



MARQUETTE UNIVERSITY OFFICE OF FACULTY AFFAIRS

FELOS PROGRAM

(Faculty Exploring Leadership Opportunities)

2019–20 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.

You will also develop deep and meaningful relationships with other faculty members from many disciplines across campus, all of whom, like you, are exploring leadership possibilities. And if this third cohort is like the first two, you will come to rely on these individuals over the next nine months as well as after the FELOS program has concluded.

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 work 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, 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.

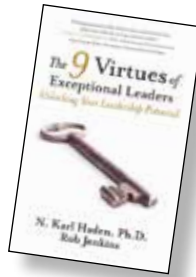
Rev. Kent Beausoleil, S.J., has a doctorate in student affairs from Miami University in Oxford, Ohio, as well as master's degrees in public administration, philosophy and divinity. Father Beausoleil serves as the special assistant to the vice president for inclusive excellence. In addition, Father Beausoleil 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 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 23, 2019

Holiday Inn Milwaukee Riverfront

4700 N. Port Washington Road, Glendale

- 8:15 a.m. **Arrival**
- 8:30 a.m. **Welcome and Introductions**
- 8:45 a.m. **Faculty Leadership at Marquette University**
Dr. Kimo AhYun, Acting Provost and Executive Vice President for Academic Affairs, Marquette University
- 9:00 a.m. **Program Overview**
- 9:45 a.m. **Introduction to Coaching**
Christine Hill, Executive Coach
- 10:00 a.m. **Break**
- 10:15 a.m. **FELOS Team Organization**
- 10:30 a.m. **This Is Me – 9 Square Exercise**
- Noon **Lunch**
- 1:00 p.m. **FELOS Tao**
- 1:30 p.m. **Leadership “Defined”**
- 2:30 p.m. **FELOS Reflection**
- 3:30 p.m. **Social Hour (optional)**



Assignment

- Read: *The 9 Virtues of Exceptional Leaders* – Introduction and Humility (pp. 1–86)
- Read: *Dare to Lead* – Introduction and Part One, Sections One and Two (pp. 3–69)

Next Meetings

- Friday, September 13, 2019 (8:30 a.m. – 4:00 p.m.)
- Saturday, September 14, 2019 (9:00 a.m. – 3:00 p.m.)

Day 1, Friday, September 13, 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***
- 9:15 a.m. **Visioning Exercise – Start With Why (introduction)**
- 10:00 a.m. **Break**
- 10:15 a.m. **President’s Perspective on Leadership**
Dr. Michael Lovell, President, Marquette University
- 11:15 a.m. **A Brief History of Leadership**
- Noon **Lunch**
- 1:00 p.m. **Introduction to Ignatian Leadership**
- 2:00 p.m. ***Dare to Lead***
- 2:45 p.m. **Break**
- 3:00 p.m. **Visioning Exercise – Start With Why (continued)**
- 4:00 p.m. **Social Hour (optional)**



Assignment

- Complete: Visioning Exercise

Next Meeting — Saturday, September 14, 2019 (9:00 a.m. – 3:00 p.m.)

Day 2, Saturday, September 14, 2019

Holiday Inn Milwaukee Riverfront

- 8:45 a.m. **Arrival**
- 9:00 a.m. **University Advancement**
Tim McMahon, Vice President for University Advancement, Marquette University
- 10:15 a.m. **Break**
- 10:30 a.m. **Visioning Exercise (team sharing)**
- Noon **Lunch**
- 1:00 p.m. **Case Studies in Higher Education Leadership**
- 1:45 p.m. **Division of Student Affairs**
Dr. Xavier Cole, Vice President of Student Affairs, Marquette University
- 3:00 p.m. **Social Hour (optional)**

Assignment

- Read: *The 9 Virtues of Exceptional Leaders* – Honesty (pp. 87-108)
- Read: *Dare to Lead* – Part One, Section Three (pp. 71-117)
- Meet: Christine Hill – Coaching Session I
- Complete: Implicit Bias Diagnostic – Women Leaders (<https://www.aauw.org/article/implicit-association-test/>)
- Complete: DiSC Workstyle Assessment (online)
- Bring: DiSC Workstyle Assessment Report

Next Meeting — Friday, October 11, 2019 (8:30 a.m. – 4:00 p.m.)

Leadership is a choice, not a position.

— Stephen Covey



Day 3, Friday, October 11, 2019

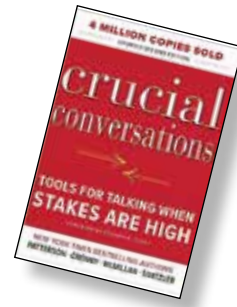
Holiday Inn Milwaukee Riverfront

- 8:15 a.m. Arrival
8:30 a.m. Announcements
8:45 a.m. Women in Higher Education Leadership
10:00 a.m. Break
10:15 a.m. *The 9 Virtues of Exceptional Leaders/Dare to Lead*
11:00 a.m. Ignatian Leadership
Noon Lunch
1:00 p.m. Marquette University Police Department
Edith Hudson, Chief of Police, 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. Social Hour (optional)

Assignment

- Read: *The 9 Virtues of Exceptional Leaders* — Courage (pp. 109-132)
- Read: *Dare to Lead* — Part One, Sections Four and Five (pp. 119-181)
- Read: *Crucial Conversations* (pp. 1-222)
- Complete: Thomas-Kilmann Conflict Mode Instrument (online)
- Bring: Thomas-Kilmann Conflict Mode Instrument Report

Next Meeting — Friday, November 8, 2019 (8:30 a.m. – 4:00 p.m.)



Day 4, Friday, November 8, 2019

Holiday Inn Milwaukee Riverfront

- 8:15 a.m. Arrival
8:30 a.m. Managing Conflict (Thomas-Kilmann Conflict Mode Instrument)
10:00 a.m. Break
10:15 a.m. Managing Conflict (*Crucial Conversations*)
Noon Lunch
1:00 p.m. Deans' Perspectives on Leadership
Dr. Sarah Feldner, Acting Dean, Diederich College of Communication, Marquette University
Dr. William Cullinan, Dean, College of Health Sciences, Marquette University
2:15 p.m. Break
2:30 p.m. Case Studies in Higher Education Leadership
3:30 p.m. FELOS Reflection
4:00 p.m. Social Hour (optional)

Assignment

- Complete and Submit: Leadership Philosophy Assignment
- Read: *The 9 Virtues of Exceptional Leaders* — Perseverance and Hope (pp. 133-177)
- Meet: Christine Hill — FELOS Coach

Next Meeting — Friday, January 10, 2020 (8:30 a.m. – 4:00 p.m.)

Day 5, Friday, January 10, 2020

Holiday Inn Milwaukee Riverfront

- 8:15 a.m. Arrival
8:30 a.m. Announcements
8:45 a.m. Leadership Philosophies (team sharing)
9:30 a.m. Break
9:45 a.m. Office of Research and Innovation
Dr. Jeanne Hossenlopp, Vice President for Research and Innovation, Marquette University
11:00 a.m. Ignatian Leadership
Noon Lunch
1:00 p.m. Inspirational Leadership
2:00 p.m. *The 9 Virtues of Exceptional Leaders/Dare to Lead*
2:45 p.m. Break
3:00 p.m. The Ignatian Colleagues (Leadership) Program
4:00 p.m. Social Hour (optional)

Assignment

- Read and Journal: *The 9 Virtues of Exceptional Leaders* — Charity (pp. 179-204)
- Read: Strengths Based Leadership (1-95)
- Complete: Personal Strengths Inventory (online)

Next Meeting

Friday, February 14, 2020 (8:30 a.m. – 4:00 p.m.)

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



Kimo Ah Yun

Dr. Kimo Ah Yun is the acting 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 campuswide 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 and Prevention, 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.



Christine Hill

Christine Hill is a leadership consultant who serves as the FELOS' coach throughout the leadership development program. She is former 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 degree in interpersonal communications and conflict management from the University of Wisconsin–Milwaukee and a bachelor's degree from Carroll University in sociology.

Hill 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, mayor and 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.



Michael Lovell

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

President Lovell and his leadership team are transforming the student experience by implementing Marquette's strategic plan, *Beyond Boundaries*. A novel Marquette Core Curriculum — at the center of every undergraduate's educational experience and rooted in Jesuit perspective and values — was implemented in fall 2018. The Campus Master Plan Initiative will integrate academic, physical and financial priorities over the next decade. Projects include The Commons — Marquette's first newly constructed residence hall in more than 50 years, which opened for the fall 2018 semester — 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. It cultivates and funds innovative ideas from students, faculty and staff, and is partially funded through the Johnson Controls Foundation.

Working with business and community leaders in Marquette's neighborhood, President Lovell 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 formed Scaling Wellness in Milwaukee (SWIM), a community-wide effort addressing impacts of generational trauma.

President Lovell serves as co-chair of the Greater Milwaukee Foundation's Milwaukee Succeeds initiative and co-chairs Innovation in Milwaukee. The organizational boards on which he serves include: Association of Jesuit Colleges and Universities, Big East Conference and Children's Hospital of Wisconsin. He is a member of the Council on Competitiveness and serves on executive committees of the Coalition of Urban and Metropolitan Universities, Greater Milwaukee Committee, The Water Council and Wisconsin Association of Independent Colleges and Universities, for which he is chair.

Prior to Marquette, he served the University of Wisconsin–Milwaukee as chancellor and, earlier, dean of its engineering college. He previously held academic and research leadership positions at the University of Pittsburgh and University of Kentucky.

President Lovell holds three mechanical engineering degrees including a doctorate from the University of Pittsburgh. He has received 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 U.S. and world patents.

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 No. 2 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.



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 degree 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. Dr. 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".



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 & 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.



Wendy Butler

Wendy Butler is responsible for designing and leading organizational development and improvement initiatives that cut across all departments, 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 Waukesha counties 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.



Sarah Feldner

Dr. Sarah Feldner is the acting dean of the J. William and Mary Diederich College of Communication. A professor of communication studies, she most recently served as associate dean for graduate studies and research in the college.

Feldner also served as the director of the Marquette Core Curriculum until 2018. Previously, she worked on the Core of Common Studies Review Committee for six years and helped lead the Core Revision Facilitation Group. Additionally, Feldner chaired the University Board of Undergraduate Studies, has worked closely with the Center for Teaching and Learning, and participated in several faculty programs

with the Office of Mission and Ministry.

She has been recognized for her commitment to teaching, winning the John P. Raynor, S.J., Faculty Award for Teaching Excellence in 2012 and the Diederich College of Communication Dean's Recognition Award for Teaching Excellence in 2004.

Feldner, whose research focuses on organizational communication, mission and identity, earned a bachelor's degree *summa cum laude* in communication from the University of Kentucky, a master's in speech communication from Indiana University and a Ph.D. in organizational communication from Purdue University.



William Cullinan

Dr. William E. Cullinan is dean of the College of Health Sciences and director of the Integrative Neuroscience Research Center.

Cullinan received his bachelor's degree in physical therapy from Marquette in 1981 and earned his Ph.D. in neuroscience from the University of Virginia in 1991. He did postdoctoral research at the University of Michigan's Mental Health Research Institute (1991-1995) before joining the Marquette faculty in the Department of Biomedical Sciences in 1995.

His research laboratory, which has received funding from the National Institutes of Health and the National Alliance for Research on Schizophrenia and Depression, focuses on stimulatory and inhibitory brain circuits that regulate neuroendocrine responses to stress and whose dysfunction leads to neuropsychiatric illness. He has authored numerous research articles and book chapters on functional neuroanatomy, stress neurobiology and neuro-endocrinology.

Cullinan teaches courses in anatomy, neuroanatomy and neuroscience to undergraduate and graduate students, as well as to medical and dental students and medical residents. He received the university's John P. Raynor, S.J., Faculty Award for Teaching Excellence in 2002 and the John P. Raynor, S.J., Professorship in 2006. He also established and directs a unique annual neuro-anatomical dissection and neuroscience review course that draws a large national audience to Marquette each summer.



Jeanne Hossenlopp

Dr. Jeanne Hossenlopp is Marquette University's vice president for research and innovation. She is a professor of chemistry, served as vice provost for research and dean of the Graduate School from 2010 to 2015, was interim dean of the Klingler College of Arts and Sciences from 2008 to 2010, and was chair of the Department of Chemistry from 2004 to 2008.

A native of Buffalo, New York, Hossenlopp received her bachelor's degree in chemistry from Colgate University in 1981, her master's degree in education from Siena Heights College in 1982, and her doctorate in physical chemistry from Syracuse University in 1987. From 1987 to 1989 she was a postdoctoral research associate at Columbia University. She joined the faculty at Marquette University in August 1989. In 1989 she received a Camille and Henry Dreyfus Foundation New Faculty Award, a national award given to 10 new faculty in chemistry, biochemistry, or chemical engineering departments annually.

Hossenlopp has taught physical chemistry courses at the undergraduate and graduate levels as well as general (freshman) chemistry. She was awarded Marquette University's John P. Raynor, S.J., Faculty Award for Teaching Excellence in 2003. Her research career began by exploring the fundamental details of how energy flows during laser-induced chemical reactions. She later transitioned to studying factors that control structure and reactivity of nanodimensional materials and was involved in collaborative projects focused on developing and characterizing new materials for use in chemical sensors, polymer fire retardants and water quality remediation applications. Work in her laboratory was funded by the National Science Foundation, National Institute of Standards and Technology, and the U.S. Department of Agriculture.

In her current role, Hossenlopp is charged with facilitating growth in campus research and scholarship as well as work to build an inclusive culture of innovation, which includes management of the university's Explorer Challenge and support of the President's Challenge. She oversees the work of the offices of Research Compliance, Research and Sponsored Programs, the Kohler Center for Entrepreneurship, the Marquette Women's Innovation Network, the newly announced Institute for Women's Leadership, research activities in the Athletic and Human Performance Research Center, as well as Marquette's presence in the Global Water Center. She directs Marquette's participation in the Clinical and Translational Science Institute of Southeastern Wisconsin as a co-PI on the National Institutes of Health CTSA program, is on the board of the Milwaukee Regional Innovation Center, and is a member of the U.S. Council of Competitiveness' Technology Leadership and Strategic Initiative. She is also a member of TEMPO Milwaukee and serves on the TEMPO Women's Affinity Alliance advisory committee.



Vincent Lyles

Vincent P. Lyles was elected to the Marquette University Board of Trustees in 2017. He is the system vice president of community relations at Advocate Aurora Health Care. He served as the president and CEO of Boys & Girls Clubs of Greater Milwaukee, the largest youth-serving organization in the city and arguably the largest Boys & Girls Clubs chapter in the nation, from 2011 to 2018. Lyles led the clubs with more than 750 employees and over 2,000 volunteers, with the sole mission of creating brighter futures for Milwaukee's most vulnerable children.

Under Lyles' leadership, the clubs continued to serve more children each year, totaling more than 43,000 kids in 2017. The clubs have 51 sites across Milwaukee and Waukesha counties, providing safety and accessibility to members. Boys & Girls Clubs of Greater Milwaukee also owns a 300-acre camp near Hartland, where more than 5,000 members stay each year, and more than 6,500 Waukesha County children attend through their schools and through day camp in the summer.

Prior to joining Boys & Girls Clubs of Greater Milwaukee, Lyles served as president of M&I Community Development Corp., where he expanded CDC's investment portfolio from \$53 million to \$150 million. Before CDC, Lyles was a director with Robert W. Baird & Co. and provided financial advice to Wisconsin municipalities, school districts and special taxing units. Lyles also serves as an Independent Director for BMO Funds. Prior to working in the financial realm, Lyles worked for the City of Milwaukee under Mayor John Norquist as an election commissioner, and before entering the mayor's office he was the executive director of the City of Milwaukee's Emerging Enterprise Program. Lyles began his professional career in Milwaukee as an assistant district attorney in the Milwaukee County District Attorney's Office.

Lyles continues to serve his community as a Leadership Council member at Milwaukee Succeeds. Lyles also serves on the board for Badger Mutual Insurance and Aurora Health Care Community Board. He is a member of the Milwaukee Cultural and Entertainment Task Force, the Greater Milwaukee Committee and United Way of Greater Milwaukee and Waukesha Counties Campaign Cabinet.

Lyles was recognized in 2018 with the Badger of the Year Award from the University of Wisconsin–Madison, and in 2016 by the Milwaukee Business Journal as a "40 Under 40" Hall of Fame honoree. In 2015 he was honored with the Children's Service Award from St. Francis Children's Center. Also in 2015, Madison365 named him as one of the most influential African Americans in Wisconsin. In 2015, Lyles was honored by Green Bay Packers legend Donald Driver with the "Driven to Achieve" award in recognition for his leadership and service to the Milwaukee community. He also received the Silver Spring Neighborhood Center Alumnus of the Year Award in 2011, as well as the Milwaukee Bar Association Distinguished Service Award in 2008.

A product of Milwaukee Public Schools' Madison High School, Lyles is an alumnus of the University of Wisconsin–Madison and the University of Wisconsin–Madison Law School. Lyles is also a Harvard Business School Leadership Fellow. He is married and has two children.



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. 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.



Maura Donovan

Dr. Maura Donovan serves as vice president for corporate engagement and partnerships. In this capacity, she is charged with formalizing, enhancing and streamlining the ways in which Marquette works with corporate partners, ultimately increasing the number of opportunities the university has to work with forward-looking organizations with shared values and strategic priorities that align with Marquette.

Prior to joining Marquette, Donovan was executive director of economic development at the University of Minnesota. She was recruited by the University of Minnesota's flagship institution to start and build a foundation for its University Economic Development office, including planning and communicating its vision, mission, goals and strategy, and implementing a strategic planning process for the office. The work of the office contributed to increases in corporate-sponsored research, strengthened relationships with statewide economic development organizations, created new opportunities for companies to engage with students, and promoted a culture of cross-campus collaboration to achieve holistic corporate engagement.

Prior to her most recent role at the University of Minnesota, Donovan served as the chief technology officer for the Decade of Discovery, a joint initiative of the University of Minnesota and the Mayo Clinic, where she was responsible for implementing public-private partnerships to advance diabetes and obesity research at the two institutions.

Previously, Donovan spent more than 20 years at Medtronic and has extensive leadership experience in the medical device and biotechnology industries. She has authored numerous medical publications, issued more than a dozen patents and received accolades including the Bakken Award, Medtronic's highest technical award for significant contributions to the corporation, the biomedical industry, customers and patients. She was interim executive director of the Medical Device Innovation Consortium and has served as a member of the board of directors for Medical Alley and University Enterprise Laboratories and is currently a trustee emerita of Macalester College.

Donovan was a postdoctoral fellow in biochemistry at the University of Minnesota, holds a Ph.D. in pharmacology from the University of Washington and a bachelor's degree in chemistry and Russian from Macalester College.



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.



Jenny Watson

Dr. Jenny Watson is the vice provost for academic planning. Before coming to Marquette, she was associate vice chancellor for faculty and academic staff affairs at the University of Wisconsin–Oshkosh from 2014 to 2016. She started her career at University of Wisconsin–Milwaukee in 1997, where she was a faculty member in the German and Scandinavian studies program. During her tenure at UWM, Watson served as coordinator of the German program, coordinator of the Scandinavian studies program, chair of the foreign language and literature department, and also as associate dean of the humanities.

As a research specialist on Swedish-German literary relationships at the turn of the last century, with a specific concentration on Selma Lagerlöf and Germany, Watson has been awarded a Fulbright-Hays Fellowship, a German Academic Exchange Service Research Fellowship, a number of Swedish Institute Research Awards and an American-Scandinavian Research Award. She has written two books and a number of articles on Lagerlöf and Germany. Presently, she is working on the reception of Lagerlöf in Nazi Germany.

Watson earned a bachelor's degree in German and English literature at Grinnell College in 1988, a master's degree in German literature and a doctorate in German and Scandinavian (concentration Swedish) at the University of Illinois Urbana–Champaign in 1997. During her studies, she also spent considerable time in Munich, Germany; Vienna, Austria; and Stockholm, Sweden.

Watson has also received a Wisconsin Humanities Grant to create a student production of Bertolt Brecht's *Mother Courage* and a UWM Undergraduate Research Award to research and create the book, *German Milwaukee*, which was published by Arcadia



William Welburn

Dr. William C. Welburn is the vice president for inclusive excellence for Marquette University's Office of Institutional Diversity and Inclusion. As executive director, Welburn is responsible for leadership in setting a strategic direction on campus diversity and inclusion by working with faculty, administrative, staff and student communities on a range of issues leading toward a more inclusive Marquette. His office's portfolio includes implementing of the university's strategic planning theme "A Culture of Inclusion" and assisting the university in full implementation of actions recommended by planning and climate assessment.

Welburn joined Marquette after having served as associate dean of the Graduate College of the University of Illinois at Urbana–Champaign from 2006–09, where he held administrative responsibility for graduate student academic services, including initiatives on diversity, handling student problems and assisting in establishing an electronic thesis and dissertation program. He began his career in 1978 in the library at Indiana University–Bloomington. Since that time, he has held positions in the libraries at Princeton University, William Paterson University and the University of Iowa. He has also taught in library and information science graduate programs at Atlanta University, Rutgers University, University of Iowa and University of Arizona. While at Iowa, he shifted his career trajectory when in 1993 he accepted a position as the Graduate College's assistant dean and interim chair of the African American Studies Program.

A native of Chester County, Pennsylvania, Welburn received his bachelor's degree in journalism from Syracuse University in 1975, his master's degree in library science from Atlanta University in 1978, and his doctorate in library and information science from Indiana University in 1991. He remains active in his discipline of library and information science through service and publications. He edited a volume for the Association for College and Research Libraries with Beth McNeil and Janice Welburn titled *Advocacy, Outreach, and the Nation's Academic Libraries: A Call for Action*. He continues to write and present papers on diversity, documenting diverse cultures and communities, and the bridge between libraries and African-American studies. He serves on the editorial boards of two journals, including portal: Libraries and the Academy.



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