises and discussions, journaling opportunities, and by working with a leadership coach. 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 FELOS program. Your commitment and deep engagement will not only benefit you, but will also benefit others in the program as well as those you will lead in the future. As you move through the program, I hope you will reach out with any questions or concerns you have and also share your perceptions of the program more generally. In closing, I would like to express my deep gratitude to you for taking this journey with us. I hope you are able to look back on the FELOS program as a truly significant event in your life.

With warm wishes from your Marquette FELOS organizing team,

Gary Meyer, Ph.D.

Senior Vice Provost for Faculty Affairs

David Buckholdt, Ph.D.

University Professor Emeritus

Rev. Kent Beausoleil, S.J.

Special Assistant

FELOS Team



Gary Meyer

Dr. Gary Meyer is senior vice provost for faculty affairs at Marquette University. In this role, Meyer 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. Meyer works closely with the Center for Teaching and Learning, which serves as a catalyst for promoting a culture of pedagogical excellence on campus. In addition to his responsibilities for faculty affairs, he serves as Marquette's accreditation liaison officer to the Higher Learning Commission. Meyer served as vice provost for undergraduate programs and teaching for five years before being named senior vice provost for faculty affairs in 2015. He also previously served as associate dean in the Diederich College of Communication and director of the corporate communication major. Meyer's scholarship over the years has focused on using communication theory to develop persuasive messages primarily around health promotion and disease prevention. Meyer earned a doctorate in communication theory from Michigan State University.



David Buckholdt

Dr. David Buckholdt earned his doctorate in sociology from Washington University in St. Louis. Since coming to Marquette in 1974 he has served as chair of the Department of Social and Cultural Sciences, associate vice president and vice president of academic affairs, founding director of the Center for Teaching and Learning, and co-director of the Burke Scholars Program and director of the Trinity Fellows Program. Buckholdt's early research focused on the application of social exchange theory to behavioral and learning problems of children and youth. More recently he has worked on issues related to the social construction of decision-making in human service settings and on faculty stress. One son is a graduate of the Marquette Physical Therapy program and another is a graduate of the Opus College of Engineering. Buckholdt is retired as university professor emeritus.



Rev. Kent A. Beausoleil, S.J.

Rev. Kent Beausoleil, S.J., has a doctorate in student affairs from Miami University in Oxford, Ohio, as well as master's degrees in public administration, philosophy and divinity. Father Beausoleil is the special assistant to the vice provost for faculty affairs and the vice president for student affairs at Marquette University. His primary responsibilities include university accreditation, faculty leadership, mission integration, and the promotion of Ignatian values on Marquette's campus. In addition, Father Beausoleil is a visible presence on campus as chaplain for the Marquette University Police Department and for the Division of Student Affairs.

Father Beausoleil is passionate about faculty leadership development, gaining experience through his doctoral work in educational leadership and international comparative higher education, as well as his on-campus higher education work in the areas of vocational and leadership program development.

He was a co-chair of the 2017 Marquette Homecoming Committee, a co-goal steward for Marquette's Strategic Plan initiative, *Beyond Boundaries*, and was a member of Marquette's Master Plan Steering Committee. He is also active in the Milwaukee Catholic community as a frequent presider for the Three Holy Women and Our Lady of Divine Providence parish communities.

Orientation Day, Friday, August 10, 2018

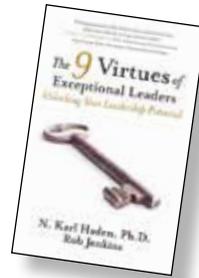
Holiday Inn Milwaukee Riverfront

4700 N. Port Washington Rd., Glendale, Wisconsin

- 9:45 a.m. **Arrival**
- 10:00 a.m. **Welcome**
Faculty Leadership at Marquette University
Dr. Daniel Myers, Provost and Executive Vice President for Academic Affairs, Marquette University
- 10:15 a.m. **Introductions and Logistics**
- 10:30 a.m. **FELOS Team Exercise**
- Noon **Lunch**
- 1:00 p.m. **Program Overview**
- 2:00 p.m. **Defining Leadership**
- 3:00 p.m. **Wrap-up and Social Hour (optional)**
With 2017–18 FELOS

Assignment

- Read: *The Way of the Shepherd* (pp. 9–114)
- Journal: *The Way of the Shepherd* — Reflection Questions
- Read and Journal: *The 9 Virtues of Exceptional Leaders* — Introduction and Humility (pp. 1–86)
- Complete: Myers Briggs Type Indicator (online)



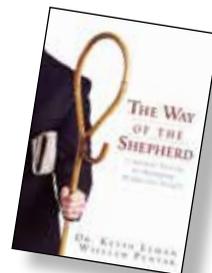
Day 1, Friday, September 7, 2018

Holiday Inn Milwaukee Riverfront

- 8:15 a.m. **Arrival**
- 8:30 a.m. **Announcements**
- 8:45 a.m. ***The Way of the Shepherd***
- 9:45 a.m. **Break**
- 10:00 a.m. **A President's Perspective on Leadership**
Dr. Michael Lovell, President, Marquette University
- 11:00 a.m. **Break**
- 11:15 a.m. ***The 9 Virtues of Exceptional Leaders* (Humility)**
- Noon **Lunch**
- 1:00 p.m. **A Brief History of Leadership**
- 2:00 p.m. **The Myers Briggs Type Indicator**
Christine Hill, Executive Director, Future Milwaukee Leadership Program, Marquette University
- 2:45 p.m. **Introduction to Coaching**
- 3:00 p.m. **Break**
- 3:15 p.m. **Visioning Exercise**
- 4:00 p.m. **Wrap-up and Social Hour (optional)**

Assignment

- None



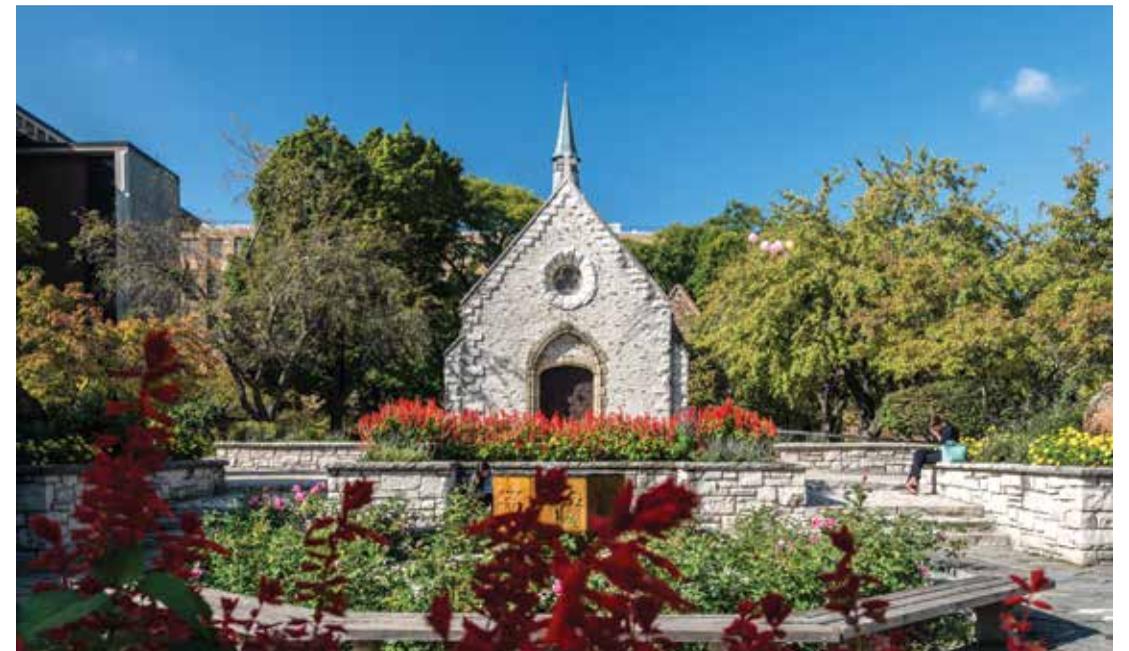
Day 2, Saturday, September 8, 2018

Holiday Inn Milwaukee Riverfront

- 9:00 a.m. **Arrival**
- 9:15 a.m. **Announcements**
- 9:30 a.m. **Feedback as a Leadership Tool**
- 10:30 a.m. **Break**
- 10:45 a.m. **Athletics**
William Scholl, Vice President and Director of Athletics, Marquette University
- Noon **Lunch**
- 1:00 p.m. **Case Studies in Higher Education Leadership**
- 2:00 p.m. **Student Affairs**
Dr. Xavier Cole, Vice President for Student Affairs, Marquette University
- 3:00 p.m. **Wrap-up and Social Hour (optional)**

Assignment

- Read and Journal: *The 9 Virtues of Exceptional Leaders* — Honesty (pp. 87–108)
- Meet: Christine Hill (MBTI Feedback)
- Complete: Thomas-Kilmann Conflict Mode Instrument (online)
- Complete: DiSC Workstyle Assessment (online)
- Bring: DiSC Workstyle Assessment Report



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

Day 3, Friday, October 12, 2018

Holiday Inn Milwaukee Riverfront

- 8:15 a.m. **Arrival**
8:30 a.m. **Announcements**
8:45 a.m. ***The 9 Virtues of Exceptional Leaders* – Honesty**
10:00 a.m. **Break**
10:15 a.m. **Office of Finance**
Joel Pogodzinski, Chief Financial Officer, Marquette University
11:15 a.m. **Ignatian Leadership**
Noon **Lunch**
1:00 p.m. **University Planning**
Lora Strigens, Vice President for Planning and Facilities Management,
Marquette University
2:15 p.m. **Break**
2:30 p.m. **DiSC Workstyle Assessment**
Wendy Butler, Director of Organizational Development, Human Resources,
Marquette University
4:00 p.m. **Wrap-up and Social Hour (optional)**

Assignment

- Read and Journal: *The 9 Virtues of Exceptional Leaders* – Courage (pp. 109–132)
- Bring: Thomas-Kilmann Conflict Mode Report

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 4, Friday, November 9, 2018

Holiday Inn Milwaukee Riverfront

- 8:15 a.m. **Arrival**
8:30 a.m. **Announcements**
8:45 a.m. ***The 9 Virtues of Exceptional Leaders* – Courage**
9:45 a.m. **Break**
10:00 a.m. **Thomas-Kilmann Conflict Mode Instrument**
10:45 a.m. **Managing Conflict**
Noon **Lunch**
1:00 p.m. **Deans' Perspectives on Leadership**
Dr. William Henk, Dean, College of Education, Marquette University;
Dr. Janet Wessel Krejci, Dean, College of Nursing, Marquette University
2:15 p.m. **Break**
2:30 p.m. **Ignatian Leadership**
3:15 p.m. **Case Studies in Higher Education Leadership**
4:00 p.m. **Wrap-up and Social Hour (optional)**

Assignment

- Complete and Post: Learning Objectives Assignments
- Read: Strengths Based Leadership (pp. 1–95)
- Complete: Personal Strengths Inventory (online)
- Meet: Christine Hill – FELOS Coach
- Read and Journal: *The 9 Virtues of Exceptional Leaders* – Perseverance and Hope (pp. 133–177)

Day 5, Friday, January 11, 2019

Holiday Inn Milwaukee Riverfront

- 8:15 a.m. **Arrival**
8:30 a.m. **Announcements**
8:45 a.m. **Reflections on Leadership**
9:30 a.m. **Strengths Based Leadership**
10:15 a.m. **Leadership from the Perspective of the AJCU**
Dr. Stephanie Russell, Vice President for Mission Integration, Association of Jesuit
Colleges and Universities
11:15 a.m. ***The 9 Virtues of Exceptional Leaders* – Perseverance and Hope**
Noon **Lunch**
1:00 p.m. **University Advancement**
Gina Sholtis, Vice President for University Advancement, Marquette University
2:00 p.m. **Break**
2:15 p.m. **Crucial Conversations**
Dr. Colin Hahn, Director of Talent Development, Leadership Ecademy
4:00 p.m. **Wrap-up and Social Hour (optional)**

Assignment

- Read and Journal: *The 9 Virtues of Exceptional Leaders* – Charity (pp. 179–204)

Day 6, Friday, February 8, 2019

Holiday Inn Milwaukee Riverfront

- 8:15 a.m. Arrival
8:30 a.m. Announcements
8:45 a.m. *The 9 Virtues of Exceptional Leaders* — Charity
9:45 a.m. Break
10:00 a.m. **Trustee's Perspective on Leadership**
Nancy Hernandez, Trustee, Marquette University
11:15 a.m. **Ignatian Leadership**
Noon **Lunch**
1:00 p.m. **Working in Groups / Teams**
1:45 p.m. **Case Studies in Higher Education Leadership**
2:30 p.m. Break
2:45 p.m. **Leadership from the Perspective of a University President**
Dr. Christine Wiseman, President Emerita, Saint Xavier University
4:00 p.m. **Wrap-up and Social Hour (optional)**

Assignment

- Read and Journal: *The 9 Virtues of Exceptional Leaders* — Balance and Wisdom (pp. 205–249)

Day 7, Friday, March 8, 2019

Holiday Inn Milwaukee Riverfront

- 8:15 a.m. Arrival
8:30 a.m. Announcements
8:45 a.m. *The 9 Virtues of Exceptional Leaders* — Balance and Wisdom
9:30 a.m. **Leading Change — Change Management Strategies**
Wendy Butler, Director of Organizational Development, Human Resources, Marquette University
10:30 a.m. Break
10:45 a.m. **Ignatian Leadership**
Noon **Lunch**
1:00 p.m. **Enrollment Management**
Dr. John Baworowsky, Vice President of Enrollment Management, Marquette University
2:00 p.m. Break
2:15 p.m. **Groups and Team Building**
4:00 p.m. **Wrap-up and Social Hour (optional)**

Assignment

- Read and Journal: *The 9 Virtues of Exceptional Leaders* — Justice (pp. 251–278)
- Meet: Christine Hill — FELOS Coach (prior to May 1)

Leadership is a choice, not a position.

— Stephen Covey

Day 8, Friday, April 12, 2019

Holiday Inn Milwaukee Riverfront

- 8:15 a.m. Arrival
8:30 a.m. Announcements
8:45 a.m. *The 9 Virtues of Exceptional Leaders* — Justice
9:45 a.m. Break
10:00 a.m. **The Office of the Provost**
Dr. Daniel Myers, Provost and Executive Vice President for Academic Affairs, Marquette University
Noon **Lunch**
1:00 p.m. **Case Studies in Higher Education Leadership**
2:00 p.m. Break
2:15 p.m. **Ignatian Leadership (Reflection)**
3:30 p.m. **Commitment to the FELOS program**
4:00 p.m. **Wrap-up and Social Hour (optional)**

Assignment

- Meet: Christine Hill — FELOS Coach (prior to May 1)
- Consider: Commitment to continued leadership development
- Consider: How has the FELOS program inspired you to think differently? Act differently?

Celebration Day, Friday, May 10, 2019

Marquette University, Raynor Library, 330B

- 9:45 a.m. Arrival
10:00 a.m. **FELOS Photo**
10:15 a.m. **The Continuing Path of Leadership Development**
11:00 a.m. **FELOS Celebration**
Dr. Daniel Myers, Provost and Executive Vice President for Academic Affairs, Marquette University
Noon **Lunch**
1:00 p.m. **Final Thoughts and Prayer**

Anyone wanting to be a leader among you must first be the servant ... If you choose to lead, you must serve.

— Jesus Christ



Dan Myers

Dr. Daniel J. Myers is the provost of Marquette University. He is the university's second-ranking officer and chief academic officer, responsible for all aspects of the academic mission of the university, as well as the Division of Student Affairs.

Myers earned a bachelor's degree in political science and a master's in higher education and student affairs from The Ohio State University before completing a master's and doctorate in sociology at the University of Wisconsin–Madison. He is a well-known expert in the study of collective behavior and social movements.

Myers' most recent research examines racial rioting in the 1960s and 1970s, deterministic and stochastic models of diffusion for collective violence, mathematical models of collective action, media coverage of protests, demonstrations, and riots, and game theoretic analyses of small group negotiation. He has led a comprehensive reassessment of U.S. race-related rioting in the 1960s funded by two grants from the National Science Foundation. Myers has been particularly active in the social movements and collective behavior scholarly area, serving as the editor of *Mobilization*, the leading interdisciplinary journal on social movements and protest, and founding the Center for the Study of Social Movements.

Myers has published many books and articles focused on social movements, the diffusion of social phenomena, social psychology and urban politics. These include: *Toward a More Perfect Union: The Governance of Metropolitan America* (with Ralph Conant); *Social Psychology* (with John DeLamater); *Authority in Contention* (with Daniel Cress); and *Identity Work in Social Movements*. He has also published more than 50 other scholarly contributions and won awards for both his research and his university teaching.

Prior to coming to Marquette, Myers served as the vice president and associate provost for faculty affairs at the University of Notre Dame where he held a number of administrative and faculty roles.



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, President 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 — is being 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 are the Rev. Robert A. Wild, S.J., Commons, Marquette's first new residence hall constructed in more than 50 years, opening in fall 2018, and the Athletic and Human Performance Research Center, and Physician Assistant Studies Building, both under construction.

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, President 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. He is also creating the Office of Corporate Engagement, a key recommendation of a cross-community task force, which he led during 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. He 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, President 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.



Christine Hill

Christine Hill is the executive director of the Future Milwaukee program, whose mission is to develop, motivate and empower diverse, ethical leaders who create positive change throughout Milwaukee. Future Milwaukee has more than 1,500 graduates who are making an impact in the Greater Milwaukee area through their leadership positions in government, business, education, religious and nonprofit institutions.

Hill earned a master's in interpersonal communications and conflict management from the University of Wisconsin–Milwaukee and a bachelor's degree from Carroll University in sociology.

She has expertise, knowledge and success in several areas including facilitating strategic planning processes; developing and implementing customized communication programs around organizational change; assessing individual and group strengths; mediating between individuals and groups, providing conflict resolution and intervention; and coaching and counseling individuals at all levels of the organization and in a variety of roles within the private, public and nonprofit sectors.

Hill has been a city alderman and mayor, chairman of the Milwaukee Metropolitan Sewage District Commission as well as director of human resources and organizational development in public sector and private manufacturing environments. Her clients have included private, nonprofit and public-sector organizations with an interest in developing processes to promote collaboration among their stakeholders.



William Scholl

Bill Scholl, who earned a bachelor's degree in American studies from Notre Dame, has had more than two decades of experience and success in administration at the collegiate level and was named vice president and director of athletics at Marquette University in 2014.

Scholl arrived in Milwaukee after serving as the director of athletics at Ball State University. Scholl led Ball State from 2012 to 2014, during which he served as chairperson of the Mid-American Conference's basketball issues working group and was a member of the conference's finance committee. During this time he also oversaw a number of on-campus facility upgrades and major renovation projects.

Prior to Ball State, Scholl served 23 years at Notre Dame, where he finished as deputy athletics director. He was responsible for administration of men's basketball, football, baseball and men's soccer, as well as fundraising and donor relations, budgeting and growing external revenue.

Early in his career, Scholl held leadership positions in service-driven organizations. He was the former director of financial development for the 1987 International Summer Special Olympics Games. He served in the same position for one year at South Bend's Logan Center, which offers services to persons with developmental disabilities. While working for Special Olympics, he raised in excess of \$8 million for the 1987 games.

**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 and 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 bachelor's in history from the University of Mississippi; his master's in history from Miami University (Ohio); and his doctorate in higher education management from the University of Pennsylvania. Cole's dissertation research focused on mission and identity programs at three Jesuit universities and their impact on mission leadership for laypersons.

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

**Joel Pogodzinski**

Joel Pogodzinski was named Marquette University's chief financial officer in September 2017. Prior to that, he was CFO and vice president of finance for Broan-NuTone LLC in Hartford, Wisconsin.

Pogodzinski joined Broan-NuTone as its CFO in 2014. There, he was the key leader in developing and implementing the global residential ventilation products manufacturer's five-year strategic plan. Prior to that, he worked for Milwaukee-based construction and mining equipment manufacturer Caterpillar Inc., where he began his career in 1994 when it was then Bucyrus. He served in a variety of leadership roles including controller — business resources; controller — surface mining product group; and director of accounting.

A certified public accountant, Pogodzinski graduated from the Marquette College of Business Administration in 1994 with a bachelor's degree in accounting.

**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.

Strigens 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.

**Wendy Butler**

Responsible for designing and leading organizational development and improvement initiatives that cut across all departments, Wendy Butler draws on her broad range of experience to create effective employee engagement strategies. She leads various initiatives related to leadership development, performance management, continuous improvement, change management, program analysis and impact, and contributes to building strategy, goals, tactics and tools for the university and the Human Resources Department.

Butler is a certified DiSC® Everything Workplace facilitator, a ProSci® change management practitioner, and a member of the Association for Talent Development. She is a volunteer trainer/coach for United Way of Greater Milwaukee and speaks at various association events throughout the region. Butler holds a bachelor's degree in organizational behavior from the University of Wisconsin–Green Bay, a certificate in leadership studies and a master's in human resources, both from Marquette University.

**William Henk**

Dr. Bill Henk is in his 15th year as dean and professor of literacy in the College of Education at Marquette University. From 1983 to 2004, he served as a faculty member at the University of Georgia, Penn State University and Southern Illinois University, and as a program coordinator, school director and department chair at the latter two institutions for 13 of those years. Henk earned a national reputation in literacy through over 80 refereed publications, multiple book chapters and conference presentations, work in professional organizations, and co-editing the journal *Reading Research*

and Instruction. His efforts led to awards for service and lifetime achievement by the Association of Literacy Educators and Researchers.

In recent years Henk has collaborated with academic administrators at several institutions on qualitative and quantitative research related to the education deanship, and his most recent study merited the top publication honor of the American Association of University Administrators. At Marquette Henk has led his college's accreditation and community engagement efforts, co-founded the acclaimed Greater Milwaukee Catholic Education Consortium, played a key role in establishing Milwaukee's Cristo Rey Jesuit High School, and has contributed significantly to the Milwaukee Succeeds collective impact partnership.

**Janet Wessel Krejci**

Dr. Janet Wessel Krejci is dean of the Marquette University College of Nursing. She joined Marquette after serving as vice president for academic affairs and provost at Illinois State University.

Prior to her role as provost, Krejci was dean and professor of nursing at Illinois State's Menonite College of Nursing from 2009 to 2014. Previously, she spent 21 years in Marquette's College of Nursing in roles ranging from research assistant to associate dean. From 2007 to 2008, Krejci was a fellow of the American Council on Education. She was also selected as a Robert Wood Johnson Executive Nurse Fellow from 2008 to 2011.

Krejci earned her bachelor's, master's and doctoral degrees in nursing all from the University of Wisconsin–Milwaukee. She is a fourth generation Wisconsinite, and her parents, sons and some of her siblings are Marquette alumni.



Stephanie Russell

Dr. Stephanie Russell serves as the vice president for mission integration for the Association of Jesuit Colleges and Universities. Her duties include designing and implementing programs to help Jesuit colleges and universities enhance their mission effectiveness, and supporting linkages among the schools in the Jesuit higher education network.

Prior to her work with the AJCU, Russell was the vice president for mission and ministry at Marquette University for 15 years. She has worked in Jesuit ministries for more than 30 years, including 11 years as the provincial assistant for lay formation and social ministry with the Wisconsin Province of the Society of Jesus. She is a co-creator of the Ignatian Colleagues Program, a comprehensive developmental program for administrators in Jesuit colleges and universities across the country.

Russell maintains in her work a strong focus on Catholic social teaching and intellectual tradition, the Ignatian spiritual and educational heritage, and interreligious dialogue as means for deepening the mission of Jesuit schools. She earned a master of arts in pastoral studies from St. Francis Seminary in Wisconsin, and a doctorate in higher education management from the University of Pennsylvania. She has also received honorary doctorates from Spring Hill College and Gonzaga University.



Gina Sholtis

Gina Sholtis joined Marquette University as the vice president for university advancement in November 2017. Previously, she served as assistant vice chancellor for advancement at the University of Missouri from 2014 to 2017. There, she served on the leadership team for Mizzou's \$1.3 billion *Our Time to Lead* campaign.

Prior to that, Sholtis was associate dean and senior director of development at Washington University in St. Louis, where she helped advance the \$2.3 billion *Leading Together* campaign. She also served in a variety of fundraising capacities from 1993 to 2005 at St. Louis University, a fellow Jesuit institution.

Sholtis has a bachelor's degree in international relations from Missouri State University. She resides in Whitefish Bay, Wis., with her husband, Philip, and their son Thomas. They also have a son Ty, who is finishing up his undergraduate studies in accountancy at Missouri State, and a daughter, Jordan, who is an epidemiologist working at the Public Health Department in Tampa, Fla.



Colin Hahn

Dr. Colin J. Hahn is the director of talent development for Leadership Academy. He is responsible for designing and developing training experiences that produce measurable behavioral changes. Under his tenure, 93 percent of participants successfully demonstrated new skills in the workplace.

Hahn's passion is helping people master new skills. He is known for his expertise in leadership development, conflict management and adult learning. He has worked with organizations such as Naval Air Systems Command, Children's Hospital of Wisconsin, Goodwill of North Central Wisconsin, Walmart and United Migrant Opportunity Services.

Hahn holds a doctorate in philosophy and a master's in the history of philosophy from Marquette, as well as a Preparing Future Faculty certification. He earned his bachelor's degree in philosophy and political science from Gonzaga University.



Nancy Hernandez

Nancy Hernandez was elected to the Marquette University Board of Trustees in 2014. She is the president and founder of ABRAZO Multicultural Marketing and Communication, a leading integrated marketing firm dedicated to connecting companies, institutions and organizations with Hispanic, African-American and Asian audiences. ABRAZO offers primary research, branding, strategic planning, creative design, copywriting, media services, digital marketing and public relations delivered by a team of insightful, diverse professionals.

Hernandez developed the business plan that became ABRAZO while completing her Marquette MBA and has grown her agency into the region's premier Hispanic/women-owned marketing company. Along the way, She has received *The Business Journal's* Women of Influence Award, the *BizTimes* Innovator Award and the Marquette College of Business Alumni Entrepreneurial Award, and her company was named the 2004 Hispanic Business of the Year by the Hispanic Chamber of Commerce of Wisconsin.

Hernandez is a founding member and past president of the Hispanic Professionals of Greater Milwaukee and past president of TEMPO Milwaukee and has served on the executive committee of the Hispanic Chamber of Commerce of Wisconsin. She currently chairs the Milwaukee Public Library Foundation, and serves on the board of the United Way of Greater Milwaukee and Waukesha. She was appointed by Gov. Scott Walker to the board of the Wisconsin Economic Development Corporation and serves as vice chair of the board. For her extensive community service and volunteerism, Hernandez was also chosen for the United Way Philanthropic Five award.

A lifelong resident of Milwaukee, she resides in Bayside, Wis., with her husband Andy Narrai, Grad '03, and daughter, Delia.



Christine Wiseman

Christine M. Wiseman, J.D., is president emerita of Saint Xavier University in Chicago. Before assuming the Saint Xavier presidency in 2010, she served as provost of Loyola University Chicago, where she also held a tenured position as professor of law. Before joining Loyola in 2007, Wiseman served as vice president for academic affairs at Creighton University and associate vice president for academic affairs at Marquette University, where she was a member of its tenured law faculty for 22 years. She served on the Illinois Board of Higher Education and was Chair of the Federation of

Independent Illinois Colleges and Universities.

Wiseman was recognized in 2000 as a "Woman of Influence" by *The Wisconsin Business Journal*. Prior to leaving Marquette University in 2002, she received the Spirit of the Law School Award for serving as a role model for a generation of Marquette lawyers, and in April 2003, she was named Marquette University Law Alumna of the Year. Upon leaving her position at Creighton University in 2007, the Christine M. Wiseman, J.D., Scholarship for Disadvantaged Women was named in her honor. In 2010, she was recognized as one of the "Most Powerful and Influential" women in Illinois by the National Diversity Council.

Upon her retirement from the presidency of Saint Xavier in December 2016, the board of trustees named the Christine M. Wiseman Student Lounge in her honor. She remains associate editor of the *International Journal of Offender Therapy and Comparative Criminology* and is co-author of *Wisconsin Practice: Criminal Practice and Procedure* and *Punitive Damages: Law and Practice*. She is an honorary member of both Alpha Sigma Nu and Phi Beta Kappa.



John Baworowsky

Dr. John M. Baworowsky, vice president of 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. Baworowsky earned his bachelor's degree at Loyola University Chicago and his doctorate from 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 is also a noted national speaker on the topics of strategic communications, international students and financial aid. He has spoken at many national and international conferences over the course of his career.

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 also 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.



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