



MARQUETTE UNIVERSITY OFFICE OF FACULTY AFFAIRS

FELOS PROGRAM

(Faculty Exploring Leadership Opportunities)

2020–21 FELOS Program Schedule



MARQUETTE
UNIVERSITY

BE THE DIFFERENCE.



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

I would like to take this opportunity to welcome you and let you know how excited I am to be working with you during the coming academic year. 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 intersect, 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 fourth cohort is like the first three, you will come to rely on these individuals over the next nine months as well as after the FELOS program has concluded.

The FELOS leadership program curriculum is designed around four levels of leadership, (1) **Personal Mastery**, (2) **Relational Acuity**, (3) **Team Building**, and (4) **Systems Thinking**. During each session, FELOS engage in activities centered around these four levels. Some are concentrated primarily around a single level, while others touch on all four levels. You will note one or more of the following icons next to each activity, signaling the level (or levels) the activity touches.

LEGEND

 **Personal Mastery**

 **Relational Acuity**

 **Team Building**

 **Systems Thinking**

A glance across the 14 sessions illustrates the curriculum does not address the levels in any particular order. It doesn't move linearly from the individual to interpersonal relationships to groups to networks. Leadership is messy and doesn't happen in isolated levels or in a linear fashion. Rather the most challenging leadership situations call upon leaders to draw upon their knowledge and skills across multiple levels ... simultaneously. And as such, the activities woven throughout the curriculum move fluidly up and down and across the four levels.

Outcomes will emerge over the course of the academic year through a series of readings, videos, speakers, diagnostic instruments, group exercises and discussions, journaling opportunities, and 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'd be remiss if I didn't mention that the FELOS program this year will take place virtually, completely online using a Microsoft Teams platform. While this modality will necessitate change, I am nonetheless confident that all important program outcomes will be reached.

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 joining me on this journey. I sincerely hope you are able to look back on the FELOS program as a truly significant event in your professional development.

With warm wishes from your Marquette FELOS facilitator,

Gary Meyer, Ph.D.
Senior Vice Provost for Faculty Affairs

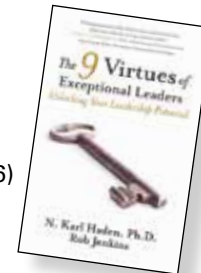
ORIENTATION DAY, Friday, August 28, 2020

- 8:30 a.m. **Welcome**
- 8:45 a.m. **Faculty Leadership at Marquette University** 📅
Dr. Kimo AhYun, Provost and Executive Vice President for Academic Affairs, Marquette University
- 9:00 a.m. **Program Overview**
- 9:30 a.m. **FELOS Team Organization** 🌀
- 9:45 a.m. **This Is Me** 🏆 🔄 🌀
- 11:30 a.m. **FELOS Tao** 🌀
- Noon **Adjourn**

Assignment

- Read: *The 9 Virtues of Exceptional Leaders* — Introduction and Humility (pp. 1–86)

Next Meeting — Friday, September 11, 2020 (8:30 a.m. – Noon)



DAY 1, Friday, September 11, 2020

- 8:30 a.m. **Announcements**
- 8:45 a.m. **Leadership “Defined”** 🏆 🌀
- 9:45 a.m. **The 9 Virtues of Exceptional Leaders — Humility** 🏆
- 10:15 a.m. **President’s Perspective on Leadership** 📅
Dr. Michael Lovell, President, Marquette University
- 11:30 a.m. **A Brief History of Leadership** 🏆
- Noon **Wrap up and Adjourn**

Assignment

- Read: *Dare to Lead* — Introduction and Part One, Sections One and Two (pp. 3–69)

Next Meeting — Friday, October 9, 2020 (8:30 a.m. – Noon)

DAY 2, Friday, October 9, 2020

- 8:30 a.m. **Announcements**
- 8:45 a.m. **Leading with Vision** 🌀
- 9:45 a.m. **Introduction to Ignatian Leadership** 🏆 🔄 🌀
Rev. James Voiss, S.J., Vice President for Mission and Ministry, Marquette University
- 11:00 a.m. **Dare to Lead — Vulnerability** 🏆 🔄
- Noon **Adjourn**

Assignment

- Complete: Visioning Exercise

Next Meeting — Friday, October 30, 2020 (8:30 a.m. – Noon)

LEGEND 🏆 Personal Mastery 🔄 Relational Acuity 🌀 Team Building 📅 Systems Thinking

DAY 3, Friday, October 30, 2020

- 8:30 a.m. **Announcements**
- 8:45 a.m. **Leading with Vision (Team Sharing)** 🌀
- 10:00 a.m. **Division of Student Affairs** 📅
Dr. Xavier Cole, Vice President for Student Affairs, Marquette University
- 11:00 a.m. **Case Studies in Higher Education Leadership** 🏆 🔄 🌀 📅
- Noon **Adjourn**

Assignment

- Read: *The 9 Virtues of Exceptional Leaders* — Honesty (pp. 87–108)
- Complete: DiSC Workstyle Assessment (online)
- Review: DiSC Workstyle Assessment Report

Next Meeting — Friday, November 13, 2020 (8:30 a.m. – Noon)

DAY 4, Friday, November 13, 2020

- 8:30 a.m. **Announcements**
- 8:45 a.m. **The 9 Virtues of Exceptional Leaders — Honesty** 🏆
- 9:00 a.m. **Anatomy of Trust** 🏆 🔄
- 10:00 a.m. **DiSC Leadership Assessment** 🏆 🔄 🌀
Wendy Butler, Director of Organizational Development, Human Resources, Marquette University
- Noon **Adjourn**

Assignment

- Read: *Dare to Lead* — Part One, Section Three (pp. 71–117)
- Read: *The 9 Virtues of Exceptional Leaders* — Courage (pp. 109–132)
- Complete: Thomas-Kilmann Conflict Mode Instrument (online)
- Review: Thomas-Kilmann Conflict Mode Instrument Report

Next Meeting — Friday, December 4, 2020 (8:30 a.m. – Noon)



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

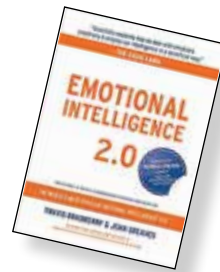
DAY 10, Friday, March 12, 2021

- 8:30 a.m. **Announcements**
- 8:45 a.m. **Personal Leadership Values** 🏆 🔄
- 10:00 a.m. **Trustee's Perspective on Leadership** 📅
Tim Bergstrom, Marquette University Board of Trustees
- 11:00 a.m. **Groups and Team Building** 🏆 🔄
- Noon **Adjourn**

Assignment

- Read: *Dare to Lead* — Parts Three and Four (pp. 221–272)
- Read: *Emotional Intelligence 2.0* (pp. 1–59)
- Complete: *Emotional Intelligence 2.0* Assessment (online)
- Review: *Emotional Intelligence 2.0* Assessment Results

Next Meeting — Friday, April 9, 2021 (8:30 a.m. – Noon)



DAY 11, Friday, April 9, 2021

- 8:30 a.m. **Announcements**
- 8:45 a.m. **Women in Higher Education Leadership** 📅
Dr. Leah Flack, Associate Professor and Chair, Department of English, Marquette University
- 10:00 a.m. **Office of Institutional Diversity and Inclusion** 📅
Dr. William Welburn, Vice President for Inclusive Excellence, Marquette University
- 11:00 a.m. **Emotional Intelligence** 🏆 🔄 🔄 📅
- Noon **Adjourn**

Assignment

- Read: *The 9 Virtues of Exceptional Leaders* — Justice (pp. 251–278)
- Read: *Emotional Intelligence 2.0* (pp. 61–223, as appropriate)

Next Meeting — Friday, April 23, 2021 (8:30 a.m. – Noon)

LEGEND 🏆 Personal Mastery 🔄 Relational Acuity 🔄 Team Building 📅 Systems Thinking

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

— Fred Rogers

DAY 12, Friday, April 23, 2021

- 8:30 a.m. **Announcements**
- 8:45 a.m. **Communal Discernment** 🔄
Rev. James Voiss, S.J., Vice Provost for Mission and Ministry, Marquette University
- 10:00 a.m. **Crisis Communication** 🏆 🔄 🔄 📅
Tom Branigan, Instructor of Practice, Department of Strategic Communication, Marquette University
- 11:00 a.m. **Office of Planning and Facilities Management** 📅
Lora Strigens, Vice President for Planning and Facilities Management, Marquette University
- Noon **Adjourn**

Assignment

- Consider: Commitment to Continued Leadership Development
- Consider: How has the FELOS program inspired you to think differently? Act differently?

Next Meeting — Friday, May 7, 2021 (8:30 a.m. – Noon)

CELEBRATION, Friday, May 7, 2021

- 8:30 a.m. **Announcements**
- 8:45 a.m. **Office of the Provost** 📅
Dr. Kimo AhYun, Provost and Executive Vice President for Academic Affairs, Marquette University
- 10:00 a.m. **The Continuing Path of Leadership Development** 🏆 🔄
FELOS' Reflections 🏆 🔄
- 11:45 a.m. **Wrap Up and Final Thoughts**
- Noon **Adjourn**



SPEAKERS



Kimo Ah Yun

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



John Baworowsky

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

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

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

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

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

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



Tim Bergstrom

Tim M. Bergstrom, Bus Ad '99, was elected to the Marquette University Board of Trustees in 2016.

He is the president and chief operating officer of Bergstrom Automotive, headquartered in Neenah, Wisconsin. His responsibilities include the day-to-day oversight of all operations.

Bergstrom Automotive is one of the top 50 largest automotive groups in the United States, with sales in excess of \$1 billion, and employs more than 1,600 people throughout Wisconsin. The company owns and operates 32 automotive locations, representing all major brands sold in the United States. Bergstrom Automotive is the only U.S. company that has been awarded franchises by all volume automotive manufacturers.

Bergstrom Automotive has been recognized annually since 2015 as one of the "Top 5 Automotive Companies to Work For" in the country. The company differentiates itself on amazing guest service.

Bergstrom is a *cum laude* graduate of Marquette University's College of Business Administration. He has completed the National Automotive Dealers Association Dealer Leadership Program. Prior to his current job responsibilities, he spent over 15 years in management positions in service, parts, body shop, and sales operations.

Bergstrom is a board member of the ThedaCare Hospital System (executive committee member) and is chair of the strategy and finance committee, as well as a board member of the ThedaCare Regional Medical Center–Neenah Foundation. He is also on the board of Fox Cities Performing Arts Center and Secura Insurance (executive committee member).

Bergstrom and his wife, Natalie, have three children and reside in Neenah, Wisconsin.



John Borg

Dr. John Borg received a bachelor's degree in mechanical engineering from the University of Memphis in 1990, a master's in aerospace engineering from the University of Notre Dame in 1992 and a doctorate in mechanical engineering from the University of Massachusetts Amherst in 1996. He was awarded an NSF International Postdoctoral Fellowship to Cambridge University from 1996 to 1997. From 1997 to 2002, he was a lead scientist for the Naval Surface Warfare Center in Dahlgren, Virginia. He came to Marquette as an associate professor in 2002 and was promoted to professor in 2016. His research area has focused on understanding the behavior of materials undergoing extreme deformation, such as those involved in high-speed impact and explosions. Borg is a proud husband and father of two girls, Rachael and Evelyn.



Heidi Bostic

Dr. Heidi Bostic is dean of the Helen Way Klingler College of Arts and Sciences. She brings to this position a broad portfolio of leadership experience in higher education. Across these roles, Bostic has fostered interdisciplinary innovation; promoted the success of faculty, staff and students; and advocated for diversity and inclusion.

As visiting associate provost at Furman University, Bostic led interdisciplinary initiatives involving research, curriculum and community engagement. Focused on student success, she developed and taught a course on Designing a Good Life. Bostic served as dean of the College of Liberal Arts and professor of French at the University of New Hampshire, where she launched the Grand Challenges Initiative and was co-principal investigator on a multiyear grant from the Mellon Foundation to enable more community college students to transfer to UNH and complete a four-year degree.

At Baylor University, Bostic served as the inaugural director of interdisciplinary programs for the College of Arts and Sciences and launched the STEM and Humanities Initiative. She also chaired the Department of Modern Languages and Cultures. Prior to her time at Baylor, Bostic was a faculty member at Michigan Tech, where she also served as interim chair of the humanities department.

A Fulbright Scholar to Chile, Bostic received the National Teaching Competition Award and the Theodore E.D. Braun Research Travel Award from the American Society for Eighteenth-Century Studies, won the Distinguished Teaching Award at Michigan Tech, and was named Higher Education Administrator of the Year by the Texas Foreign Language Association.

She participated in the Management Development Program at the Harvard Graduate School of Education and the Academy for Innovative Higher Education Leadership, jointly sponsored by Arizona State University and Georgetown University.

Bostic's research and publications span 18th-century French literature, contemporary feminist theory, narrative studies and higher education. Representative recent essays include "The Humanities Must Engage Global Grand Challenges," "Practicing Community: The Future of Liberal Learning," and "Prepare Students (and Ourselves) for Meaningful Work."

After studying at Creighton University and then earning her undergraduate degree at the University of Nebraska Omaha, Bostic completed a graduate degree at the École des Hautes Études en Sciences Sociales and her master's and doctoral degrees at Purdue University.

SPEAKERS



Tom Branigan

Tom Branigan is CEO of Branigan Communications and an instructor of practice at Marquette University. He has been helping organizations prepare for and manage crises for more than 25 years. Through his experience with Fortune 500 companies he developed an effective and nuanced approach that helps clients anticipate and navigate crises in a way that both respects myriad stakeholder groups affected and minimizes impact on brand value.

His work with companies such as Airborne Express, Best Western International, Johnson Controls, The Marcus Corporation and Northwestern Mutual has resulted in an institutional repository of best practices that inform effective strategies that help businesses when they're needed most.

Branigan served as a part-time instructor in the Diederich College of Communication for a decade before joining Marquette as a full-time instructor in 2018. During his time at Marquette, he created the university's undergraduate curriculum on Crisis Communication and Reputation Management and is currently adapting it to an online format. He is a member of the Homeland Security Information Network and has presented on the topics of public relations, investor relations and crisis communications to universities and professional organizations across the United States.



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.



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.



Leah Flack

Dr. Leah Flack is chair and associate professor of English who specializes in 20th-century literature. She has a bachelor's from SUNY at Buffalo Honors College in English and Russian, a master's from the University of Chicago in comparative literature, and a doctorate from Northwestern University in comparative literary studies, with an emphasis in English, Russian and classics. Cambridge University Press published her first book, *Modernism and Homer*, in 2015. She recently completed work on a new book, *James Joyce and Classical Modernism*, published by Bloomsbury Press. She enjoys teaching a range of classes in, among other things, the Western literary tradition, 20th-century literature, Irish literature and Russian literature.



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 Economic Engagement, and employer partners to maximize student access to meaningful career opportunities.

As a three-time graduate of Marquette, Hanson earned a bachelor's degree in psychology, a master of physical therapy degree, and a master of education degree. She also completed advanced training to become a Certified Strengths Coach, Global Career Development Facilitator, and Myers-Briggs Type Indicator Master Practitioner.

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



Edith Hudson

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

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



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 rising up to lead Marquette through one of the most pivotal times for this country, when it is simultaneously facing national crises in health, the economy and racial injustice. Serving as a foundation for Marquette's response is its strategic plan, *Beyond Boundaries*. At the center of every undergraduate's educational experience and rooted in Jesuit perspective and values is the Marquette Core Curriculum, implemented in fall 2018 and undergoing continual reevaluation. The Campus Master Plan Initiative is integrating academic, physical and financial priorities over the next decade.

The university has transformed the Strategic Innovation Fund, unveiled by President Lovell in 2014, into the two-track Marquette Impact Challenge. It continues to cultivate and fund innovative ideas from students, faculty and staff with a desire to involve community organizations. It has further expanded the President's Challenge track to encourage community-focused responses to the coronavirus pandemic.

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 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, Society of Manufacturing Engineers (SME) and numerous other organizations; is a fellow of the American Society of Mechanical Engineers and National Academy of Inventors; and holds U.S. and global patents.

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

SPEAKERS



Tim McMahon

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

McMahon brings nearly two decades of higher education experience to his 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.



Laurie Panella

Laurie Panella, Bus Ad '87, serves as the chief information officer at Marquette. She is responsible for developing and implementing the university's technology strategic direction and leading the IT services that support academic and administrative computing, networking, support services, classroom and instructional technology, programming services, and telecommunications. In collaboration with the students, faculty and administration, Panella ensures alignment of technology resources in support of the university's strategic plan, *Beyond Boundaries*.

Prior to joining Marquette, Panella held progressive leadership roles within Milwaukee County, most recently serving as the chief information officer since 2009. In this role, Panella was named CIO of the Year in 2017 by the *Milwaukee Business Journal*. She was also named among the "Top 25 Doers, Dreamers and Drivers" in 2012 for national public sector IT by *Government Technology* magazine.

Panella holds a bachelor's degree in business administration from Marquette, specializing in marketing and human resource management. Panella is active in several professional and community organizations including Evanta Milwaukee CIO/CISO Governing Body, Milwaukee CIO United Advisory Board, Society for Information Management and TEMPO Milwaukee. She is a commissioner of the Parks and Forestry Board for Wauwatosa, Wisconsin, where she resides. Panella has presented at several professional events specifically in technology leadership, cloud computing, cybersecurity and smart cities.

Panella and her husband Nick, Bus Ad '02, met at Marquette and have two adult daughters, Samantha and Emily, who continue to emulate the familial pride of MU.



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.



Rev. James Voiss, S.J.

Rev. James Voiss, S.J., is Marquette University's vice president for mission and ministry, having begun in this role January 2020. A 30-year higher education veteran, Father Voiss joined Marquette from Gonzaga University in Spokane, Washington, where he served as rector of the Jesuit community from 2014 to 2019. During that time, with the consolidation of three distinct communities into one, this role expanded into Rector of the Jesuits of the Spokane Region. Father Voiss served on the Gonzaga University Board of Trustees, the Gonzaga Prep Board of Directors, and from 2013 to 2016 as Gonzaga's assistant vice president for mission.

Prior to his time at Gonzaga, Father Voiss spent 14 years at Saint Louis University as an associate professor of theology, teaching undergraduate and graduate courses. This work was interrupted from 2001 to 2002 as he entered into the final formal phase of Jesuit formation—tertianship. The tertianship phase involves an intensive return to the *Spiritual Exercises* of St. Ignatius, a deep dive into the documents of the Society of Jesus, and an opportunity to serve in a context different from one's regular apostolic assignment. For Father Voiss, this included serving as chaplain for three and a half months at a cancer hospice in Munich. He considers this tertianship one of the most powerfully formative experiences of his life.

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



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 implementation of the university's strategic planning theme "A Culture of Inclusion," and in 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 to 2009, 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, Pa., 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*.

2020–21 FELOS PARTICIPANTS



Marie Hoeger Bement

Dr. Marie Hoeger Bement is a professor in the Department of Physical Therapy. She has a strong clinical and research background that is the foundation for her research investigating nonpharmacological pain management across the lifespan. This research is in line with her teaching and service initiatives to improve pain education worldwide. Bement received her master of physical therapy from the University of Iowa. As a clinician, she quickly became aware of the lack of knowledge in the treatment of people with chronic pain. Consequently, she returned to graduate school to study the causes and treatment of chronic pain. As a doctoral student at the University of Iowa, Bement's primary research focus was on the mechanisms of chronic pain with a secondary focus on the influence of low-intensity exercise on pain perception in an animal model of chronic pain. At Marquette University and recent Fulbright Scholar, she has continued this research in human participants with an emphasis on pain modulation and management in clinical and healthy populations.



Jill McNew-Birren

Dr. Jill McNew-Birren supports the development of pre-service science teachers and doctoral students as an associate professor in Marquette University's Department of Educational Policy and Leadership. Her research lies at the nexus of education, policy and public engagement. McNew-Birren considers how publics make sense of science in contexts of environmental crisis and potential enhancement of processes through which science education contributes to preparing effective and engaged citizens. McNew-Birren's research informs her teaching and mentoring of pre-service teachers and education scholars, as well as public forums in which citizens engage in finding solutions to science-related policy problems.



Joshua Ezra Burns

Dr. Joshua Ezra Burns is associate dean for academic affairs in the Klingler College of Arts and Sciences and an associate professor in the Department of Theology. He earned his bachelor's in classics at New York University, his doctorate in religious studies at Yale University, and, most recently, his master's in higher education administration and policy at Northwestern University. Prior to his current administrative appointment, Burns served his department as assistant chair and director of graduate studies. He currently serves as a member of the University Academic Senate and an unhealthy number of committees. When not absorbed in academic bureaucracy, Burns moonlights as an award-winning historian of religion, known for his research on Jewish civilization in antiquity and early Jewish-Christian relations.



Jacob Carpenter

Jacob Carpenter is an associate professor of legal writing at Marquette University Law School. He earned his bachelor's from DePauw University in 1999 and his law degree from Mercer University School of Law in 2002. He then practiced law for four years at a private law firm in northern Illinois, practicing primarily in the firm's civil litigation group, as well as in real estate and estate planning. Then, in 2006 he began teaching full time at DePaul University's College of Law, before joining the Marquette faculty in 2012. Carpenter teaches legal analysis, writing, and research courses at the Law School, and focuses his scholarship on legal writing. Outside the law school, he provides lawyer trainings for the National Institute for Trial Advocacy, including teaching annual courses in Washington, D.C., Chicago and Los Angeles. Carpenter has also chaired three committees for the national Legal Writing Institute and is currently serving on the editorial board for the Legal Writing Institute's Monograph Series. Back at Marquette, Carpenter has twice chaired the university's Committee on Teaching. At home, he, his wife and their three children live in Cedarburg, Wis. When they can escape their children's sports schedules, they enjoy spending time up-North and vacationing at national parks.



George Cashman

Dr. George Cashman is an associate professor in the Finance Department. He joined Marquette University in 2015, after spending eight years at Texas Tech University. He earned his bachelor's degree in economics from Pennsylvania State University, an MBA from the University of Miami and his doctorate from Arizona State University. Cashman currently serves on the editorial board of the *Journal of Real Estate Literature*, the Marquette University Center for Real Estate advisory board, and has served as a trustee on the Milwaukee County Pension Board.



Tyler Farrell

Dr. Tyler Farrell is an enthusiastic visiting assistant professor of English at Marquette University and teaches classes in poetry, drama, creative writing, film and Irish and British Literature. He also plans and leads two study abroad programs: one to Ireland, the other to London. Raised in Milwaukee and educated primarily by the Jesuits, Farrell received his undergraduate degree at Creighton University, where he studied with Irish poet Eamonn Wall. In 2002 he received his doctorate from UW—Milwaukee where he studied with Irish-American poet James Liddy. He has published three books of poetry with Salmon Poetry: *Tethered to the Earth* (2008), *The Land of Give and Take* (2012), and *Stichomythia* (2018); and contributed a biographical essay on James Liddy for Liddy's *Selected Poems*. Farrell has also published essays, reviews and poems in many periodicals and anthologies and continues to write and do readings in the Milwaukee area while also researching and writing about the transformative powers of literature, music and film.



Alissa Fial

Alissa Fial is a research and instruction services librarian at the Raynor Memorial Libraries, where she works with students, faculty and staff in the areas of biomedical sciences, nursing, physician assistant studies and dentistry. She collaborates with faculty on their research needs as well as providing library instruction and research consultations to students. Fial earned a master of library and information sciences from the University of Arizona, a master's in mental health counseling from Ball State University and a bachelor's in psychology and English from Aurora University. She joined Marquette University in August 2018, having previously worked at the University of Nebraska Medical Center. Fial actively serves the library profession regionally and nationally through committees and other service activities.



Nakia Gordon

Dr. Nakia Gordon is an associate professor of psychology. She earned her doctorate in behavioral neuroscience at Bowling Green State University and received additional training in neuroimaging at Michigan State University. Gordon joined the Marquette faculty in 2009. Her research explores how emotion and its regulation influences the ways individuals navigate their environments and interactions with other people. She is especially interested in the role physiology plays during shared emotional experiences. Gordon also serves as assistant chair of the Psychology Department.



John LaDisa

Dr. John LaDisa was a postdoctoral scholar in pediatric cardiology at Stanford University for 2.5 years after earning his doctorate in biomedical engineering. He now directs the Visualization Laboratory and the Laboratory for Translational, Experimental and Computational Cardiovascular Research at Marquette University. Research in these labs is supported by grants to study cardiovascular disease, engineer novel treatment strategies and uniquely visualize results, while training the next generation of undergraduate and graduate scientists in methods applied for these purposes. LaDisa has been fortunate to be a recipient of the 2018 Outstanding Graduate School Educator Award by the Medical College of Wisconsin, the 2015 Milwaukee Business Journal's 40 Under 40 Award, the 2012 STEM Forward Young Engineer of the Year Award, the 2010 Sigma Xi Rising Star Award, and was listed in the 2009 edition of *Milwaukee Magazine's* "The Next Generation," a recognition of new leaders under 40 who will change their city. Together with his students, colleagues and mentors, LaDisa has published 50 peer-reviewed journal articles and raised over \$3.5 million in extramural funding.

2020–21 FELOS PARTICIPANTS



Patrick Loftis

Patrick Loftis is a clinical associate professor in the Department of Physician Assistant Studies in the College of Health Sciences. He has been at Marquette since 2008. His teaching responsibilities include a variety of topics in medicine including cardiology, diagnostic technologies, nephrology and urology. Loftis earned a bachelor's in nursing from the University of Wisconsin–Milwaukee in 1998 and his master of physician assistant studies in 2000. Additionally, he maintains an active clinical practice at ProHealth Care in New Berlin in urgent care and occupational medicine. Loftis has two teenage daughters and lives in Muskego. He enjoys fishing, cycling, boating and travel in his spare time.



Linda Piacentine

Dr. Linda Piacentine is an associate professor in the College of Nursing. Piacentine earned her doctorate from Marquette, her master's from DePaul University, and her bachelor's from North Park College in Chicago. She practiced in various nursing roles, including staff nurse, nurse manager and nurse practitioner, prior to joining Marquette in 2007. Piacentine's research explores methods individuals employ to self-manage symptoms that have developed from disease or related treatments, with emphasis on exercise to manage chronic disease symptoms. Piacentine and her husband, Tom, have two children and have hosted 5 AFS International high school students. They now enjoy traveling, especially to meet families of those they have hosted.



Christopher Simenz

Dr. Christopher Simenz, CSCS, is a clinical professor in exercise science in the Department of Physical Therapy at Marquette University. He is a community-engaged researcher focused on supporting marginalized populations in wellness, food access and systems, health care access and navigation, joblessness, homelessness, incarceration and addiction. His scholarship is focused on policy change around wellness in community partners such as Milwaukee Public Schools, Boys and Girls Clubs of Greater Milwaukee, and United Neighborhood Centers of Milwaukee. Additionally, he works on policy and systems change around wellness and physical activity to support health. Simenz teaches courses in kinesiology, leadership, and community-based wellness theory and practice and manages student clinical experiences, all of which are informed by the community-engagement principles developed in research and partnership with a variety of Milwaukee and Southeast Wisconsin community partners. His leadership course work includes cultural humility, conflict resolution, behavior change, resume, cover letter and interviewing principles, which serve to prepare future clinicians for life beyond campus. Simenz supports Milwaukee's currently homeless and housing/food insecure communities via his roles on the board of directors of Frieden's Community Pantries and StreetLife Communities, which allows him to interact with and support the most marginalized in the Milwaukee metro area. Simenz and his wife, Stacy, have two children, Sophia, a high school freshman, and Quentin, an 8th grader.



Rosemary Stuart

Dr. Rosemary Stuart is a professor in the Department of Biological Sciences. Originally from Dublin, Ireland, she received her bachelor's and master's degrees from the University College Dublin, Ireland. She completed her doctoral and habilitation degrees from Ludwig-Maximilians University, Munich, Germany, before joining Marquette's faculty in 1999. Stuart directs a student-centered research team focusing on mitochondrial biochemistry and metabolism, which is funded through research grants from the NIH and NSF. Stuart has previously served as an associate dean in the Klingler College of Arts and Sciences, where she was involved in different roles, including facilitating graduate and undergraduate academic program development, and advocating for high-impact learning experiences for undergraduate students. While serving as associate dean, she developed the college's Career Preparedness Internship Program, a grant-funded initiative to promote student access to paid internship opportunities in Milwaukee, and the MU4Gold Scholars Program, an interdisciplinary initiative that supports early student access to faculty-mentored research, which she continues to co-direct with Dr. Amelia Zurcher, director of the University Honors Program. Stuart currently directs the Biological Sciences Launch Internship Program. A strong advocate also for gender equity, Stuart is presently involved in Marquette's NSF Advance-funded initiative, which seeks to promote and support the participation and advancement of women STEM faculty at Marquette.



Amelia Zurcher

Dr. Amelia Zurcher is director of the University Honors Program and associate professor of English, and previously she directed the women's and gender studies major. She received a master's and doctorate in English literature from Princeton and a master's in English studies from Oxford University. Her research interests include early modern British literature and culture, in particular ethics, political philosophy, and gender, and the scholarship of teaching and learning. She teaches a wide range of classes, from Shakespeare and film to an interdisciplinary class for freshmen on art and the philosophy of the self, and has received a Marquette Excellence in Teaching award.



Gary Meyer (Facilitator)

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

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

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

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

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



Christine Hill (Coach)

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.



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