

# first

THE MAGAZINE  
OF CARROLL UNIVERSITY  
WINTER 2020

School of Education and  
Human Services Launches  
In Renovated Home

Go Pios!

Athletics Calls  
An Audible

Safely Staging Shakespeare and More During a Pandemic

# 'Then I Defy You, Stars!'



2019-20  
Annual Report  
Included Inside

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# Plein Aire Studies

The fall semester sent students to new heights in their search for physically distanced spaces to study, such as this duo on Hastad Hall's rooftop patio.



# first

FIRST Magazine tells the stories of pioneers, of Wisconsin's first university and of the resolute, creative and fearless men and women who push it forward—the alumni, students, faculty and staff of Carroll University—through truly pioneering content and design.

Carroll University is Wisconsin's first four-year institution of higher learning. This independent, co-educational comprehensive university is grounded in the Presbyterian heritage and liberal arts tradition. The Office of Marketing and Communications publishes FIRST for alumni, faculty, staff, students and friends of the university. The opinions expressed do not necessarily represent the opinions of the editors or the official policies of Carroll University. We welcome your comments to editor@carrollu.edu



#### EDITORIAL STAFF

Tiffany Wynn  
Vice President  
for Marketing and  
Communications

Malcolm  
McDowell Woods  
Editor

#### ART DIRECTION AND DESIGN

Bryce M. Ulmer

#### PHOTOGRAPHY

Brian Redmond  
Chris Smith

#### COMMENTS

editor@carrollu.edu

#### CLASS NOTES

alumni@carrollu.edu

#### MAIL

Office of  
Marketing and  
Communications  
100 N. East Avenue  
Waukesha, WI 53186

#### UNIVERSITY CONTACTS

General  
1.800.CARROLL  
carrollu.edu

Alumni Engagement  
262.524.7237

Institutional  
Advancement  
262.524.7234

Undergraduate  
Admission  
262.524.7220

Graduate Admission  
262.524.7220

Athletics  
262.650.4847

Box Office  
262.524.7633

Center for  
Graduate Studies  
262.951.3253

Todd Wehr  
Memorial Library  
262.524.7175



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## PRESIDENT'S MESSAGE

As 2020 draws to an end, it offers us an opportunity to reflect on lessons learned and how we collectively overcame the challenges this past year brought.

When we returned to campus for in-person classes in August, we hoped for the best. I'm happy to report that our careful planning and the safety protocols we implemented kept our COVID cases low. The commitment and efforts of our students, faculty and staff allowed us to complete a full semester of in-person instruction, complete with the many meaningful experiences that define a Carroll education.

We continue to remain vigilant at maintaining a safe campus, and keeping the health and safety of our campus community as our top priority. While the pandemic was an unexpected event that shifted the university's plans, it didn't take them off track—we were able to push forward and accomplish many things in 2020 that are highlighted in the pages that follow.

During this pandemic, we found creative ways to ensure student activities would continue. From socially distanced marching band practices to a virtual ROMEO + JULIET (A Cover) production, these solutions stretched our imaginations and reimagined what engaging in the arts might look like. Even our athletic programs found ways to provide our student-athletes a meaningful experience this semester. While we hated to see them sidelined from conference competition, we brought the action to our sidelines and our fields this past fall. We also found other ways to honor our senior athletes—all in the spirit of safe play.

As a former elementary school teacher, education is near and dear to my heart. That's why the renovation and dedication of Education Hall and the creation of our new School of Education and Human Services is so meaningful to me. Their work is soul work, and I am proud to reintroduce Education Hall to our readers. This state-of-the-art facility will help prepare the next generation of teachers and school leaders.

You'll find more stories about our incredibly talented students, as well as profiles of some of our honored alumni in this issue. Their inspirational stories bear witness to the continuing importance of our mission. A Carroll education matters, perhaps now more than ever. It's why we spent months planning our Carroll Comeback—to ensure the health of our community and our university.

We're including a brief 2019-20 Annual Report in this issue as well, to answer questions about how well the university is navigating these unfamiliar seas. As you'll read, the answer is what you might expect of Pioneers. We're continuing to move full speed ahead, eyes steady on the horizon.

Pioneers, if our paths do not cross again before the end of the year, I wish you a blessed holiday season and all the best in the new year ahead.



CU in 2021!

Cindy Broadinger

# Grant Boosts Mental Health Literacy Curriculum

☛ **Carroll University has received a \$30,000 grant from the AB Korkor Foundation for Mental Health to train College of Health Sciences faculty as part of a new Mental Health Literacy (MHL) program.**

The grant also will fund a pilot of a mental health-focused simulation for students in the physician assistant, physical therapy, occupational therapy and nursing programs.

“Mental health literacy is an initiative for which we see a great need, and we are grateful to the AB Korkor Foundation for its support in fulfilling our mission to serve the community,” said President Cindy Gnadinger. “Our premier health sciences programs, faculty and students will also benefit from this specialized education.”

The Delafield-based foundation was created by Dr. Adel B. Korkor, who served as a physician for more than three decades.

“My mission, which is carried through the AB Korkor Foundation, established in 2016, is to enhance mental healthcare education across colleges and universities in our nation,” Korkor said. “My hope is that this model of education, which integrates mental health literacy into the college curriculum, becomes the accepted model in

all undergraduate and postgraduate education programs across all disciplines in our colleges and universities.”

Korkor said he selected Carroll for the program because it “is a highly respected institution and it is positioned to be a leader in disseminating the knowledge about the importance of implementing such programs across many other schools.”

About 280 students are expected to be trained by the end of the fall semester, said Kerri Murphy, clinical assistant professor of physician assistant studies, who already has undergone the training. “Mental Health First Aid is a skills-based course that trains students to effectively recognize, communicate with and assist someone experiencing a mental health challenge or crisis,” she said. “This is a piece that is missing from their standard behavioral medicine and psychology education. By filling this gap in their knowledge and skill base, we intend to create more capable future providers to care for the unmet mental health needs of our community.”

Murphy added that once students complete their training, they will work with “simulated patients,” who are paid actors, to practice their skills in assessing mental health challenges. After that, students plan to work with patients, likely through telehealth visits, at the Waukesha Free Clinic at Carroll University.



### Expected outcomes of the program:

- ➔ Increase mental health literacy through the completion of Mental Health First Aid coursework.
- ➔ Increase the knowledge and skill of Carroll Health Sciences students in identifying and assessing mental health disorders and working within an interprofessional team to identify appropriate treatment and professional resources.
- ➔ Reduce negative social and personal stigmas toward mental health illnesses.
- ➔ Increase students' ability to recognize and screen patients for symptoms of mental health illnesses.
- ➔ Increase referral of patients with mental illness to the appropriate care practitioner.

MOVING ON UP

## Carroll Ranking Jumps

For *U.S. News & World Report* 2021 annual rankings, Carroll advanced 16 spaces to 28<sup>th</sup> in Best Value Schools, and 27 spaces to 39<sup>th</sup> on the list of Best Regional Universities Midwest.

The Best Value category highlights schools that score above average academically and cost far less than other schools when financial aid is considered. Only schools that placed in the top half for their academics were considered.

U.S. News' college profile pages benchmark each school's relative performance across different ranking indicators and include many of the latest statistics used in the calculations—such as the student-faculty ratio and the average federal loan debt of graduates.



### COMMENCEMENT TWO CEREMONIES PLANNED FOR 2021

Planning has begun to hold two separate commencement ceremonies for graduate and undergraduate students in May 2021.

The graduate commencement ceremony will be held Friday, May 7. The undergraduate commencement will take place Saturday, May 8, as previously planned. The university continues to monitor COVID-19 and will adapt plans as needed.

### LEADERSHIP BOARD MEMBER

Carroll University has named alumna Laura Fisher-Bonvallet to its 25-member Board of Trustees.

Fisher-Bonvallet, a 1974 graduate, earned a B.A. in music. After retiring from teaching in 1992, she established and operated a highly successful company, Beauxchênes Fibre Arts.

### ALL BUSINESS SCHOOL JOINS ELITE CLUB

The Carroll University School of Business has been granted membership by the EFMD, a globally recognized membership organization and accrediting body for business schools, business school programs and corporate universities. The Carroll University School of Business is the only institution of higher learning in Wisconsin to earn this distinction.

“We are pleased to join this globally distinguished association of management, education and development. The EFMD's sense of moral and ethical responsibility meshes well with our heritage, our practices, our Ethos and all that we stand for,” said Carroll President Cindy Gnadinger. “This accomplishment also supports several goals in our strategic plan, which include building a world-class School of Business facility, leveraging partnerships that focus on entrepreneurial thinking and growing the Carroll brand.”

School of Business Dean Dr. Hamid Akbari said three elements were critical in deciding Carroll's acceptance into the organization: its tradition of cross-cultural experiences (CCEs) for students, a sense of moral and ethical responsibility, and the partnerships Carroll has forged—and continues to forge—with the community.

This fall, about 40 students from Carroll's nursing and public health programs formed the Mask Up Pios Street Team.



The team developed 12 topics to span the course of the Fall 2020 semester to keep the campus informed and knowledgeable about safety and wellness during the pandemic.

Twice a week, students provided street team Instagram content to the university's marketing office, related to the week's topic, including photos, captions and Q&A interviews with fellow students and faculty.

**All 20 physician assistant studies students in the Class of 2020 passed their Physician Assistant National Certifying Exam (PANCE), a perfect 100% first-time pass rate for Carroll's program!**

# Political Event Unites Community

A hybrid event featuring Wisconsin State Assembly members Rep. Scott Allen (R-Waukesha) and Rep. Kalan Haywood (D-Milwaukee) drew more than 300—virtually and in-person on Oct. 6



“We wanted to demonstrate to students that it is possible to have civil discussions about politics during this election year,” said Carroll President Cindy Gnadinger, who moderated the program. The presidents of the Carroll Democrats and the CU Republicans took turns asking questions submitted by students.



ALLEN



HAYWOOD

When asked about how each politician's job had been impacted by COVID, they mentioned the lack of face-to-face, in-person communication with constituents.

When asked how to become a well-informed voter, Haywood and Allen agreed students need to consume a variety of media from across the political spectrum. Haywood suggested the vice presidential debates as a good exercise in political awareness. “Spend the first half on one news outlet, then the second on another, and with the post-debate discussion, do the same thing. Each outlet will put out their own message.”

Allen said: “You are going to need to work doubly hard to discover the truth. You will need to read multiple sources on the same story. You'll need to look at both the liberal and conservative blogs...you'll need to read both foreign and domestic reports. You must become what you might consider excessively skeptical. You'll have to ask about sources, and then investigate the sources.”

Among students who attended was Carroll senior Diego L. Pedroza. “It was nice to see how involved the students were, and the speakers encouraged the students to become more involved,” he said. “We need to get it right. Our generation is the one who will make a difference. You can feel a lot of folks want to vote out of the desire to have some agency to make things better. I think there will be a surprisingly massive turnout of young voters. They want their voices to be heard on the political spectrum.”

Dowling, Wynn Join Senior Leadership

# Setting Course

Carroll University announced the addition of two vice presidents to the school's senior leadership team this year. Victoria Dowling joined the university this summer as vice president for institutional advancement and Tiffany Wynn became vice president for marketing and communications in October.



DOWLING



WYNN

Dowling had served as the senior vice president at McKendree University, in Lebanon, Illinois, where she was responsible for the management and oversight of the Development, Alumni and Parent Relations Office, university communications and marketing, and other key functions.

"We're pleased to welcome Victoria as our vice president for institutional advancement," said Carroll President Dr. Cindy Gnadinger. "Her 36 years of success in private liberal arts college and university environments are illustrative of her dynamic vision and ability. We were incredibly impressed by her accomplishments and look forward to her joining our senior leadership team."

While at McKendree University, Dowling led two successful campaigns totaling more than \$70 million. Prior to her leadership at McKendree, she served as the vice president

for Development, Alumni and Parent Relations at Gettysburg College in Gettysburg, Pennsylvania.

"I am delighted to be joining President Gnadinger and the advancement team at Carroll," Dowling said. "This is an exciting time in the life of the university, with significant plans for future growth in the Carroll Fund, endowment resources, program support and capital projects. These are all opportunities for alumni, parents and friends of the university to continue to strengthen Carroll's core mission through philanthropic support and volunteer engagement."

Dowling holds a B.A. in psychology and music as well as an MBA from California Lutheran University in Thousand Oaks, California.

Wynn is an accomplished marketing and communications professional. She has held prominent roles at local government, education and healthcare organizations in southeastern Wisconsin, where she created and established best practices, processes, workflows, brand architecture and capacity around marketing communications efforts.

"We are very excited to have Tiffany lead Carroll University's marketing as we continue to expand our reputation during a time of

significant progress and to work collaboratively with our campus community to create dynamic and engaging communications that tell the Carroll story," said Gnadinger.

"I wholeheartedly believe in the power of higher education and its ability to transform communities when you work to increase access to its many benefits," Wynn said. "That is what Carroll University is doing, increasing access and awareness of one of the best universities in Wisconsin, and I am happy to join the team to continue pushing its powerful mission forward. I am honored that my career path has led me back to Carroll, and I now get to serve the university in a greater capacity and in a more meaningful way."

Wynn, who had previously served as senior public relations strategist at Carroll, was most recently director of marketing and public relations for Vivent Health, directing the organization's internal and external marketing strategies, branding efforts and awareness campaigns.

Wynn is vice president of the Board for Grateful Girls, a 501c3 nonprofit organization geared to inspire, motivate and encourage girls, teens and women of all ages. She also serves on Professional Dimension's charitable fund board as secretary, and on the board for Independence First, a nonprofit committed to inclusion and independent living for people with disabilities.

She graduated from Mount Mary University with a bachelor's degree in public relations and received her MBA from Alverno College.



STRIKE  
**WOMEN'S BOWLING ADDED**

"College bowl season" will take on a whole new meaning at Carroll next fall, when the university debuts a new sport, women's bowling.

Athletic Director Michael Schulist said the program will be a varsity sport and participate in the College Conference of Illinois and Wisconsin. Carroll has entered into a partnership with Sunset Lanes in Waukesha to serve as the team's home venue.

Schulist also announced the hiring of Courtney Ermisch as the squad's first coach. "Courtney's familiarity with the Southeast Wisconsin bowling circuit, coupled with her recent success as a collegiate bowler made her the ideal candidate for the position," said Schulist. "I look forward to getting this program started, and supporting Courtney as she recruits future Pioneers for the women's bowling program."

Ermisch recently served as the assistant coach of the women's bowling program at Judson University in Elgin, Illinois. "I would like to make this program a top program over the years as we continue to grow," said Ermisch. "Along with building great bowlers, I also would like to prepare these athletes for the world, I want them to be great on and off the lanes."

Ermisch graduated from Robert Morris University with an applied health degree in 2019. Ermisch was a standout collegiate bowler at the school, winning national titles in 2016 and 2019.



CROSS-CULTURAL EXPERIENCE  
**BECKER'S PHOTOGRAPHY RECOGNIZED**

Carroll's cross-cultural experiences, which see students and faculty traverse the globe, are often transformational adventures for participants. For Dan Becker, an associate professor of graphic communication, they can also inspire creativity.

This year, four photographs Becker took during a CCE he led to Japan in 2019 were accepted into this year's juried Wisconsin Photography competition. The show features 83 photographs by 29 Wisconsin photographers.

TEED UP  
**SUELFLOW NAMED GOLF COACH**

Marcus Sueflow has been named the new Donald F. Kelly Head Men's and Women's Golf Coach.

Sueflow previously served as head professional at Deertrak Golf Club, where he managed the entire golf operation and built adult and junior teaching and coaching programs as a PGA professional.

Sueflow spent the 2018-19 school year as the boys' varsity head golf coach at Hartford Union High School. He earned a Bachelor of Arts from the University of Wisconsin-Milwaukee. He is also PGA American Development Model Certified.

PARTNERSHIP  
**PLATTEVILLE ENGINEERING DEGREES OFFERED**



Carroll's highly rated nursing program is always looking for ways to make nursing education even more powerful. Carroll's Nursing Living Learning Community (LLC), welcomed its first students this fall at the Baymont Inn & Suites.

**The Nursing LLC offers:**

- Weekly entertainment activities
- Exercise classes, yoga, tai-chi and meditation sessions
- Practice labs on site
- Regular seminars and other presentations exclusive to nursing
- Priority registration for the spring semester
- ...And more



Political Science professor Lilly Goren was interviewed for the BBC World Service's Oct. 28 Newscast program. Goren provided commentary on the state of the U.S. Presidential election in Wisconsin.

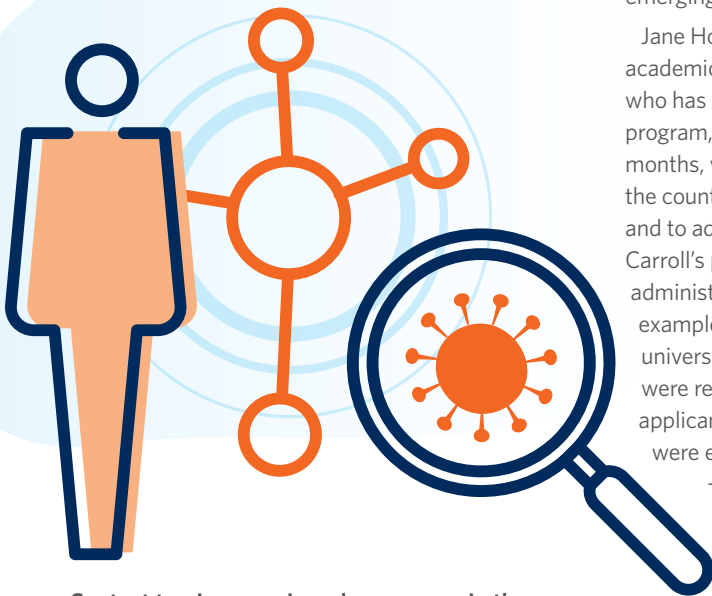
A new agreement between Carroll University and the University of Wisconsin-Platteville will allow Carroll students to earn Bachelor of Science degrees in mechanical and electrical engineering in a unique program without ever leaving southeast Wisconsin.

During the first four years, students will take courses in person at Carroll and stream select courses from UW-Platteville. By the end of their fourth year, Carroll students will earn their Bachelor of Science in applied physics. During their fifth year, students will complete their UW-Platteville Bachelor of Science in mechanical or electrical engineering in an online format.

"Carroll University is known for selectively and strategically developing partnerships to address business and community needs. This agreement will address the need for more engineers, as expressed by our business partners, in a cost-effective way by using current physical and human resources," said Carroll President Dr. Cindy Gnadinger. "It also provides Carroll the opportunity to grow our pre-engineering program for traditional students and working adults interested in earning a degree in mechanical or electrical engineering right here in southeast Wisconsin."

University Partners  
with Waukesha County  
on Contact Tracer Training

# Chasing COVID



Contact tracing remains a key weapon in the work to control the spread of COVID-19, and a Carroll University initiative has been boosting that effort in Waukesha County.

This summer, the university partnered with Waukesha County to develop a new contact investigator training badge program. The program, administered by Carroll University, has increased the number of active contact investigators in Waukesha County—by the end of October, approximately 250 people had gone through the training.

The initiative was suggested by Carroll President Dr. Cindy Gnadinger. In May, Carroll officials contacted Waukesha County about the possibility of creating a program to provide contact tracing training.

The county had already begun efforts to train new contact tracers, based on assumptions that it would need to increase the number of qualified contact tracers more than twenty-fold. At the same time, in-person training was proving difficult during the pandemic. Enter Carroll, which had spent a good part of the spring developing strategies and delivery methods for remote learning.

“At Carroll University, we are continually exploring innovative ways to rapidly respond to the needs of our community and our business partners,” said Gnadinger. “Due to the COVID-19 pandemic, the need for contact tracers nationwide is extremely high, and we saw this as an opportunity to work with Waukesha County to serve our community and train individuals in an emerging area.”

Jane Hopp, Carroll’s associate vice president for academic affairs - partnerships and innovation, who has overseen Carroll’s involvement in the program, said the partners developed it in just two months, with teams from both the university and the county working together to develop content and to administer the program. Interns from Carroll’s public health program were added to help administer and evaluate the training—a perfect example of the sort of experiential learning the university is known for. The first pilot trainings were ready to go in July. As the county hired new applicants through the summer and fall, they were enrolled in the training program.

Two training modules have been developed for the program: contact tracing and disease investigation. The disease investigator follows up with someone who has tested positive for COVID, breaking the news to them, providing advice and guidance about how to proceed—how to properly isolate, what symptoms to watch for and what steps to take—and gathering a list of individuals who may have been exposed. A contact tracer will then follow up with those individuals. The goal is to identify cases quickly and initiate quarantines that stifle or slow the spread of the virus.

The curriculum trains individuals to understand strategies to reduce the spread of the COVID-19 virus; components of contact investigation; requirements for protecting health information and contact investigations protocols; application of protocols to realistic scenarios; jurisdiction-specific contact investigation tools; and continuous quality improvement practices.

SWIMMING AND DIVING  
**NEW COACH  
DIVES IN**



Guy Gniotczynski '03, has been named the men’s and women’s swimming and diving head coach by Athletic Director Michael Schulist.

“I am very excited to welcome Guy to the Carroll family,” said Schulist on the hiring. “I could tell immediately Guy was the right choice to lead this program forward with his vast array of coaching experience and past history with Carroll. It’s always a pleasure to bring a Carroll alum back home.”

Gniotczynski returns to Carroll after numerous head coaching stints in the area, including the head swim coach at the YMCA at Pabst Farms Swim Team in Oconomowoc. During the last three years, Gniotczynski saw increases in memberships over 57% and increased the number of swimmers who qualified for YMCA State Championships. At multiple YMCA programs, he has coached over 10 YMCA National Qualifiers.

“As a 2003 alumnus, I am really excited to return home and be a part of the new era in Pioneer swimming and diving,” said Gniotczynski. “It is outstanding to see that while many colleges and universities are cutting programs in all sports, Carroll is investing in theirs and making the student-athletes a priority.”

Gniotczynski earned a Bachelor of Science in biology from Carroll University and worked as an educator and lab technician while coaching club and high school swimming programs.

THE REV. ELIZABETH McCORD  
**FOR CHRIST AND LEARNING**

*For Christ and Learning is the English translation of “Christo et Litteris,” Carroll University’s motto*

# Finding Hope and Healing in our Brokenness

*Is there no balm in Gilead?  
Is there no physician there?  
Why then has the health of my poor people  
not been restored?*

—Jeremiah 8:22

**I am done with 2020.** I am done with the annoyance of virtual meetings and Zoom calls. I am drained by the disconnect I experience through screens. I am over presidential politics, but even more exhausted by the ever-increasing tensions and disdain in our country. I am over masks and distancing, but even more wearied by rising infection rates, death and grief. I look to 2021, worn thin, weighed down and weakened, all the while knowing more suffering is on the horizon.



THE REV.  
McCORD

There is no question that this has been a year of unthinkable illness. COVID has laid bare our humanity and our inhumanity. It has exposed the weaknesses in our health care systems and exacerbated political power grabs. It has brought to light classism, racism, ageism and other systemic biases, all the while increasing fear of neighbor and stranger alike. It has required each of us to bring our best selves forward, but in our exhaustion, we have retreated into our worst tendencies. In the vulnerability of uncontrolled pandemic, we see more clearly the infections of our society and our souls. There is no vaccine that can inoculate us from such sin.

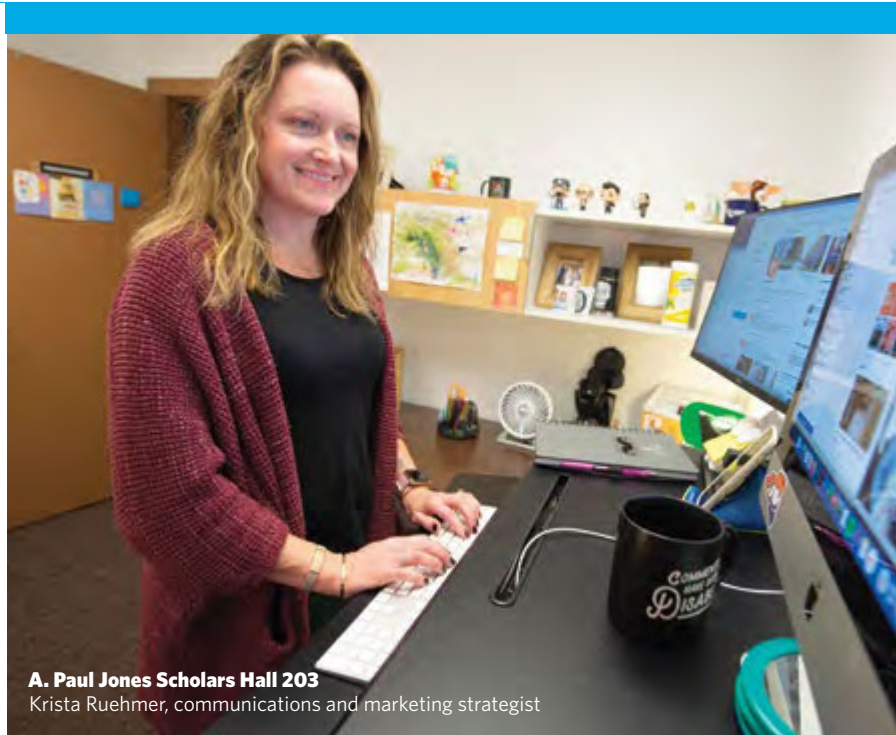
The biblical prophet Jeremiah wrote during a time of institutional illness and political instability. He grieved the suffering of his people. He believed God grieved too. “For the hurt of my poor people I am hurt. I mourn, and dismay has taken hold of me. Is there no balm in Gilead? Is there no physician there? Why then has the health of my poor people not been restored?” Jeremiah recognized the difficult, paradoxical

reality: the people must act to save themselves, and yet only God could lead them to restoration and wholeness.

The “Reformed tradition” of Christianity—the lineage with which Carroll is theologically and historically tied—trades in the currency of such paradoxes. Humanity is both totally depraved and made in the image of God, fallen but also the very embodiment of God’s goodness, mortally ill but simultaneously saved, healed and precious in God’s sight. These paradoxes have often led to misunderstandings about this religious tradition, and yet in 2020, I find they illustrate perfectly the reality I see around me. Humanity is desperately, irreconcilably broken, and yet the magnificent generosity of the human spirit is spellbinding. Our capacities to both harm and heal are beyond what any of us can fully comprehend.

We are all sick and tired as we bid 2020 farewell, and I cannot imagine what 2021 will look like. I don’t have the wisdom to see what a path toward peace, reconciliation and justice might hold. Nevertheless, I am confident about two things. First, each of us must be a physician. We must choose to mend rather than malign, to work for others’ well-being and commit unyieldingly to the wholeness of humankind. Second, we will not find the path forward on our own. We are dependent on the grace of the Great Physician, the only one who can lead us to the spring of hope and balm of healing we so hungrily seek.

In 2021, may we find the courage we need to be healers. May we find the humility we need to seek help. May we find rest and restoration for ourselves and for our people, for God’s people and for the world God loves. Amen.



**A. Paul Jones Scholars Hall 203**  
Krista Ruehmer, communications and marketing strategist

# Office Hours

For many people, Krista Ruehmer is the voice of Carroll University, though it's unlikely any of them have ever met her in person. Ruehmer is Carroll's communications and marketing strategist, and chief among her job's responsibilities is managing many of the university's social media accounts—including Facebook, Twitter, Instagram and LinkedIn. Ruehmer does this, behind several monitors, at her office in the A. Paul Jones Scholars Hall on Wright Street.



**Race Bib**

A race bib from the Milwaukee Half-marathon hangs on her office wall. Ruehmer is always on the run, and has competed in an estimated 60 half marathons.



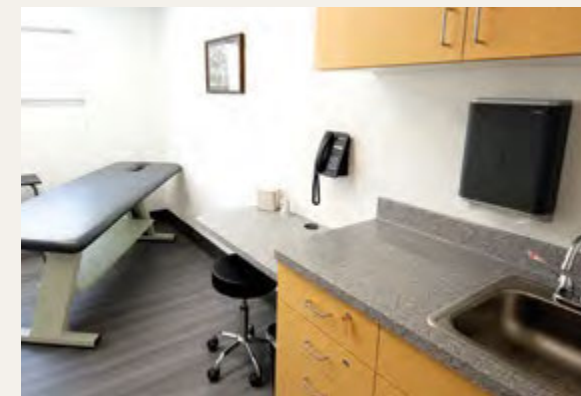
**Mug Collection**

The dozen or so coffee mugs scattered around her office are just part of Ruehmer's collection. Another 73 are at home.



**Pop! Figurines**

A shelf holds several Funko Pop! collective figurines, including Captain America, Ruth Bader Ginsburg, and characters from Schitt's Creek and Game of Thrones.



## Renovated Clinic to Benefit Community

A new clinic in downtown Waukesha will deliver much-needed health and wellness services to an underserved population and provide practical experiences to Carroll's health science students. The new Carroll University Community Health Services building at 237 Wisconsin Avenue, a partnership between Carroll University and Waukesha Free Clinic, opened its doors this summer.

The 9,000-square-foot building provides vital medical and ancillary services for Waukesha County's underserved and underinsured populations of all ages.

The Waukesha Free Clinic at Carroll University occupies the top floor, while the university provides services on the main and lower levels. Students from the physical therapy, occupational therapy, athletic training, nursing and public health programs work with patients under the supervision of faculty.

"As Carroll University is Wisconsin's first four-year institution of higher learning, and St. Joseph's Medical Clinic is the state's oldest free clinic, this partnership is particularly meaningful," said Carroll President Cindy Gnadinger. "This is truly a heartfelt effort for us at Carroll, as it ties in so well with our Christian mission to prepare students for vocational success and to provide service in our diverse community. We believe in investing in Waukesha County and being a leader in helping to solve community problems."

Learn more and virtually tour the facility at [carrollu.edu/community-health-services-building](http://carrollu.edu/community-health-services-building)

By Sue Pierman

# ‘All Can See’ the Benefits of Learning Capture

Panopto and learning capture are two words now firmly in the Carroll University lexicon.

Panopto is actually a derivative of two Greek words: “pan” which means all, and “opto” which means see. Put together, you have: “All can see.”

And, during the pandemic, being able to see and communicate with one another from a distance became extremely important. Panopto, part of Carroll’s new learning capture system, allowed students and faculty to get on with the business of learning, reassured that if remote learning became the only option, they would be prepared.

Through high-definition cameras and high-fidelity microphones installed in 150 classrooms, Carroll students now have three options: attend class in person, livestream class in real time from another location or watch a recording of a class.

Boyang “Romeo” Wang is one of the people responsible for bringing this technology to campus. By the end of May, Chief Technology Officer Mohammad Samarah started the discussion about remote learning and tasked Wang with making it happen by the time classes began Aug. 24.



**The Panopto learning capture software, and corresponding cameras, have been installed in 150 classrooms across 21 Carroll buildings.**



**The whole project, which usually would have taken six months, was completed in a mere six weeks.**



**The system’s cameras, like the one shown above, came directly from Chinese retailers, to avoid the delays caused by demand in the U.S. market.**

Wang chose three vendors and asked deans, department chairs and other users for their opinions on functionality, integration with current Canvas learning management system video streaming and more.

“At the end, everyone selected Panopto,” Wang said. “It checked all the boxes; it allows everyone to record and stream simultaneously using just the class podium computer.”

But that didn’t mean getting equipment for a complete learning capture system would be easy. Panopto is a software, but there are many pieces of hardware as well such as cameras, microphones, mixers to enable recording—that were in extremely high demand.

“Imagine every school in the U.S. trying to do this,” Wang said. “Just locating them was a struggle. This led me to find sources overseas because there was just nothing in the U.S. that we could buy. Every store had a delay of six to eight weeks—it would have been mid-September before we’d get hardware.”

Luckily, Wang was able to find manufacturers in China who also had online stores. Because he speaks Chinese, ordering was faster and easier. The first camera came in July, and more

in mid-August. But the implementation team wasn’t sitting around waiting; they installed everything available in the U.S. so when those new cameras arrived, they could immediately be put up.

Cameras were installed by the end of Aug. 17, and the Office of Information Technology started to push the Panopto software onto classroom computers and began training faculty on it over Microsoft Teams. With a camera and ceiling microphone in each class, in addition to the document camera, faculty are in charge of recording. They have the power to move the camera via a remote and also can display their computer desktop.

Many people across campus worked long hours to make the Aug. 24 deadline, equip all classrooms and train faculty, Wang said, who added: “This is what we do for students. For classes and students, we’re willing to make it happen.” From OIT to the business office, which helped with financial transfers, everyone pulled together.

Sarah said, “We compressed a project that would have taken six months into six weeks.” By Aug. 24, the team had completed a Herculean task: outfitting 150 classrooms, 21 buildings and five locations.

*“I think the recording of class can be a lifesaver, and most people I have talked to agree. Sometimes a professor might go through a slide too quickly or you miss some important figure or concept, and having the recording to go back to can save a lot of time and effort.”*

**Jason Flynn**  
Computer Science and Political Science major

*“One thing I love is the notes section on Panopto. When you write notes, they correlate to the times of the video. When I look back at my notes, I can click them, and Panopto will take me to the part of the video where I took the note. Since I use my laptop for a lot of work, everything is already set up. Everything is on my desk and ready to use, and I can move from subject to subject easily. I don’t have to worry about bringing the right materials because everything is already in one place.”*

**Mark Liberto**  
Exercise Science major



*“I really like the system because it allows me to get the same caliber of education without being present in the classroom. I also like that it allows me to see the class and professor as if I was really there on the days that I must be virtual. I think that it is really nice to watch class in real time from the comfort of my own room.”*

**Sara Janz**  
Exercise Science Pre-Clinical Exercise Physiology major

*“I like the asynchronicity offered with Panopto. Professors are holding classes differently, but to be in a class where the professor lets you go at your own pace is very refreshing. I use Panopto for both real-time and recorded classes.”*

**Nick Filippo**  
Psychology major

## A Pioneering Idea

The Carroll University Idea Lab, officially opened in November, is designed to serve as a hub for innovation and collaboration on campus. Its flexible spaces are outfitted with the latest technology for conferencing, research and study. Initially, the Idea Lab will also house the Analytics and Business Intelligence Consortium at the Carroll University School of Business and host the monthly in-person and online meetings.

The lab features uniquely configurable spaces ideal for conferencing, classrooms, small meetings and even individual work spaces. Garage doors in the large open space can be raised or lowered to create rooms suitable for gatherings of various sizes. Hi-tech is standard throughout, with fast wi-fi and bright, high-resolution monitors for presentations and virtual meetings. Artwork from Carroll’s Wisconsin Artists Collection is displayed throughout, adding an extra boost of inspiration and creativity in this bright and airy space. [Explore the facility at carrollu.edu/idea-lab.](http://carrollu.edu/idea-lab)

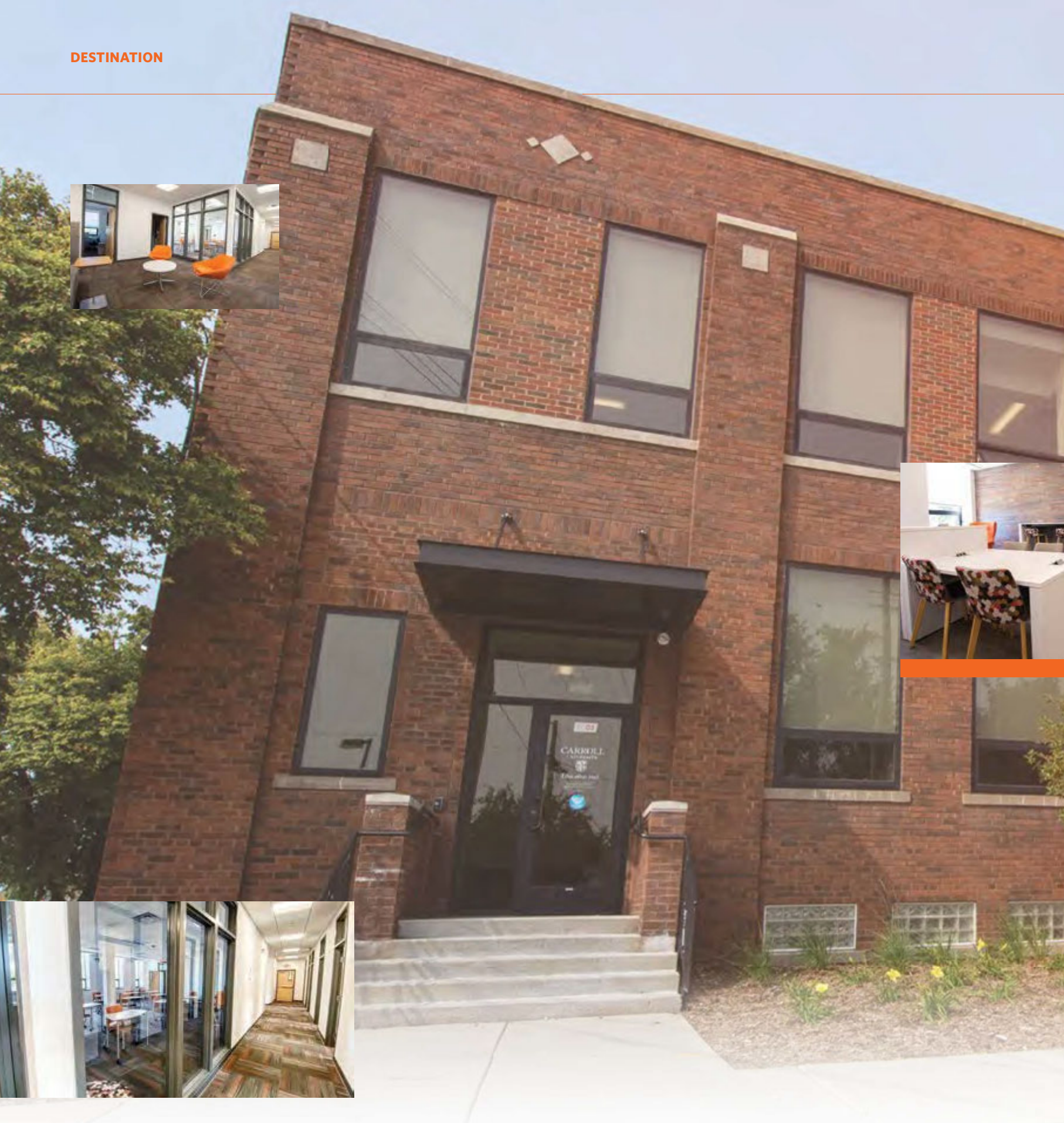


## Esports Center Opens



Carroll University’s newly-created Esports Center sponsored by Automation Arts opened this fall. Located in the lower level of the Campus Center, the facility supports both competitive and recreational esports. Esports, or organized, competitive video gaming, is one of the fastest growing forms of entertainment worldwide. [Learn more about Carroll’s esports program and its facility at carrollu.edu/esports.](http://carrollu.edu/esports)





# A New School, A Rebuilt Home And a New Dean

For the Education Program and Carroll's Strategic Plan, it Was a Perfect Storm

In 1994, Kathy Kramer, applying to be an adjunct instructor, drove up North Barstow Street in Waukesha, looking for the building that at the time housed the Carroll College education department.

"I drove around the building thinking no way is this the right place," she recalled. The building, at 326 N. Barstow, on the northern edge of the campus, had a most unimpressive exterior, perhaps only surpassed by its dark, cluttered, maze-like interior.

Kramer got the position. She was at the right place. She still is. But that building, like the university and like Kramer herself, has undergone tremendous change.

This summer, Carroll University launched a new School of Education and Human Services, headquartered in a freshly renovated Education Hall, and directed by Interim Dean Dr. Kathy Kramer.

"I'm pinching myself," said Kramer, who also serves as assistant professor of education and director of graduate education studies, but her amazement is mostly directed toward the building at 326 N. Barstow, which has been completely reimaged.

The red and cream city brick building was originally built in 1924 by Otis E. Glidden Co., a producer of pharmaceutical, cosmetic and food products, including Jiffy-Jell Gelatin Dessert. Carroll purchased the building in 1989, named it the Barstow Building, and used it as an academic building. It was renamed Education Hall

following an exterior renovation in April 2017.

Then, on June 27, 2019, a severe storm bull-rushed the Carroll neighborhood. Straight-line winds topping more than 70 miles per hour chased by heavy rainfall pummeled the structure, peeling off its roof and flooding the interior.

The storm left the building battered and forced a one-year relocation of the education department into the basement of North Bergstrom Hall. It also opened a door to fast-track a key objective of Carroll's strategic plan—establishing (and housing) a new School of Education and Human Services. The storm, exceptional in both its ferocity and narrow footprint, left Education Hall in need of a complete renovation.

Carroll President Dr. Cindy Gnadinger, education faculty and university staff got to work imagining a 21st Century building designed to facilitate the education of new teachers. The one-year renovation saw the 11,367-square-foot building's walls, floors and building systems completely reimaged, reconfigured and rebuilt.

"After the perfect storm, a perfect building," said Kramer.

The new interior provides an exciting backdrop for preparing future educators. The main floor holds three classrooms, faculty offices and a student workstation. Two adjoining classrooms are separated by a wall that retracts to create one large classroom/event space. The top floor is home to a

## At the helm



**Kathy Kramer was honored with the Norman and Louise Allhiser Award for Excellence in Teaching from Carroll in 2006.** She has a B.S. in elementary education and an M.S. in special education from the University of Wisconsin-Whitewater, and holds an Ed.D. in leadership in curriculum and instruction from Aurora University in Aurora, Illinois.



conference room and two classrooms, including a model classroom designed to mimic the real-world teaching environments Carroll students will experience when they begin working with partner school districts. The lower level includes a computer lab, spacious curriculum area, open space and a student break area with vending machines. Throughout the building, designers created open, inviting spaces for collaboration, creativity and study.

A ceremony was held in mid-September to celebrate both the renovation and the new School of Education and Human Services.

“I am very excited to reopen and dedicate this space as it will educate the next generation of effective and culturally relevant educators and school leaders. Education Hall has been transformed into an amazing place to collaborate, learn and grow,” said Gnadinger.

As part of the Carroll strategic plan, the school will allow for the addition of new programs, certificates and credentials that will help students ready themselves for careers that are in high demand.

“And our new School of Education and Human Services will allow us to expand and develop academic programming to meet emerging societal needs. As a leader in the community, we strive to be responsive to those we serve – students, community organizations

and our business partners,” Gnadinger said. “A prime example has been our Master of Arts in Teaching (MAT), an accelerated program that prepares individuals who have earned a bachelor’s degree, regardless of discipline, to become a highly qualified teacher in just 17 months.”

This year, the school began offering an English as a Second Language license program in its graduate program and is introducing an English as a Second Language Dual Licensure in its undergraduate program.

Additional programs are already under consideration, according to Kramer, who will lead and direct the efforts of the school, including curriculum, programing and partnership development.

“It’s an honor to serve as the interim dean of the new School of Education and Human Services,” said Kramer. “I’m motivated by the momentum we’re already seeing for the school and look forward to representing the voices and perspectives of faculty and students through our strategic initiatives.” The new school and renovated building recognize and acknowledge the value of the education programs at Carroll, she said.

“We are incredibly lucky to have such a tremendous leader like Dr. Kramer in our community. There was no need to look any further to fill the role as Dr. Kramer brings

vision, experience and a focus on social justice to this role,” said Dr. Mark Blegen, provost and vice president of academic affairs at Carroll University.

Equity and inclusion will remain a top focus for Kramer, a co-creator and developer of the Carroll University Inclusive Teacher Residency Program. While stepping into a new role in the midst of a pandemic has its own challenges, Kramer is hoping the lessons learned will pay off.

“It’s a really interesting time to step into leadership,” she noted. “We’re a program that’s historically focused on equity, inclusion and social justice. COVID-19 gives us a chance to really explore and be creative in finding ways to include more people and provide more access.” The pandemic and consequential bouts of distance learning, she noted, both shone a light on societal inequities and forced ingenuity in grappling with issues of access.

“So, how can we take the ideas of distance learning and use them to actually increase opportunity for more people?” Kramer asked. “Our challenge is to take those lessons and apply them to a world post-COVID. I hope we don’t as a society go back to the way we were operating, because there were a lot of people who didn’t have access.

“Let’s leave behind what was hard and take forward the lessons learned.”

## Graduate Opportunities at Carroll University

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#### Master of Business Administration

- MBA in Business Analytics
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- MBA in Healthcare Administration

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#### Master of Science in Exercise Physiology - Clinical

#### Master of Science in Nursing - Nurse Educator

#### Master of Science in Physician Assistant Studies

#### Master of Science in Sport Physiology and Performance Coaching

#### Master of Science of Athletic Training

CARROLL  
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For more information or to schedule a visit:

Cindy Holahan, director of graduate admission

cholahan@carrollu.edu | 262.524.7361

carrollu.edu/admissions/graduate



By Krista Ruehmer

## Dancing the Line Between COVID-19 and the Creative Arts

❏ No one has been untouched by the effects of the COVID-19 pandemic. But for the visual and performing arts, the very foundation of artistic expression has been transformed this year. At Carroll, students, staff and faculty have danced—literally, in some cases—on a fine line between adhering to necessary safety protocols while expressing creativity through music, art and theatre. ❏ Who is the audience, if the theater won't be filled? How does an actor express emotion behind a face mask? How are art pieces showcased when a gallery night can't be hosted? When left to their creative devices, Carroll's arts department navigated the complex logistics without missing a beat.

### O Romeo, Romeo, Wherefore Art Thou...

Telling a story of tragedy and romance on stage is no easy task in the era of COVID-19. But Jennifer Dobby, who chairs the department of Visual and Performing Arts (VPA) and adapted the production, didn't let it stop her.

It was, however, not simple.

ROMEO + JULIET (A Cover), initially meant to be staged in spring 2020, but postponed to fall in light of the pandemic, tells the classic Shakespearean tale with hit pop-rock songs in place of some of the original text. Because of the pandemic, even some of Dobby's original script, staging and choreography got a twist, as well.

Throughout preparation, cast and crew followed guidelines from the CDC, Carroll and the University of Colorado's Performing Arts Aerosol Study to help prevent the spread of COVID-19. The cast size was reduced from 35 to 20, and throughout the duration of rehearsals, everyone had a temperature check before the day's work. Carroll also installed HEPA filters that ran continuously in the house and backstage. Masks and gloves were always worn, and the cast and crew implemented and respected appropriate social distancing.

Safety measures didn't end there. Singing and dancing rehearsals took place outside as much as possible, while Stage Management sanitized every prop before and after use. Sanitizing stations were housed backstage and mics were never shared by multiple actors.

The production's largest musical numbers were filmed in advance to mitigate aerosol emission, which allowed for a true multi-media performance that included both live and pre-recorded footage.

Much of the staging and choreography underwent tweaks in order to maintain social distancing. For one scene, where Romeo and Juliet share a kiss, the scene was staged in a way that, though the actors were on different planes and socially distanced, their silhouettes in the shadows appeared to kiss.

"Theatrical magic," Dobby calls it.

Magic, indeed. And a success.

The multimedia production was live streamed to the public on Oct. 24 and included live singing and music videos that were created by film and television minors.

"It was a true interdisciplinary project directed by Professor Jennifer Dobby," said Sara Meyer '09, '16 promotions and events manager of VPA.

In the end, more than 1,000 guests attended the performance, both virtually and in person, with viewers tuning in from five different countries.

*Box Office Insider Podcast: Join host Sara Meyer, promotion and events manager at Carroll University, as she interviews the ROMEO + JULIET (A Cover) director, professor Jennifer Dobby, including listener questions. Episode 41 is available on iTunes and Spotify.*

### Marching to the Beat of a Pandemic

The marching band, wind ensemble and choirs rehearsed in interesting ways this semester in order to keep everyone safe. While playing and singing from a distance, members of the marching band also wore specially developed masks that allowed for wind instruments to be accessed through a small slit, which then closes around the instrument.

And although there were no sporting events for The Marching Pioneers, they found new ways to exercise and showcase their talents. Everyone loves a Friday, but the Marching Pioneers marching band kicked it up a notch this semester. Band members, and occasional collaborators like the Blaze Dance Team, have filled Main Lawn at 4:30 on Friday afternoons throughout the fall semester to perform as part of the Fridays After Class marching band concert series.

### Pandemic Portraits

Self-portraits are a staple in professor Amy Cropper's Drawing and Composition class each year. This year, however, posed a bit of a challenge.

"I was oddly surprised at how the masks

altered how I could teach this assignment," said Cropper. "As I was beginning to explain how to approach the features of the face—the eyes, nose and mouth—and I looked out at my masked students and laughed, 'oh right, this year we don't have noses and mouths!'"

The self-portrait assignment is meant to help students learn the proportions of the human head. Students are also asked to consider an aspect of their identity that isn't physical, and to include that in the portrait, as well. Typically, students work from mirrors, allowing Cropper to provide feedback during the process. But, like much of this year, nothing is typical.

"One key to drawing correct facial proportions has to do with observing things like how the bottom of the ears line up with the bottom of the nose," she said. "Or, how the line of the mouth, if taken out to the sides of the face, indicates where the jaw joint is located. The masks covered all of this up."

Instead, Cropper decided to let her students choose whether they wanted to attend class in person for the assignment, and therefore draw their portrait with masks on, or if they wanted to draw from home, unmasked. Turns out, it was a fairly even split. And a unique and successful assignment.

Final portraits are hung in the hallway of the Humphrey Arts Center.

### Paper Patrons

Until this year, a Carroll production has never opened to an empty house. The Carroll Players, however, weren't going to let Carroll's talented casts and crews experience it.

Cue: Paper Patrons!

At the beginning of the semester, the theater department put a call out for Paper Patron submissions. Interested patrons could have a printed photo to sit front and center at every arts semester during the fall semester. The result? A packed house of friends, family and furry loved ones in Shattuck Auditorium for the all arts events, including the unique experience of ROMEO + JULIET (A COVER), which opened in late October to a full house of 60 Paper Patrons and 500 virtual patrons watching from home.

# FIGHTING A NEW FOE

**When the College Conference of Illinois and Wisconsin announced in late July that fall sports competitions at its member campuses were postponed due to the COVID-19 pandemic, it might have seemed the Carroll athletic program would simply shut down for the fall semester.**

While students returned to Carroll in late August to begin in-person classes, there would be no Saturday football games at Schneider Stadium, no cross-country meets, no soccer matches. The CCIW decision, matched by most college conferences across the country, affected all nine fall sports programs, including football, men's and women's cross-country, men's and women's golf, men's and women's soccer, women's tennis and volleyball.

"This decision was not taken lightly," said Carroll University President Cindy Gnadinger. "We explored all options available to bring our fall student-athletes back in a safe manner this season. Unfortunately, postponing competitions was the best way to keep our student-athletes safe in what was a unique fall semester."

Instead of closing up shop, however, Carroll's coaches and staffs headed into overtime, to find ways to deliver authentic, meaningful experiences for the university's student-athletes.

"As an athletic department, it is our job to provide student-athletes with the best possible experiences, which include keeping them safe and healthy," said Director of Athletics Michael Schulist. "This decision no doubt impacted our student-athletes' experience. Fortunately, our administration and coaching staff were committed to finding creative and safe ways to keep our student-athletes engaged this fall with an eye on competing again in spring."

The goal was to find a way to provide the student-athletes with as much of the usual athletics experience as possible—safely. To do that, students

were divided up into small group cohorts in each sport for a 4-week-long practice season. The men's and women's soccer, cross-country, volleyball, men's lacrosse and tennis teams went first – about 200 students in all.

Student-athletes in each sport began training in small groups while undergoing frequent monitoring and testing designed to quickly identify and help contain any potential outbreaks. With no cases uncovered, group sizes were gradually increased.

Overseeing the health precautions was Steven Staab '02, M.Ed. '08, Carroll's head athletic trainer. "While competition was canceled, we still wanted our student-athletes to get the collegiate experience," he explained. "Especially incoming first-year students. We wanted them to be able to learn their sport and bond with one another and experience all those team building experiences coaches offer."

Staab outlined a host of measures designed to maintain a safe environment and root out any asymptomatic cases. "We know that for people in this age group, a full third may be asymptomatic." There were daily symptom checks, routine temperature monitoring (students regularly had to walk past a thermal imaging camera that would note any fevers) and frequent individual temperature checks with handheld thermometers. Spring and winter sports followed the same procedures.

The monitoring and testing (about 700 COVID-19 tests were administered in the fall), combined with the small cohort model, helped identify and contain a handful of cases before any spread occurred.

"The thoroughness of our planning really helped control any type of spread within any sport," reported Staab. "This is really about containment. (With this system in place) when we do have a case, we're able to contain it in a matter of hours."

Further, the student-athletes, committed to a series of behaviors designed to limit their own exposure, became role models, exhibiting good personal hygiene, physical distancing and symptom monitoring to the whole campus.

## WOMEN'S SOCCER

Coach Susie Foster's team had to adopt a completely new mentality. Early in the summer, the team learned there would be no competitions this fall and that they would have to relearn how to practice as a team in small groups. Foster said it was all about embracing the adversity. "You weren't going to compare this, you're going to have to completely create a new environment, while adhering to the rules at the same time," she said. The roster of 49 student-athletes was broken into groups of 10-15. "We wanted to keep them in groups with their roommates, people they were traveling with, sharing the same classes, things like that," said Foster.

As for being role models for the rest of campus, Foster said it was really nothing new. "We talk about it a lot: when you wear the logo on your chest, what does that mean? What does it mean when a professor sees it in a classroom, or when other students see you on campus? What does it represent when you're out in Waukesha?"

Foster told the students it was a gift to be able to have a positive impact in a situation like this. The team had a full scrimmage at the end of the shortened practice season. "I think to have a chance to reward the seniors for the four years that they've put in and to recognize them and their families for all of their hard work, I just thought that it was something really special."

## MEN'S LACROSSE

The short, four-week practice schedule wasn't anything new for men's lacrosse or head coach Zack Olsen. "It's a standard four weeks for us, regardless of what's going on right now with COVID. We used our non-traditional four weeks with 16 practices and it ran smoothly."

Olsen used the small-group format to create competition. "We had them compete against each other in relay races and different passing ground ball drills. Whoever won that competition then picked out an assortment of workouts they had to complete, like 15 burpees or so." The coach was pleased with the students' efforts to limit their personal exposure. "They all wanted to be out there, so they definitely held true to that accountability," said Olsen. "Overall, they were happy to be back out on the field and now they're getting it done in the weight room with the same groups."

**1** "The athletic department has provided us with a media day, movies on the football field and the chance to hear from many speakers regarding various topics related to athletics. - Lindsey Coons, women's swimming and diving

**2** "Although it was short, I'm so glad we had the opportunity to play together as a team this fall. It was amazing to be back on court with my teammates, even if it was just for practice." Maya Gaedtke, women's tennis

**3** "I decided to opt into the season even with the pandemic because it was an opportunity to stay in shape. In cross-country, it is all about being consistent. Training with a group of guys helps us stay reliable with ourselves and our teammates." Kyle Adams, men's cross country



## FOOTBALL

One of the largest question marks coming into this fall across the country was "how do you have a safe football season?"

First-year head coach Mike Budziszewski and his staff did everything they could to make sure their athletes stayed distant. "If we noticed our team coming together and having conversations in close quarters, we yell 'arms out!' and our guys put their arms out and spun around like helicopters to make sure they were staying socially distant," said Budziszewski.

With football being in the second cohort of sports this fall, the team had the luxury of spending the first four weeks with strength and conditioning before putting their helmets on in the second four weeks. Even during their strength season, the team followed masking and distancing guidelines. Once they hit the practice field, the first two weeks were non-contact. The only shared equipment the team used were within their accountability partners, a term Budziszewski coined frequently this fall.

"That was a layer of insulation that we put within our plan to make sure that if one person tests positive for COVID, it wasn't an entire group because they were all blocking the same sled or using the same shield," said Budziszewski.

That contact tracing technique certainly seemed to help, with very few positive tests coming from Pioneer athletics all fall. "I think our guys took a lot of pride in that every week when we came out and said 'hey, no positive test' they knew they were doing the right things," said Budziszewski. "We had a really good understanding, from not only the coaches but the community as a whole, that if we were going to be stewards of our football brand, then we needed to make sure we were doing it better."

## WOMEN'S TRACK AND FIELD

When each program was asked to find ways to break teams into small groups, Head Women's Track and Field Coach Shawn Thielitz '98 found it easy. "We just went by event group," said Thielitz. Sprinters stayed together, throwers stayed together, so on and so forth.

"We tried to make it as individualistic as possible for those event groups," said Thielitz. "The athletes knew that if they were warming up or if they weren't doing anything strenuous, the mask had to be up." With the track and field program being one of the largest teams at Carroll, the student-athletes served as highly visible role-models for the rest of the campus to follow guidelines.

Thielitz said the students knew they were leaders on campus. "They were given a carrot, like you can have this if you do it correctly. We stressed we want to be leaders on the track but also in the classroom." Each team had to undergo testing each week, and Thielitz said his athletes complied happily. "I think it reinforced the bubble mindset," he said, as students understood how quickly a positive test could spread.

Coach and player interviews conducted by Sam Gobert, sports information graduate assistant



Spanish class publishes annual magazine

# LAS NOTICIAS

By Krista Ruehmer

Madeline Blaedow '20 never saw herself as a journalist. But as of this summer she will have a published byline in an internationally-distributed magazine curated by students at Carroll University.



DE COSTA

El Coloso is an annual Spanish language magazine with a variety of articles spanning local, national and international issues in the Hispanic world. All articles are researched and written by students in a spring journalism course taught by Dr. Elena De Costa, who also serves as the editor of the magazine.

"Working with De Costa and the magazine has helped me to widen my perspective towards reporting on the importance of valid themes and sharing the truth," said Blaedow, who graduated in May as a Spanish major. "The class shaped my writing skills for my time as a student as well as a lifelong learner seeking to report on my experiences and share my observations of the world around me."

De Costa, who teaches Hispanic Cultural Studies through Journalism and Literature (SPA319), the course that produces the student magazine, said the first issue of El Coloso was published in the summer 1998 under the care and direction of a part-time adjunct Spanish professor and journalist from the Waukesha Freeman. More than 20 years later, De Costa calls each article that is published her "baby." Pieces she nurtures from conception to birth.

"El Coloso is so important because it teaches students a very practical style of writing, like editorials, reviews, investigative articles, inspirational articles with calls to action, informative articles and experiential reflections," De Costa said. "This publication is the product of an introductory journalism course taught entirely in Spanish at the undergraduate level."

That's a rarity, she adds.

In the class, students are instructed in journalism skills, including the style of writing and effective interviewing skills. Each student proposes a topic for an article, which De Costa

approves with any necessary suggestions, then the research and interview process begins. Deadlines are put in place throughout the semester as students submit various portions of article content for review and revisions. De Costa's role, she said, is to edit and oversee the process. By the end, she jokes, she knows nearly every article by heart, word for word.

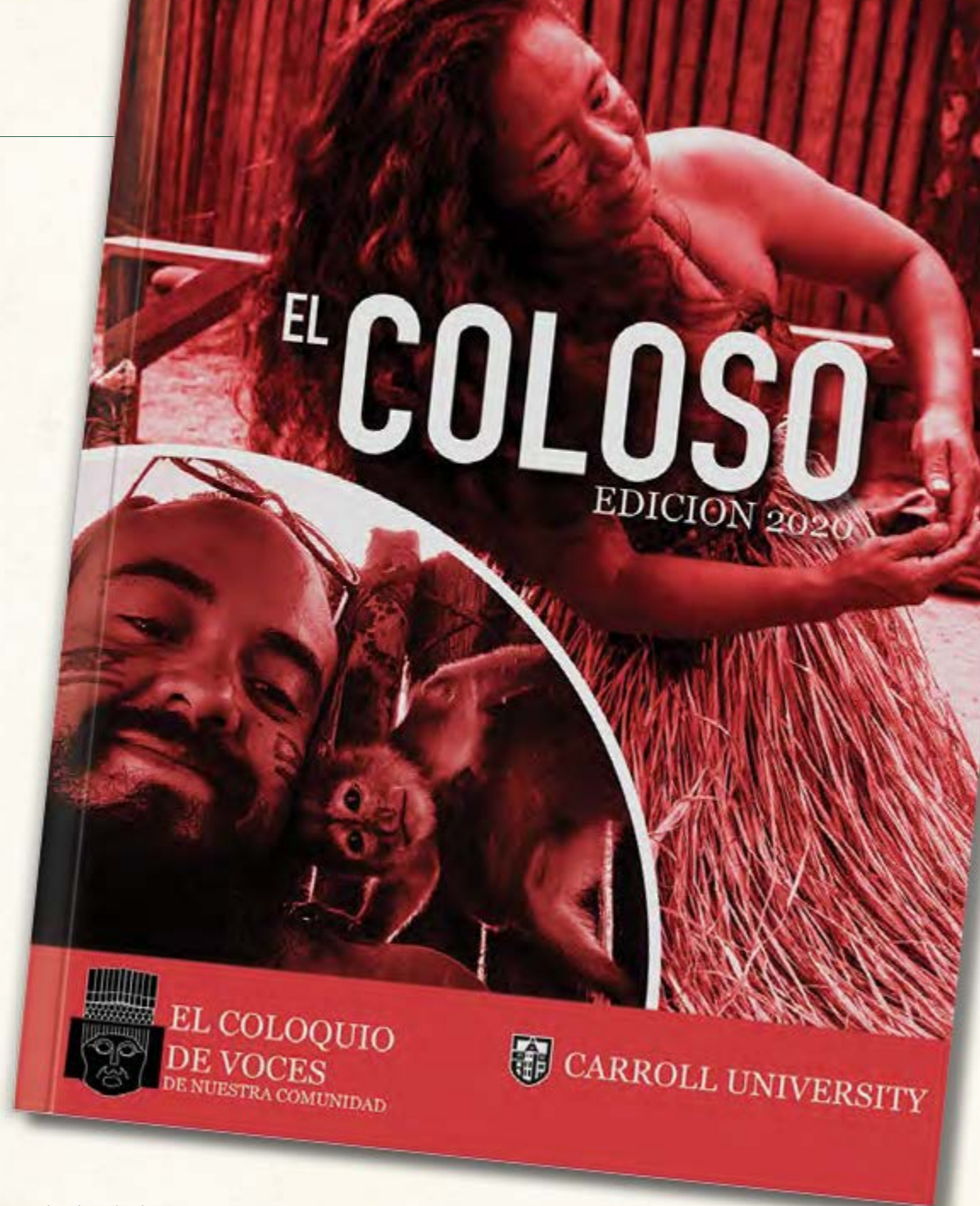
"I will sometimes suggest an article topic, but I prefer that the ideas come from the students," she said. "The only stipulation is that the topic deal with the Hispanic world—locally, nationally or internationally."

Students have interviewed esteemed members of the Hispanic community, such as community organizer and human rights promoter, Dr. Luther Castillo of Honduras, and Cuban governmental representatives. Articles have been written about "the disappeared," the name for thousands of people who were murdered or disappeared during the Chilean dictatorship in the 1970s and '80s. With the exception of the latest issue, each cover features Carroll's bilingual theater performance, which didn't occur in 2020 due to the COVID-19 pandemic.

Eleni Capio '21 enjoyed getting immersed in her research while working on the 2020 issue of El Coloso.

"Not many students get the chance to be a published author in college and I am so grateful for the experience," Capio said. "I formed such a close bond with my editor, Dr. De Costa. I found myself reaching out to her with more than just thoughts on my article or suggestions for formatting. She became a mentor to me for so much more."

Each spring, the two-color, 24-page magazine has a print run of 1,500 issues. Each issue is provided to local organizations that have a Spanish-speaking readership in the greater Milwaukee area, including the United Community Center (UCC) in Milwaukee and La Casa de Esperanza in Waukesha, as well as local colleges and universities, the Waukesha County Courthouse and the School District of Waukesha. De Costa also personally distributes the magazine when she attends national



**El Coloso is the product of an introductory journalism course taught entirely in Spanish at the undergraduate level. Find back issues here:**



conferences and passes them along to the partner organizations she works with for her cross-cultural experience (CCE) courses. Each issue is designed by a Carroll graphic communications student as a capstone project.

For De Costa and her students, El Coloso is a labor of love. "Students have been inspired by the real-life tragic circumstances of the people whom they have interviewed," she said. "They make the literature and textbooks that we read in class, and the documentaries and class discussions we have, come to life, placing them in the context of the real world with real people who validate what we are learning in class. These are social justice issues at home and abroad from immigration to revolutions."

**It's as though the stars aligned—literally—when Kally Dey '20 sought an internship to fulfill her capstone course for the Spanish major.**

Lisa Swaney, director of the Horwitz-DeRemer Planetarium in Waukesha needed help creating programming that better shaped the planetarium as a full community resource, specifically as she began planning for Hispanic Heritage Month last fall. When she approached Carroll University Spanish professor Jessica Boll seeking potential student work, the connection clicked.

## TO THE STARS

Dey's primary role as a Spanish intern let her exercise her Spanish skills while engaging bilingual students in the community, developing and executing marketing strategies and facilitating community outreach within Waukesha's Latinx community, in particular for the planetarium's first all-Spanish show for the public last October.

"My work at the planetarium truly enhanced our community outreach and the experience of dual-language students who visit the planetarium," Dey said. "It also enhanced my ability to engage with people from backgrounds very different from my own, not to mention expanding my Spanish vocabulary and fluency while speaking in front of larger crowds."

As a future physician hoping to support public health initiatives in diverse communities, Dey said her internship experience prepared her in humanities and communication.

Swaney called the experience created with Dey's work amazing for both her and the students who visit the planetarium and hopes to continue offering internships after Dey's initial service to the organization.

"Our planetarium goal for future interns is to teach them the system and astronomy, and have them do live star talks in Spanish for different Spanish-speaking groups that visit," Swaney said.

The planetarium is housed in the Retzer Nature Center. A projector in the center which can recreate the day or night sky by projecting images of the galaxy at any date, time or latitude on the dome-shaped ceiling. The planetarium serves as a resource for students, teachers and the community, providing the most current trends in astronomy and space exploration and playing a major role in the School District of Waukesha's earth and space curriculum.

PIONEERS **PERSEVERE**

# 2019–20 Annual Report

The 2019-20 fiscal year, much like the past academic year, is a tale of two different worlds, divided by the onset of the global COVID-19 outbreak. During the pandemic, many businesses across various industries were hit hard. Some businesses managed to stay the course despite the challenges, and others, against all odds, have thrived. At Carroll, we came together to devise and execute a quick response to the onset of the pandemic this spring and then crafted a well-thought-out plan to return to campus for the fall. The focus was on giving our students, faculty and staff the best experience possible, while also ensuring their health and safety was a top priority. That preparation and groundwork have also ensured the health of the university and helped us rise above the obstacles posed by COVID.



To give you a better glimpse into how decisions regarding COVID were made, and an update on the state of Carroll University, we sat down for a conversation with Carroll University President Dr. Cindy Gnadinger

**CARROLL:** *In what ways has COVID impacted the university and how have we responded?*

**DR. GNADINGER:** COVID has impacted our university in nearly every way. Certainly, that starts with enhancing and implementing safety measures, but it also forced us to think differently about the ways we interact with one another, meet and instruct. This past summer, we installed learning capture systems in every classroom across campus, spending close to \$1 million in new technology. A part of our strategic plan was to move the university toward more state-of-the-art technology and implementing this initiative in 2020 helped us accomplish that goal earlier than expected. The university also had to alter how we conducted student activities on campus, including athletics. We still wanted to create meaningful experiences for our students and address their needs as it related to activities, but doing so in a way that fostered safe play.

We lessened density in our Main Dining Room and added additional dining spots on campus, including several “grab and go” venues. The density in our residence halls was reduced due to COVID and we provided single rooms for all students to further enhance their safety while living on campus. This resulted in the need to rent out a nearby hotel for an additional residence hall. 📍

**CARROLL:** *Why was the decision made for students to return to campus during the pandemic?*

**DR. GNADINGER:** There were many meetings on this issue. We put together a team this past spring composed of senior leaders and administrators from around campus and looked at all our options. The “Fall 2020 Task Force” unanimously believed that at a liberal arts institution there is so much to be gained from in-person learning. We needed to put in place clear safety protocols and guidelines. So, we worked diligently all spring and summer to establish and communicate those safety measures to students, parents, faculty and staff via virtual town halls. In these town halls we also communicated our plan and expectations for returning to campus. Some of our students even created public service announcement videos on the measures we all would take upon our return. Due to all these efforts, including regular COVID testing, we had a safe return to campus, and I’ve been very proud of how well our community has played their part in ensuring everyone’s safety. They have adhered to all of our safety protocols and guidelines and been wonderful and respectful to one another every step along the way.

**CARROLL:** *What do enrollment trends look like for 2021 and how do they impact other areas of the university?*

**DR. GNADINGER:** The outlook for the 2020-2021 school year was in question for all universities. Many of us pondered and were concerned about how COVID would impact enrollment. I am pleased to say that, for Carroll University, enrollment numbers have remained steady. In fact, our enrollment in 2020-2021 is slightly higher than the previous academic year. When we returned to campus in the fall, we gave students the option to continue their education virtually, or in-person. Only a small percentage of students opted for virtual learning. A large majority of our students returned to campus for in-person learning, including first-year students.

When enrollment is good, our finances are good. Our financial situation at Carroll is strong thanks to our consistent donors whose support helps to provide needed scholarship and operational support through the Carroll Fund. We made it through last spring, being thrust into the pandemic, without any layoffs or any mandatory furloughs. We ended the year with a positive bottom line, which is something very few of my presidential peers can tout. What makes us unique when it comes to our financial status is our debt. We have virtually no debt, which is unheard of, especially for an institution of our size with a \$75 million-dollar annual operating budget. Carroll University is a solid institution but a goal of ours that would help increase our financial status is to increase

“Our financial situation at Carroll is strong thanks to our consistent donors whose support helps to provide needed scholarship and operational support through the Carroll Fund. We made it through last spring, being thrust into the pandemic, without any layoffs or any mandatory furloughs. We ended the year with a positive bottom line, which is something very few of my presidential peers can tout.”

the endowment. While it has improved over time—3.5 years ago when I arrived it was \$58 million and today, due to the generosity of our donors, it is \$73.5 million—there is room for growth. Our goal is to reach \$100 million and I have no doubt we will get there in the next few years.

**CARROLL:** *What are the most important initiatives at Carroll right now, and how will they impact the university in the future?*

**DR. GNADINGER:** Our new strategic plan has several main goals, but a key goal is building a School of Business and Technology, with new academic programming, increased enrollment, new faculty and a new facility. We have an incredible history of developing business leaders and we plan to build on that success. We want to mirror the same level of investment and resources that went into the College of Health Sciences. To showcase our commitment to this endeavor, we hired a new, energetic dean for the School of Business and Technology, Dr. Hamid Akbari. Five new faculty also joined the school in the past two years, and new programs were added along with updated curriculum with an emphasis on data analytics. Currently, we are working with architects to design a beautiful, state-of-the-art facility that will educate the next generation of business leaders. I often say if you want to be the best, you must have the best. This new facility will rival other Business School facilities and will help us attract the best and brightest faculty, staff and students to Carroll.

Recently we opened our Idea Lab, a place for innovation where the business community can come and gather for programming and collaboration. At the lab we help businesses with training, upskilling, and retooling for their employees. We also offer businesses a seven-week data analytics boot camp and visualization course.

Another important initiative for the university is to enhance and grow the number of student-athletes. In increasing this number, we also want to enhance our athletic facilities.

We recently created our first living learning communities for honor students and nursing as a way for them to continue to build upon their successes and support one another. We hope this will help us attract and retain some of the most talented students. The goal is to create similar communities across campus for like-minded students.

Some new academic programs are on the horizon, including a master’s in behavioral health psychology and a minor in business analytics. This year we also launched a 100% virtual, online MBA program to accompany our existing MBA program.

One of the last initiatives I’ll point out is our plans to grow the resources and offerings in our career center so we can better support students on their transition from the classroom to the workplace.

**CARROLL:** *Going back to pre-pandemic, how was Carroll University then and what were we moving toward? Are we still on track?*

**DR. GNADINGER:** While the pandemic has certainly prompted us to act and respond differently during this time, it has not slowed us down. We continue to push ahead and move forward on our strategic goals. We opened the new Education Hall, a new esports center, and a new health clinic in Waukesha. The esports center lends itself to a growing recreational sport and a number of interested students from across the country of all academic majors.

**CARROLL:** *Is there an indelible mark Carroll will leave as a result of this pandemic?*

**DR. GNADINGER:** Yes. It is our contact tracer program. The program is a great example of how Carroll is always responsive to the needs of our community. When the pandemic first hit, we donated PPE to healthcare providers. Then, we became aware of the need for more contact tracers. Immediately, we contacted Waukesha County and proposed to assist as a training site for contact tracers. Now, we offer a certification program that develops contact tracers, which is a new and emerging field that was needed as soon as the virus started to rapidly spread. We stepped in to help fill this need and since then have been approached by other counties to duplicate the program. Carroll is always ready to serve in any capacity to help meet the needs of the larger community.

**CARROLL:** *What community initiatives were implemented in the last year that were significant?*

**DR. GNADINGER:** Partnerships with community agencies, area schools and the development of pipeline programs all happened within the last year. Most of these initiatives target first-generation college students, and we are now working with the Boys and Girls Club, All In Milwaukee and College Possible. Some of the schools we have partnered with are Cristo Rey Jesuit High School, St. Augustine Preparatory Academy and Carmen High School for Science and Technology. Our students are also working with the Boys and Girls Club to offer its members virtual tutoring and literacy coaching. 📍



“  
Help us spread the good word! Talk about us to people you connect with. Encourage young people in your life to consider us as a place to seek higher education. Represent in your orange and blue and join us as Carroll ambassadors.

➔ We also opened the Waukesha Free Clinic at Carroll University, a place that provides medical services to people in the county who are underinsured or uninsured. At the clinic our nursing students also provide free COVID tests.

We have a presence throughout the greater community and look to enhance that presence even more in the years to come.

**CARROLL: Where do you see the most need and how can the Carroll community help?**

**DR. GNADINGER:** I love this question. One of my goals is to ensure we raise the awareness of all the wonderful things happening at Carroll University. We want to share our successes and make more people aware of this hidden gem right in the heart of Waukesha. As we approach our 175<sup>th</sup> anniversary, we see this as the perfect opportunity for people beyond Wisconsin to know about all the great things happening here.

Help us spread the good word! Talk about us to people you connect with. Encourage young people in your life to consider us as a place to seek higher education. Represent in your orange and blue and join us as Carroll ambassadors.

**CARROLL: What are you hopeful for in the upcoming year?**


**DR. GNADINGER:** I am hopeful that the pandemic will be under control and we will have less worries in our lives. The pandemic has taught us a lot and made us miss being in community with one another. Though we have been coping with the increase of virtual communities, it is nice to be together in person. I look forward to the opportunity to bring our campus community together, for our students to engage in activities again, and cherish the memories of being on campus that so many of our alumni can relate to.

I also look forward to hosting our alumni on campus again soon, as I miss seeing them in person and visiting them in their homes, and listening to their captivating Carroll stories. I always learn new things about Carroll from our alumni and I miss our face-to-face conversations.


The opportunity to connect and to continue to learn from one another is a gift. The gift of going virtual is special as well because it has allowed so many more of us to connect, especially with our alumni who live further away.

We will continue to hold on to our virtual offerings, as I see it as an enhancement to our in-person events which allows us all to convene together.


Lastly, I hope our friends and alumni are as excited as I am about the future of Carroll University. We have many powerful and exciting things going on and we are thankful for the continued support of this institution. ▀




**3,480 total students**  
attend Carroll University.



**688 first-year students**  
began at Carroll University  
in Fall 2020.



Students from **30 states**  
and **18 countries** are  
represented at Carroll.



**65.7%** of Carroll students  
are from Wisconsin.


Learn more at [carrollu.edu/about/fast-facts](http://carrollu.edu/about/fast-facts)

# Carroll University by the Numbers

Carroll University is more than just a set of facts and figures. We're an academic institution with world-class faculty and pioneering students ready to make a difference. We're a close-knit, safe campus and a place of fond memories for our 23,000+ alumni. For the hundreds who work here, we're a vibrant community. Carroll University is a lot of things to a lot of people. Consider these numbers as a snapshot of Carroll University.



**\$48+ million**  
of institutional financial aid was awarded in FY2019-20



**100%**  
of eligible Carroll students receive financial aid.

## Top-Ranked University

Carroll University ranked **#28 in Best Value Schools** and **#39 in Best Regional Universities Midwest** for 2021. The Best Value category highlights schools that score above average academically and cost far less than other schools when financial aid is considered. Only schools in that placed in the top half for their academics were considered.

## Keeping it Personal

In our **95+ areas of study**, students gain a strong, foundational knowledge and skills that will prepare them for the future. Students enjoy small **average class sizes of 21.3 students** and professors who get to know them and are invested in their success. Our most popular programs by college and schools are:

**College of Arts and Sciences:**

1. Psychology
2. Biology
3. Animal Behavior
4. Criminal Justice
5. Communication

**College of Health Sciences**

1. Nursing
2. Exercise Science
3. Physical Therapy (*graduate*)
4. Health Science
5. Occupational Therapy (*graduate*)

**School of Business**

1. Business Administration
2. Healthcare Administration
3. Business Administration (*graduate*)
4. Finance
5. Accounting

**School of Education and Human Services**

1. Elementary Education
2. Secondary Education
3. Education (*graduate*)
4. Curriculum and Instruction (*graduate*)
5. Educational Leadership (*graduate*)

Carroll University makes it easy for students to explore their interests and discover new ones with **50+ student organizations** and a vast array of **recreational sports opportunities**.

Our Carroll University Pioneer athletic teams compete in **23 sports** in one of the nation's most respected NCAA Division III Conferences, the **College Conference of Illinois and Wisconsin (CCIW)**.

Our campus is made up of **72 facilities**—including four historic buildings, two state-of-the-art science facilities, numerous refurbished historic homes and residence halls. Overall, our campuses measures nearly 140 acres.



PIONEERS **ACCOMPLISH**

# Year Two of Pioneer Driven

Pioneer Driven: Carroll University's New Vision for Distinction is a strategic plan that charts an ambitious and dynamic course forward: one characterized by innovation and entrepreneurship—and fueled by the dedication and drive of today's Pioneers.

This seven-year plan, adopted in 2018, builds upon our past success and positions Carroll for continued growth and innovation. Carroll enjoys a reputation for excellence in providing our region with business leaders, healthcare providers and educators. The plan sets an ambitious agenda in four main areas: enhancing teaching and learning; enriching the Carroll experience; building and leveraging partnerships; and growing strategically, with annual objectives in each.

The plan did not anticipate a global pandemic. Nevertheless, and in spite of the additional challenges created by COVID-19, considerable progress was made in year two of the plan. Here are some highlights from 2019-20:



## Enhancing Teaching and Learning

Carroll University will become a leader in educating students who are skillfully prepared for lifelong learning and vocational success.

- ✔ Dedicate space on campus to house an innovation center

“Our new **IDEA LAB** in Frontier Hall serves as a hub for ABIC (our Analytics and Business Intelligence Consortium), a space where external partners can engage with Carroll faculty, staff and students. Whether a problem solving session or a time to ideate a new strategy, the Idea Lab offers **SPACE FOR INNOVATIVE AND CREATIVE THINKING.**”

**DR. MARK BLEGEN** | PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

- ✔ Provide ideation and support for faculty and staff to move entrepreneurial areas forward as part of the innovation center

“Working across all levels of the university and with external constituencies, emerging workforce needs in local, regional and national markets are researched and innovative initiatives and educational programs, delivery formats, locations, partners and funding that address workforce needs the advance the university's mission and strategic plan are proposed. A multi-phase, rapid cycle, team-based **NEW INITIATIVE DEVELOPMENT PROCESS, GROUNDED IN IDEATION** and flexibility, that considers quality, change, risk, cost and time to market has been developed and implemented.”

**DR. JANE HOPP** | ASSOCIATE VICE PRESIDENT FOR ACADEMIC AFFAIRS - PARTNERSHIPS AND INNOVATION



## Enriching the Carroll Experience

Carroll University will achieve academic excellence through inclusive excellence.

- ✔ Establish new pipelines for recruitment including opportunities to recruit more men

“Establishing new pipelines for recruitment is an important component of our strategic plan. While all our students come together to make our collective campus community, each finds their own path. We have been working to **PROVIDE MORE PAVED PATHWAYS TO JOINING US**, including the esports program, partnerships with community-based organizations and high schools, recruitment efforts in Puerto Rico, academic programs such as our dual degree engineering partnership with UW-Platteville and more. These efforts will **INCREASE ENROLLMENT STABILITY** and **DIVERSIFY THE STUDENT BODY.**”

TEEGE METTILLE | VICE PRESIDENT FOR ENROLLMENT

- ✔ Develop and implement a task force on diversity

“Under the direction of Dr. Gnadinger, Carroll has developed a **DIVERSITY TASK FORCE** co-chaired by Vanessa Perez-Topczewski, associate dean for student affairs and Dolores Ocampo Brown '99, M.Ed. '10 senior director for alumni engagement. The taskforce has **DEVELOPED A DIVERSITY INCLUSION STATEMENT** for Carroll, listened to voices of Carroll alumni to effect change and directed the work of a newly formed campus equity team. Perez-Topczewski developed and implemented the second annual Diversity, Equity and Inclusion Summit that provided outstanding educational opportunities for our students, staff, faculty and alumni that helps our campus become a more diverse and inclusive community.”

DR. THERESA BARRY | VICE PRESIDENT FOR STUDENT AFFAIRS



## Building and Leveraging Partnerships

Carroll University will maximize the impact of strategic partnerships that focus on innovation and entrepreneurial thinking.

- ✔ Establish a partnership to provide educational experiences and interprofessional practice that improves patient care

“Carroll has forged a long-term relationship with the **WAUKESHA FREE CLINIC AT CARROLL UNIVERSITY** (formerly St. Joseph's Free Medical Clinic). This relationship places the Clinic within the new Carroll University **COMMUNITY HEALTH SERVICES BUILDING** and partners it with Carroll health science programs. The results of this partnership have expanded care to Waukesha's medically underserved community, while providing new **CLINICAL TRAINING OPPORTUNITIES** for Carroll Physician Assistant and Nursing students.”

THOMAS PAHNKE | DEAN OF THE COLLEGE OF HEALTH SCIENCES

- ✔ Hire a pre-college director

“Carroll University has hired a pre-college coordinator as part of our strategic planning to **INCREASE OPPORTUNITY AND ACCESS** to our high school students in Milwaukee and Waukesha. **MARTHA HERNANDEZ-KRUMMEL '17** has developed an outstanding program that offers students from several high schools the opportunity to come to Carroll and learn more about our majors, athletics and the admission process so students can make informed choices in their senior year of high school. This pipeline to Carroll offers an opportunity for high school students to see what it is like to be in college.”

DR. THERESA BARRY | VICE PRESIDENT FOR STUDENT AFFAIRS

## Growing Strategically

Carroll University will build upon our past successes and continue our upward trajectory by intentionally expanding our educational team, campus footprint and student body.

- ✔ Hire full-time director of professional development

“**PROFESSIONAL DEVELOPMENT** of our Carroll faculty and staff is **CRUCIAL FOR OUR SUCCESS**, and in hiring Dr. Carole Chabries, associate vice president for academic affairs - strategic initiatives, academic affairs to oversee our efforts, we bring together our efforts in supporting and developing our community.”

DR. MARK BLEGEN | PROVOST AND VICE PRESIDENT OF ACADEMIC AFFAIRS

- ✔ Renovate Education Hall (originally targeted for year five)

“For Carroll, this is an opportunity to build on what is already a strong program in education and to move further into human services. The **RENOVATED BUILDING** and **NEW SCHOOL** recognize and acknowledge the value of this program and provide it with even more prominence and the opportunity to offer more innovative programs.”

DR. KATHY KRAMER | INTERIM DEAN OF THE SCHOOL OF EDUCATION AND HUMAN SERVICES

### PIONEER DRIVEN VISION STATEMENT

“Carroll University will transform the world for the better through the power of an engaged education.”



As a young girl in Puerto Rico, Gabriela Otei Castro imagined owning her own business. As a dog lover it occurred to her that, perhaps, those pieces of her identity could be combined. It is that combination, and what she calls “amazing” business and animal behavior programs, that drew Castro to Carroll.

Her dream is to own and operate her own service dog training business in Puerto Rico, where, she says, those opportunities are limited. She currently is a business major minoring in animal behavior and on track to graduate with the Class of 2024, in part because of help from her family, her Carroll mentors and an Opportunity Scholarship.



From day one my mentor helped me prepare myself for my first year at Carroll. And he was there whenever one of us ever needed help. Also, multicultural enrollment admission counselor Miguel Rodríguez '12 advised me about the amazing opportunities here at Carroll and has helped me with everything around campus.



In her business classes, she is learning how to start her own business as well as how “to be one of the best businesses in the world,” said Castro, who added that her goal is for her future service dog training business to grow globally. Castro credits her professors, who she said help each student uncover how they can make a real change in today’s world.

Prior to attending Carroll, Castro participated in the Pioneer Bridge program, a high school to college orientation program for first generation and underrepresented students. The opportunity gave her a head start on building relationships on campus and gaining access and exposure to the resources available to students, which has proven beneficial.

“From day one my mentor helped me prepare myself for my first year at Carroll,” she explained. “And he was there whenever one of us ever needed help. Also, (multicultural enrollment admission counselor) Miguel Rodríguez '12 advised me about the amazing opportunities here at Carroll and has helped me with everything around campus.”

Professors have also been instrumental in Castro’s success toward her goals. Whether she needs extra lab time or help with a subject, the faculty involved in her education have been more than helpful. But for Castro, her own ambition and the love and support from her mom and newfound friends at Carroll, are what continue to drive her.

Three other students from Puerto Rico have become among her closest confidantes and support system on campus. Though they’d never met until arriving at Carroll, Castro said their bond was immediate.

“Thanks to my amazing friends, I know that I can always count on them when I am sad or when I am missing home,” she said. “We have made so many good and bad memories, even with COVID, but this has been one of the best college experiences thanks to them. I don’t consider them my friends. I already consider them my family here at Carroll.”

Although her mom and family are more than 2,000 miles away in Puerto Rico and she is so far from home for the first time, she feels their pride.

“My family has always wanted what is best for me. When I told them that I had been accepted to Carroll, they were so happy and proud of me to be attending my dream college where I can pursue my goals,” she said. “I really do miss them a lot, but I know that they are super proud of me.”

## Glenn '58 and Gail (Ardis) Schilling '60 both grew up in Green Bay, Wisconsin, but did not meet until they connected in the lunch line one day in the Carroll Student Union in 1956.



“That’s my fondest memory,” said Glenn, who has made many more memories with Gail since those early student days. Together, they have attended 60 consecutive years of Homecoming events at their alma mater and spent an equal amount of years as donors to the university’s Old Main Society.

Glenn recalls how he chose Carroll over two other liberal arts schools when considering his path beyond Green Bay East High School in 1954. The other two did not have a business administration major, which became his field of study. Carroll did and Glenn noted that “was rather unusual in those days for a small college.”

A graduate of Green Bay West High School, Gail had friends who had decided on Carroll but it was a visit from a very persuasive admissions counselor, Shirley Hilger, that convinced Gail to give Carroll a go.

“Shirley Hilger came to my house and visited with my mother and I. She was a hard lady to resist so that’s why I chose Carroll,” Gail recalled.

Besides meeting Gail, Glenn marks another fond Carroll memory by simply noting an address: 130 McCall Street. That’s where he lived with “five guys who roomed together in a room at the top of the stairs.” It was the Beta Pi Epsilon house.

“We became fast friends and that’s continued to this day,” he said.

Gail, too, became a part of the campus’ Greek life, pledging Alpha Gamma Delta and saying today, “I have lifelong friends that I made at that time.”

It wasn’t long after graduation that Glenn and Gail committed themselves to giving back, appreciating the opportunity they had for a college education and wanting to help those Pioneers coming after them to afford the same experience.

“We think it’s important to provide the current generation as well as future generations of students the opportunities to have that same environment that Carroll represents so well,” Glenn said.

The Schillings share stories of the relationships that began more than 60 years ago and lifelong friends that, like them, are also members of the Old Main Society. Those connections remain strong and give them an opportunity to share their mutual care for their alma mater through financial support.

Glenn said he can always count on running into friends and fellow donors at Carroll’s annual Old Main Society dinner.

“I think it’s interesting that all of those guys have, after all of these years, 62 years, have continued to be members of the Old Main Society,” he said.

Gail noted, “I think that when you join something like the John Adams Savage or the Old Main Society, you don’t leave it.”

Glenn said he has appreciated in Carroll’s history its commitment to the liberal arts as well as its relationship with the Presbyterian Church. And as the university has grown in its own history, it continues to do “an outstanding job of keeping up with the changing times.” He noted that Carroll has built on its liberal arts foundation to develop new career fields, new majors, and new alternatives for students, such as the health sciences, actuarial science, a master’s in business administration, and partnerships with other institutions.

Added Gail: “We just feel that it’s very important that we continue to support Carroll so that other people can go there and find what we found and end up with a wonderful life that we have.”

Learn more about the Carroll Old Main Society at [carrollu.edu/giving-back/old-main-society](http://carrollu.edu/giving-back/old-main-society).

“We just feel that it’s very important that we continue to support Carroll so that other people can go there and find what we found and end up with a wonderful life that we have.”

Discover ways to give to Carroll at [carrollu.edu/giving-back](http://carrollu.edu/giving-back)

## Summary of Giving

Alumni	\$973,848.28
Alumni Graduate Student	\$910.04
Parents	\$50,571.69
Friends	\$469,829.94
Businesses and Corporations	\$549,987.18
Foundations	\$805,976.20
Other Organizations	\$274,366.17
Churches	\$9,585.00
Government Entities	\$1,217,350.00
Trusts	\$163,513.24
Donor-Advised Funds	\$56,318.32
<b>Sub-Total</b>	<b>\$4,572,256.06</b>
Estates	\$3,187,430.44
<b>TOTAL</b>	<b>\$7,759,686.50</b>

## Endowment

As of June 30, 2020, the Carroll University Endowment was valued at \$73,553,801—allowing the institution to provide financial aid to 100% of students and to limit tuition increases year-over-year.



The University received **\$7.76 million in gifts** in FY2019-20.



**321 Old Main Society members** provided minimum gifts of \$1,000 to Carroll.



**1,365 alumni donors** supported Carroll University this year.



**190 faculty and staff donors** recognized the power of a Carroll education.

## Dr. Katie McCarthy didn't expect to join The Carroll University School of Business—but it's difficult to turn down your dream job.

McCarthy, now a Carroll assistant professor of applied business analytics, had been with Milwaukee School of Engineering for 13 years when she offered to help a student with her job hunt. "I was looking for analytics jobs for her, and this description from Carroll came up, and it was my dream job. I thought, 'What do I have to lose? I'll give it a try.' In three or four weeks, I was giving notice to MSOE. It was meant to be," she said.

"Initially it was the focus on healthcare and analytics that attracted me. Then I met the people, saw how much they cared about their students, how motivated they were to give them a great start in their career, and I just fell in love."

McCarthy has had a long career in healthcare, including the Blood Center of Wisconsin (Versiti), where she worked on software that managed molecular and genetics processing and reporting protocols to track outcomes for bone marrow transplants and the progression of genetic diseases.

At Froedtert Health, she worked on a variety of projects involving Epic electronic health records. And, during her Ph.D. work, she was involved in research with the Clinical and Translational Science Institute to analyze data that could help identify patients who could be helped through clinical research and trials.

For McCarthy, healthcare is her passion and she says students need to discover what they love as well. "Their career depends on their passion. They could be data analysts, go into healthcare administration, reporting analytics, be a financial analyst or analytics analyst. That's the beautiful part of the field; there aren't any standard titles," she said.

The need to evaluate data is growing exponentially across all careers. "The idea is that data is everywhere and, whatever field you choose, you need to have data skills and understand how to support your decisions with data," McCarthy said. "It's a wonderful approach we're taking by focusing on analytics-enabled professionals—in healthcare, economics, business, whatever. At Carroll, we've decided, 'Let's embed those



**“**The idea is that data is everywhere and, whatever field you choose, you need to have data skills and understand how to support your decisions with data. It's a wonderful approach we're taking by focusing on analytics-enabled professionals—in healthcare, economics, business, whatever.**”**

analytics skills in your field of study so you can go out and be an amazing professional who has a variety of skills.”

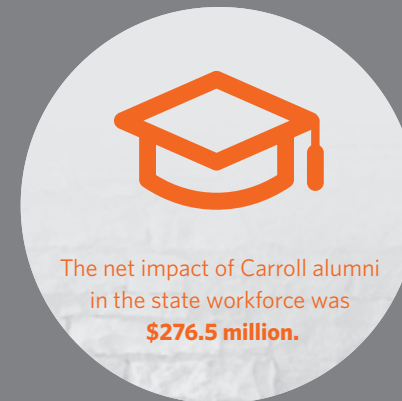
And data analytics skills can make or break future careers.

"It's so critical because the jobs students take in the next three to five years may not exist today," McCarthy said. "We want to make the skill set broad and deep in certain areas so they can be prepared for those jobs."

With an eye to preparing the workers of tomorrow, McCarthy said the School of Business plans to offer an analytics minor in which any student could enroll. It also is working with the Analytics Business Intelligence Consortium (ABIC) to create industry partnerships to provide internships and other experiential learning.

In addition to teaching, McCarthy is a consulting faculty member for ABIC. She can consult with an industry partner on a project or can be the faculty adviser for students working on a business project.

The School of Business is currently partnering with the Elmbrook school district to launch an analytics pathway that would prepare high school students in areas such as healthcare, manufacturing and global business. There's the potential for an industry partner to possibly have students work on one of their projects. Another piece of the program could allow Carroll students to mentor their younger counterparts, thereby earning experience as a coach or manager. "That experience is important for college students who want to become managers or leaders. Those soft skills are so critical," McCarthy said.



# Economic Impact of Carroll University

Carroll University creates a significant positive financial impact on Wisconsin's business community and generates a return on investment to its major stakeholder groups—students, taxpayers and society.

Carroll recently asked Emsi, a leading provider of economic impact studies for higher education institutions, to measure how Carroll benefits the state of Wisconsin. Emsi analyzed the university's economic impact and its investments for the 2017-18 fiscal year, the last year for which reliable data was available. In that year, **Carroll employed 2,262 full-time and part-time faculty and staff**. Payroll amounted to \$40.5 million, much of which was spent in the state for groceries, mortgage and rent payments, dining out, and other household expenses. The university spent another **\$27.1 million on day-to-day expenses** related to facilities, supplies and professional services. In addition, the net impact of the university's operations spending added **\$47.5 million in income to the state economy**.



**\$47.5 million**  
spent on operations in FY2017-18



**\$7.9 million**  
in construction spending



**\$700,000**  
in visitor spending



**\$7.4 million**  
in student spending

The university benefits state businesses by increasing consumer spending in the state and supplying a steady flow of qualified, trained workers to the workforce. Carroll University enriches the lives of students by raising their lifetime earnings and helping them achieve their individual potential. The university benefits state taxpayers through increased tax receipts and a reduced demand for government supported social services. Finally, Carroll University benefits society as a whole in Wisconsin by creating a more prosperous economy and generating a variety of savings through the improved lifestyles of students.

Statements of Activities without Donor Restrictions  
For the Years Ended June 30, 2020 and 2019

# Revenues and Expenses

	2020	2019
<b>REVENUES</b>		
Student tuition and fees <i>(net of discounts of \$48,656,716 and \$44,016,816)</i>	\$55,958,587	\$54,520,010
Auxiliary enterprises	14,679,266	17,923,837
Contributions	655,085	5,208,332
Federal grants	979,289	-
Endowment income	220,995	38,178
Investment income	586,817	561,136
Other income	<u>1,877,528</u>	<u>2,101,739</u>
<b>Total revenues</b>	<b>74,957,567</b>	<b>80,353,232</b>
Net assets released from restrictions	<u>7,766,634</u>	<u>5,576,374</u>
<b>Total Revenues and Net Assets Released From Restrictions</b>	<b><u>82,724,201</u></b>	<b><u>85,929,606</u></b>
<b>EXPENSES</b>		
Instruction	\$25,801,103	\$24,919,796
Public service	178,871	254,039
Academic support	9,848,512	9,619,142
Student services	13,785,477	13,138,061
Institutional support	14,712,943	12,958,281
Auxiliary enterprises	<u>15,038,803</u>	<u>16,302,470</u>
<b>Total expenses</b>	<b><u>79,365,709</u></b>	<b><u>77,191,789</u></b>
Operating revenues and net assets released from restrictions in excess of expenses	<u>3,358,492</u>	<u>8,737,817</u>
<b>NON-OPERATING GAINS (LOSSES)</b>		
Realized gains/(losses) on sales of investments	707,847	(872)
Changes in unrealized (losses)/gains on investments	(186,103)	326,557
Excess withdrawals over income earned under the "total return concept" for pooled endowment investments	<u>(111,113)</u>	<u>(2,492)</u>
<b>Net Non-operating Gains/(Losses)</b>	<b><u>410,631</u></b>	<b><u>323,193</u></b>
<b>CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS</b>	<b><u>\$3,769,123</u></b>	<b><u>\$9,061,010</u></b>

## PIONEERS APPRECIATE

The Carroll University annual Honor Roll of Donors is available in a downloadable PDF format online at [carrollu.edu/giving-back/honor-roll-of-donors](http://carrollu.edu/giving-back/honor-roll-of-donors).

The mission of Carroll University is to provide a superior education, rooted in its Presbyterian and liberal arts heritage, drawing on its Christian tradition to prepare all students for vocational success, lifelong learning and service in a diverse and global society. The preceding pages share a glimpse into that work and provide an opportunity to view the strength of our mission through facts and figures that demonstrate our ability to fulfill our mission. More importantly, this document provides the opportunity for the university to express deep gratitude to the individuals, churches, foundations and corporations who support this great university with their philanthropy, and through that support, the daily work of the members of our community. We conclude with our sincere thanks for all you do for Carroll University.

*The Answer is...*

# THE POWER OF PARTICIPATION

**While the realities of 2020 tempered the Carroll experience, we made it through.**

Students returned to class this fall. Residence Halls were full. The bells on Main Hall mingled with the sound of laughter and the wind-carried tunes of our marching band practicing over in Schneider Stadium.

**We made it back because of the Power of Participation.**

In the midst of a pandemic that forced so many apart, Pioneers came together—virtually—making masks, donating PPE, raising a record number of meals for our National Service Project and celebrating Carroll, in reunions, concerts, book clubs and contributions to The Carroll Fund!

**We kept our Pioneers safe because we could make quick decisions, thanks to a healthy Carroll Fund.**

As this most unusual year draws to a close, please remember The Carroll Fund in your year-end giving plans. There are a number of ways to make your gift today:

- Visit [carrollu.edu/give](http://carrollu.edu/give) to give securely online
- Call Janine Kujawa at 262.524.7239 to make your gift over the phone

**The year 2021 beckons.** A generation of Pioneers is ready. Let's come together to keep them together. That's the Power of Pioneers!

*We made it back because of you,  
because of the support of so many of you.  
Thank you!*

The CARES Act makes a new charitable-giving deduction available to anyone choosing a standard deduction. You can receive up to \$300 per taxpayer as an above-the-line adjustment to income.



# CLASS NOTES

Please send news of weddings, births, deaths; new jobs and promotions; academic and professional degrees; church and community service activities; awards and achievements; and changes of address to the Office of Alumni Engagement at [alumni@carrollu.edu](mailto:alumni@carrollu.edu) or via mail to Carroll University, 100 N. East Ave., Waukesha, WI 53186.

## 1962

**Howard Fuller '62** retired this summer from his position as a distinguished professor of education and founder and director of the Institute for Transformation of Learning at Marquette University. He joined Marquette 40 years ago and founded the Institute for Transformation of Learning in 1995. Fuller has been an outspoken advocate for educational opportunities and social justice throughout his professional life. He received a distinguished alumni award from Carroll in 2011. Read an interview with Fuller online at [carrollu.edu/articles/alumni/2020/07/fuller](http://carrollu.edu/articles/alumni/2020/07/fuller)

## 1963

**Marian (Nelson) Jones '63** has co-authored a literary suspense novel. "Rebels All" was begun by her late husband, U.S. Army Lt. Colonel Mel R. Jones, who passed away before completing the book. The book is available at the website [m-mpublications.com](http://m-mpublications.com), along with his first novel, "Pursued: Ten Knights on the Barroom Floor."

## 1964

Two members of the Carroll Class of 1964, **Jim Hickey '64** and **Mancer Cyr '64**, were among the members of the 1960 Wausau East High School boy's basketball team selected to be added to the school's Hall of Fame. The 1960 team won the state championship. Two other members of that team attended Carroll as well—the late **Chuck Weinkauff '67** and his brother **Tom Weinkauff '64**. Tom Weinkauff is also a member of the Carroll University Athletics Hall of Fame.

## 1976

**Dave Vetta '76** recently published the book, "Journey to Your Summit," focused on the topics of life planning and financial literacy. More can be found at [journeytoyoursummit.com](http://journeytoyoursummit.com).

## 1977

**Marc Whiten '77** and **Kay (Drews) Whiten '77** have both retired. Marc retired from the New York State Court bench but still practices law, serves on the Board of Trustees of New York Law School and has joined the school's faculty as an adjunct professor. Kay has retired from TEVA Pharmaceuticals after more than 40 years in the field. She was recently honored by the United States Pharmacopeia for her contributions to the setting of the standards for drugs, materials and testing in the USP. Kay coordinated the program at Teva Pharmaceuticals to review, comment and submit proposed standards for inclusion in the USP on the large portfolio of materials and products used and manufactured by Teva globally.

## 1984

**Tom Denboer '84** is the new chief executive officer of Howie's Youth Foundation.

## 1987

**Cindy (Normann) Weber '87** has accepted the role of president of Pacelli Catholic Schools in Stevens Point, Wisconsin. Cindy is the former president and CEO of Sunshine House in Sturgeon Bay, Wisconsin.

## 1992

**Bonnie (Benzschawel) Davison '92** and her husband, **Ian '05**, relocated to Louisville, Kentucky, in early 2020. Bonnie is now senior manager of short-term planning and scheduling for Beam Suntory, the world's leading bourbon, single malt scotch and Japanese whiskey producer.

## 1994



**Kristin (Knott) Oberholtzer '94** has been named chief operating Officer of Advantage+ of Brookfield, Wisconsin. Oberholtzer previously was executive vice president of the Brookfield-based firm. Advantage+ is a 28 year-old, nationwide direct lender.

## 1995

**Bob Smail '95**, earned his Ph.D. in Environmental Studies from the University of Wisconsin-Madison in 2020. He has worked for the Wisconsin Department of Natural Resources since 2011 after attaining his M.S. in Natural Resource Management from the University of Wisconsin-Stevens Point in 2007. He recently accepted a new position in the WDNR Division of Forestry as a natural resource research scientist.

## 1999

**Matthew Gurka '99** has been elected Fellow of the American Statistical Association in recognition of his outstanding contributions to the field of statistical science. He is a professor in Health Outcomes and Biomedical Informatics at the University of Florida's College of Medicine. Carroll honored Gurka with a Graduate Of the Last Decade (G.O.L.D.) award in 2008.

## 2000



**Marc Barbeau '00** has been named the vice president for institutional advancement and external relations at Cardinal Stritch University.

## 2002

**Jamie Miller '02** has been named president of MTI Connect, a Milwaukee-based direct marketer.

## 2003

**Joe Dorn '03** and his wife, Hilary, welcomed a baby girl, Molly Claire Dorn, on Feb. 21, 2020. Dorn works at Northwestern Mutual as a technical training senior specialist.

## 2004

**Ellie Martin Cliffe '04** has been named one of Folio's Top Women in Media for 2020. Cliffe is deputy digital editor for Taste of Home. Cliffe was featured in the Office of Alumni Engagement's "CU in the Workplace" video series in March 2019.

## 2005

**Ian Davison '05** is an embedded design engineer for Technidyne Corporation in New Albany, Indiana.

## 2006

**John Pehoski '06**, develops firmware for Surfacide's triple emitter UV-C decontamination technology. The evidence-based Surfacide system provides the most efficient and flexible solution for over 400 hospitals globally in the fight against viruses and other hospital-acquired infections.

# 2020 Celebrate Success Distinguished Alumni Awards

The Carroll University community honored this year's 2020 Distinguished Alumni Award recipients during its annual Celebrate Success ceremony, held virtually in September.

## Jack Loppnow '62

2020 Recipient for P.E. MacAllister Distinguished Alumnus Award for Service to Carroll

Jack Loppnow '62 has quietly and consistently served to make Carroll a better place, and always with a big smile.

Loppnow graduated from Carroll in 1962, where he was known as "Smiley" for his welcoming smile and ability to share and spread joy. Those qualities have helped define his consistent and energetic engagement with his alma mater, where he has shown a sincere and deep love to support Carroll through multiple avenues. He has built a nearly 60-year career in the insurance industry and currently serves as vice president of Robertson Ryan & Associates, where his focus is on commercial, institutional and construction businesses.

His support for Carroll began when he served as a class agent, helping with fundraising and alumni outreach. He continued his service from 2005-2014 on the Alumni Council, serving as chair for three years at the end of his tenure and representative to the Board of Trustees.

Loppnow annually gives back his time for the Carroll's National Service Project, helping to organize and pack food at the Milwaukee branch of Feeding America, and during the CU Volunteer Day, helping at organizations like the Milwaukee Rescue Mission, United Community Center, and St. Ann's Center, among others. He has also been an event champion for alumni regional events, served his class of 1962 reunion committees, helped in the recruitment of peers to join the Old Main Society membership and continues to serve on the President's Advisory Council.

Carroll is also where he met the love of his life, Diane (Polzin) Loppnow, who graduated from Carroll in 1964. Together, they continually and generously go above and beyond to engage alumni and friends to be involved as well as to support Carroll. They are members of the Old Main Society and John Adams Savage Society. They have two sons, Matthew and Nathan.

## Dr. Janis Droegkamp '68

2020 Recipient of the Distinguished Alumna Award for Community Service

Inspired in 1972 by President John F. Kennedy's call for service to others, Dr. Janis (Jan) Droegkamp '68 served as a trainer and guidance counselor volunteer in two very unique settings: first in Jamaica as a school and Ministry of Education-based advisor, and then, in Lesotho, helping set up a national counseling program. The experience would spark a lifelong commitment to the Peace Corps and service throughout her community in greater Springfield, Illinois.

Droegkamp began her professional career in elementary education, teaching fifth grade. In her master's program in school counseling at Marquette University she learned to be an activist for social justice.

As she began her tenure at University of Illinois Springfield (UIS) in 1985, she also served as an independent trainer and worked on short-term projects for the Peace Corps, training and conducting evaluations in the U.S., Kenya and the Fiji Islands, and eventually served as an associate Peace Corps director in Albania and Uganda for more than four years.

In recognition of her long-standing commitment, she was recognized by the Peace Corps and the U.S. Embassy in Uganda with an Exemplary Service Award. Beyond the Peace Corps, Dr. Droegkamp is known locally for her life of service and education. She has been active in Faith Coalition for the Common Good helping empower disenfranchised citizens for political, educational and economic development. She also guest lectures at UIS on global issues, is a communication specialist with Moms Demand Action, and volunteers with Wooden It Be Lovely Program for at-risk mothers and children.

Droegkamp graduated in 1968 with a degree in elementary education and physical education. As a student, she was an active member of the Delta Zeta sorority, Women's Athletic Association and Student National Education Association.



**Dr. Bradley C. Riemann '87** [E]

**2020 Recipient of the Distinguished Alumnus Award for Professional Achievement**

At the International Conference of Psychological Science in Paris during March 2019, Dr. Brad Riemann '87 presented quantitative data showing that highly trained paraprofessional therapists are as effective as doctoral clinicians in reducing symptoms of obsessive-compulsive disorder (OCD). When it comes to use of data to improve care for individual patients and at the program and system level, Riemann is considered a pioneer.

Riemann is currently the chief clinical officer for Rogers Behavioral Health and the clinical director of the OCD Center and Cognitive Behavioral Therapy Services at Rogers. He is considered one of the foremost leaders in the behavioral health field and a preeminent contributor to the treatment for OCD, anxiety disorders and use of cognitive behavioral therapy (CBT) treatment.

Riemann's model has shown how a team of supervised, highly trained paraprofessional experts in the treatment can vastly expand the number of people receiving effective treatment for mental health problems.

Early in his career, Riemann taught at Carroll and he has continued to serve as a guest lecturer over the years. Most significantly, he partnered with Carroll to develop a class for undergraduate students that he co-teaches at Rogers.

Riemann is extremely community minded. He and his wife Jill started the Anxiety Disorders Foundation to raise money to facilitate pro bono outpatient treatment for people with anxiety disorders otherwise unable to afford care. To date, this philanthropic effort has resulted in more than 40,000 hours of free treatment.

Riemann graduated from Carroll in 1987 with a Bachelor of Science degree in psychology and biology. He continued his clinical training receiving a master's and doctorate in clinical psychology from the Chicago Medical School.

Pat Hammer, president and CEO of Rogers Behavioral Health, submitted Riemann's nomination with further support from Riemann's mentor, Dr. Richard J. McNally, professor and director of Clinical Training Department of Psychology at Harvard University, and Dr. Heather Jones '04, director of Clinical Services at Rogers Behavioral Health.

Riemann lives in Oconomowoc, Wisconsin, with his wife Jill. His late stepbrother, Howard C. Riemann II '62, was also a Carroll graduate.

**Do you know a Carroll graduate who has excelled in their profession, in their community, as a young alumna/us, or in their service to Carroll? If so, please consider nominating Carroll Pioneers!**

**Visit [carrollu.edu/alumni/awards](http://carrollu.edu/alumni/awards) to nominate someone today!**

**Alfonso Morales '92** [E]

**2020 Recipient of the Distinguished Alumnus Award for Professional Achievement**

Alfonso Morales '92 love for community and passion for justice led him to a storied career in law enforcement, where he is known for stressing team success over personal glory.

In 2018, twenty-five years after becoming an officer with the Milwaukee Police Department, Morales rose to the rank of police chief, taking on responsibility for an agency with 2,300 employees, including around 1,800 sworn offices, and an annual operating budget of more than \$300 million.

That same year, Morales was named as one of the most powerful Latinos in Wisconsin by both OnMilwaukee.com and Madison365. He also provided Carroll's Commencement keynote address focused on the theme of ethos just last year in 2019.

During his career, Morales was honored for his bravery and valor as a detective for his efforts in the courtroom at the Milwaukee County Courthouse that involved confronting and neutralizing the threats of an armed suspect who had disarmed and shot a deputy in response to being found guilty of murder by a jury. Morales served from 2003 to 2009 as lieutenant in the Criminal Investigation Bureau, where he managed the night shift Gang Crimes Unit and Homicide Unit. He later worked assignments in Internal Affairs, the Police Academy, and HIDTA (High Intensity Drug Trafficking Areas).

From 2004-2013, he was the Crisis Negotiator Commander of MPD's negotiators unit that responded to incidents involving barricaded armed subjects. In 2013, Morales was promoted to the role of commanding officer of District Two, which encompasses part of Milwaukee's South Side and is comprised of more than 87,000 residents.

Morales was born in Milwaukee and is a second-generation Mexican-American, the youngest of 10 kids in his family. He and his wife graduated from Milwaukee Public Schools and are raising their children on the city's northwest side. He graduated in 1992 with a bachelor's degree in Criminal Justice from Carroll, played football for four years as a Pioneer athlete, and has taken master's level classes at the FBI National Academy in Quantico, Virginia. He is also a graduate of the Senior Management Institute for Police (SMIP) and will graduate from the FBI National Executive Institute in 2020.

**Christian R. Shepley '14** [E]

**2020 Recipient of the Graduate Of the Last Decade Award**

Christian Shepley's time at Carroll University led him to, and prepared him for, a variety of unique opportunities. These include traveling to Lagos, Nigeria, to teach a college-level calculus and probability course to actuarial students, playing on a prison ministry basketball team that competes against inmates in correctional institutions throughout Wisconsin, and being a featured speaker for Carroll's Board of Trustees and President's Advisory Council.

Shepley was an active student-athlete and leader at Carroll. He graduated summa cum laude in 2014 with a 4.0 GPA, earning degrees in actuarial science and business finance. He was recognized as the Actuarial Science Student of the Year, was a member of the Student-Athlete Advisory Committee and volunteered as a mathematics tutor at the Dr. Howard Fuller Collegiate Academy in Milwaukee.

Outside of the classroom, he was a point guard, two-year captain and three-time Academic All-Conference selection for the Pioneer Basketball Team. While at Carroll, Shepley secured actuarial internships in Milwaukee with Assurant Health and Northwestern Mutual. He accepted a full-time actuarial analyst position from the latter during his senior year. His savvy in the field led to his recruitment by Milliman IntelliScript in 2015. Christian and his team focus on building predictive models and data intelligence software that use prescription histories and medical record data to assess risk. He also serves as director of IntelliScript's actuarial student and college internship programs and is a member of the actuarial hiring committee.

Christian remains active at Carroll by participating in a variety of activities and committees, including the President's Advisory Council and the Pioneer Athletics Fundraising Committee. He has given several presentations for Carroll's Actuarial Science Club and provided guidance to many prospective actuarial science students. He also participates in the annual Pioneer Golf Classic and Carroll Alumni Basketball Game and is a frequent fan at Pioneer sporting events.

The Shepley connection to Carroll University extends beyond Christian. His wife, Emily (DeNoyer) Shepley, graduated in 2014 and went on to receive her Doctorate of Physical Therapy from Carroll in 2016. Christian's brother, Colin, graduated from Carroll in 2019 and is currently earning his doctorate degree in Carroll's PT program.

2008



Benjamin Prill '08 has taken command of the 28 Aircraft Maintenance Squadron at Ellsworth Air Force Base in South Dakota. Maj. Prill has been in the USAF for over 12 years and this is his first command. He is responsible for the maintenance and generation of 27 B-1B Lancer bombers along with the training and well-being of over 650 airmen.

2009



Jackie Messler Barber '09 and Dan Barber '13 welcomed a baby boy, Finley, in January 2020.

Robert Mickey '09 has been named the athletic director at Woodstock North High School, in Woodstock, Illinois.

2011



The pandemic may have upset plans for Luke Melms '11 and Pamela Pérez to marry in a ceremony at Carroll this May, but the couple tied the knot at the county courthouse on March 28, 2020, and followed that up with a private ceremony at home a week later.

**ATHLETIC HALL OF FAME CALL FOR NOMINATIONS**

Consider submitting a nomination or self-nominating as we look forward to celebrating our Carroll University Athletic Hall of Fame induction during Homecoming and Reunion Weekend 2021. The awards recognize and honor outstanding former Carroll student-athletes, staff, administrators and supporters who have made significant marks in athletic achievement at the university or in amateur or professional athletic organizations.

Nominations must be submitted by no later than Jan. 17, 2021. The event is scheduled for Sunday, Oct. 17, 2021. To nominate an individual, please visit: [carrollu.edu/alumni/awards/athletic-hall-of-fame](http://carrollu.edu/alumni/awards/athletic-hall-of-fame)

2013



Kirkland '13 and Courtney (Convey) Fishel '13 welcomed a baby boy, Clark Thomas Fishel, in February 2020.



Brittany (Lindblad) Schaefer '13, M.Ed. '18, assistant director of traditional admission, and her husband, Max, welcomed a baby girl, Kora Louise Schaefer, on July 22, 2020.



Kaitlyn (Meyrose) '13 and Garrett '13 Sheskey welcomed a baby boy, Camden Scott Sheskey, on Aug. 21, 2020.

2014



Mackenzie E. Bauhs '14 has been named one of the Illinois Nurses Foundation 40 under 40 Emerging Nurse Leaders.



Erica (Larson) Stalter '14 and her husband, Ross Stalter, welcomed a baby girl, Adelynn Rae Stalter, on March 12, 2020.

2019



Hannah Bosman '19 wed JD Swedborg on March 24, 2020.

Faculty and Staff



Pete Delzer and his wife Miranda welcomed a baby boy, Viktor Hugo Delzer, on May 15, 2020. Peter is Carroll's assistant men's and women's track and field coach.



Dan DeMerit, director of campus recreation and associate director of student activities, and wife, Megan, welcomed a baby boy, Dax David DeMerit, on Sept. 9, 2020.



Dr. Tim Flewelen, lecturer of chemistry, and his wife, Lauren, welcomed a baby boy, Charles Warren Flewelen, on May 6. He joins sisters Ivy and Lily.



Courtney Foster, academic strategy coordinator, and her husband, Dimitrious, welcomed a baby boy, Keegan Vashawn Foster, on Sept. 16, 2020.



## Carroll Honors Ethos Award Winners

# Leading By Example

Carroll University has recognized three outstanding employees as this year's recipients of the Ethos Awards. The awards are given to individuals who exemplify in their daily work and lives the tenets of the Carroll Ethos: Respect, Integrity and Stewardship.

## Dr. Kelly Pinter | Respect



RESPECT

Dr. Pinter, lecturer in criminal justice and sociology, joined the Carroll University faculty in the fall of 2017 and quickly made a positive impact on her department and her students. Teaching courses such as Gender and Society, Race and Ethnicity, and Social Psychology, as well as cross-cultural experiences in the Netherlands and Mexico, her passion—and compassion—is clearly visible. Students give her rave reviews. “Dr. Pinter is such an amazing educator. She really practices passion in her work and you can tell she loves what she does and her students,” said one student. Another had this to say: “Dr. Pinter is incredibly student-centered and it's evident that she wants everyone in her classes to succeed.” A third student explained how Pinter inspires her classes, saying, “You can tell that she loves what she is teaching, and it is fun to learn when your professors are so excited. She really sparked my learning in sociology.”

## Angie Brannan | Integrity



BRANNAN

Brannan has worked at Carroll for over 20 years as the director of counseling services at the Walter Young Center. She is known as quiet and thoughtful, but also smart and quick to laugh. Brannan takes her position very seriously and makes students the priority in every decision made. Faculty and staff send students to Brannan and her team certain they will be respected and heard, and the best course of action will be taken. Carroll students appreciate her honest feedback and attentiveness to their issues. She helps students grow in confidence and make informed decisions for themselves. She offers her best self and trusts others to exhibit the same honesty, fairness and strength of character.

## Boyang “Romeo” Wang | Stewardship



WANG

Wang was instrumental in bringing the campus online last spring as a leader on the Office of Information Technology task force. He worked diligently to deploy new applications and tools, and was the mastermind who deployed Microsoft Teams, making it work seamlessly within Canvas, our learning management system. His creativity allowed students to access on-campus lab resources as easily as if they were on campus. Most recently, Wang spearheaded efforts to deploy a learning and lecture capture system across campus, finding and sourcing AV equipment at the height of the coronavirus lockdown. He and his team evaluated lecture-capture software, tested several audio/video units to ensure they would run for hours without failure, and coordinated the installation. Deploying a lecture-capture system during normal times is a major event; deploying one during a pandemic is a huge undertaking. Wang delivers service with a smile and passion for excellence.

# IN MEMORIAM

## 1940s

**Fredrick H. Bleier '45** passed away March 7, 2018, at the age of 94 in Mesa, Arizona.

**Jeanne Lois (Faber) Alberts '46** passed away April 6, 2020, in Oconomowoc, Wisconsin, at the age of 95. She was preceded in death by her husband, **Roy Alberts '46**, whom she met at Carroll.

**Allan A. Goff '49** of Kenosha, Wisconsin, passed away Aug. 29, 2020, at the age of 97. He served in the U. S. Navy in WWII. He is survived by his wife **Marie (Pfeiffer) Goff '50** and many other family members.

**Ada (Rankin) Holloway '49** passed away Feb. 11, 2020. She is survived by sister and brother-in-law **Jessie (Rankin) '50** and **Jacob '51 Huber** along with nephews **Larry Gough '67** and **James Gough '82**. She was preceded in death by sister **Mary (Rankin) Gough '45** and nephew **Stephen Gough '72**.

## 1950s

**James J. Gibson '50** passed away Feb. 5, 2017.

**Lucille (Cappalletti) Girard '50** passed away April 24, 2020.

**Paul M. Gross '50** of Neenah, Wisconsin, passed away Jan. 19, 2020, at the age of 91. He was preceded in death by his brother, **Robert Gross '50**.

**Shirley (Moore) Harrits '50** passed away Aug. 1, 2020, in Waukesha, Wisconsin. She will be remembered in the county for her considerable volunteer work for numerous organizations, including the Hope Center, Hebron House and county museum, among others. She is survived by many family members, including **John Harrits '76** and his wife **Sue (Carroll) Harrits '76**.

**JoAnn Mallette '50** of Sioux Falls, South Dakota, passed away April 29, 2020, at the age of 89.

**Barbara (Inman) Mason '50** passed away June 6, 2020, in Rockford, Illinois at the age of 94.

**Barbara A. (Burr) Henze '51** passed away April 7, 2020, in Albany, Oregon at the age of 90.

**Doris J. (Guenther) McGinn '51** of Crystal Lake, Illinois, passed away April 23, 2020, at the age of 91. Among surviving family members is her son, **Glen McGinn '85**.

**Alice (Christoph) Robinson '51** of Neenah, Wisconsin, passed away Aug. 25, 2020, at the age of 91. Her sister, **Helen (Christoph) Block '43** preceded her in death.

**Lois B. (Braband) Scharrer '51** passed away Sept. 23, 2016, in Park Ridge, Illinois.

**Mary (Asztalos) Roso '52** passed away May 30, 2020, in Arlington, Texas. She was 89.

**Jean (Graaskamp) Rein '54** passed away July 23, 2020, in Wauwatosa, Wisconsin at the age of 88. An educator, she also worked as a writer for a series of community newspapers. Jean is survived by her sister **Susan (Graaskamp) Martin '60**. Her late mother, **Allison (Caldwell) Graaskamp '27** also attended Carroll.

**Edgar Allingham '55** of Sturgeon Bay, Wisconsin, passed away Sept. 14, 2020, at the age of 87. Allingham spent much of professional life in the U.S. Army, rising to the rank of lieutenant colonel, serving tours of duty in Germany, Vietnam and South Korea. He was preceded in death by his wife, **Marjory (Stephan) Allingham '55** and survived by daughter **Liesl Allingham '90**.

**Ronald E. Otto '55** of Alexandria, Virginia, passed away July 11, 2016, at the age of 82. A lieutenant commander (LCDR), Otto served in the U.S. Navy during the Vietnam War. Among his many family survivors are son **Douglas Otto '82** and several members of the Davies and Otto legacy families.

**Darlene (Nehls) Bracegirdle '57** of Chattanooga, Tennessee, passed away April 28, 2020, at the age of 84. A graduate of Carroll's nursing program, she received a Ph.D. from Walden University and had a long career, teaching at Loyola University in Chicago and Viterbo in La Crosse, among other schools.

**Doris (Andrews) Varley '57** passed away July 9, 2019, at the age of 98 in Mukwonago, Wisconsin. She taught in Waukesha schools for 35 years.

**John S. Solheim '59** of Wisconsin, passed away April 25, 2020, at the age of 85. Solheim enjoyed a long career as educator and coach in the D. C. Everest School District. He is survived by son **Michael Solheim '92** and daughter-in-law **Aimee (Krake) Solheim '92**.

## 1960s

**Lowell Mueller '60** passed away Aug. 7, 2020, at the age of 87 in Menomonee Falls, Wisconsin.

**Gerald “Jer” DeLap '61** passed away April 9, 2020, in Loveland, Colorado, at the age of 83. He is survived by his wife, **Nancy (Wagner) DeLap '61** whom he met at Carroll.

**Kenneth D. Johnson '61** passed away May 7, 2020. He was a retired lieutenant colonel in the United States Marine Corps and a Vietnam War veteran.

**Thomas Nelsen '61** of Weldon Spring Heights, Missouri, passed away Sept. 6, 2020, at the age of 82. He is survived by his wife **Alice (Umble) Nelsen '63**.

**Norma J. (Gillette) Vinger '61** passed away Jan. 9, 2020, in La Crosse, Wisconsin, at the age of 80.

**Wayne L. Christensen Jr. '64** passed away July 3, 2020, at the age of 77 in Milwaukee, Wisconsin. An artist, he also taught in the theatre department at Carroll between 1967 and 1982.

**Karen (Lange) Erpenbach '64** of Neillsville, Wisconsin, passed away April 11, 2020, at the age of 78. Among her survivors is sister **Linda (Lange) Baer '65**.

**Karen (Goerling) Griffin '65** passed away May 18, 2020.

**Keith Schuelke '65** of Fort Meyers, Florida, passed away May 21, 2020, at the age of 77. Among his survivors are his wife, **Sandra (Demien) Schuelke '64**, sister-in-law and brother-in-law **Judith (Hamel) Demien '72** and **Kent Demien '71** and their son, **Kent Demien '98**.

**J. Scott Kestly '67** passed away July 8, 2020, at the age of 77.

## 1970s

**Peter Cefalu '70** passed away April 27, 2020, at the age of 72. A speedskater earlier in life, he was inducted into the national Speedskating Hall of Fame in 1986.

**Nancy Olson-Lewis '70** passed away Aug. 26, 2020, at the age of 73. Among her survivors are siblings **Robert Olson '70** and **Susan Olson '77**.

**Frank R. Derleth '71** passed away Feb. 17, 2020, in Mission Viejo, California at the age of 71. His sister, **Linda Derleth '72**, is amongst his survivors.

**Sarah (Melchert) Dreher '75** of Salida, Colorado, passed away June 28, 2020, at the age of 67. Among her survivors is her sister, **Ann (Melchert) Smith '77**.

**Kevin Jung '76** of Buford, Georgia, passed away Jan. 3, 2020, at the age of 66.

**Thomas Purvis '76** of East Troy, Wisconsin, passed away Aug. 22, 2020, at the age of 66.

**Debora (Larry) Kearney '77** passed away March 22, 2018.

**Lorraine “Lori” (McMillan) Tafoya '79** passed away Dec. 27, 2018, in New Mexico.

## 1980s

**Mary Kaufman '88** passed away July 22, 2020, in Manitowoc, Wisconsin, at the age of 63.

## 1990s

**Larry R. Bain '90** of Waukesha, Wisconsin, passed away July 7, 2020. A Navy veteran who served in the Vietnam War, he received his Carroll degree in mass communication and was a member of the Carroll University Communication Alumni for many years.

## 2010s

**Kevin D. Strader '15**, passed away July 20, 2020, in Waukesha, Wisconsin, at the age of 31.

# Thank You!

Thank you to all of the Carroll University alumni and friends who answered the call to our mission of service and participated in the first **Carroll University Month of Service**. While we cannot yet provide an update because of publishing deadlines, we'll cover the project in the next issue of **FIRST**.



## UPCOMING EVENTS

We'd love to see you in the future at one or more of the following Carroll events. If you have questions or an event idea, reach out at [alumni@carrollu.edu](mailto:alumni@carrollu.edu)

**Pioneering Perspective: Bridging the Divide - The Waukesha Water Story with Dr. Joseph Piatt**  
Tuesday, Jan. 12, 2021 | 7 p.m. CT

**Drop-in with Carroll University Career Services**  
Thursday, Jan. 14, 2021 | 4:15 p.m. CT

**Pioneer Bingo!**  
Wednesday, Jan. 20, 2021 | 7:30 p.m. CT

**Alumni Book Club Meeting - The One Man by Andrew Gross**  
Wednesday, Jan. 27, 2021 | Noon CT

**A Virtual Toast to Pioneer Women: Benefit for Women's Athletics and the Jean Kilgour Endowment**  
Friday, Feb. 5, 2021 | 6:00 p.m. CT

**Greek Life Virtual Social**  
Thursday, Feb. 11, 2021 | 6 p.m. CT

**A Conversation with Student Alumni Ambassadors**  
Monday, Feb. 15, 2021 | 6:30 p.m. CT

**In-Person Waukesha Snowshoe Hike with Jeff '73 and Lynn (Tonjes) '73 Cummisford**  
Sunday, Feb. 21, 2021 | 1 p.m. CT

**Pioneering Perspective: What's Happening to all the Frogs? with Dr. Roberto Brenes**  
Tuesday, Feb. 23, 2021 | 7 p.m. CT

**Alumni Book Club Meeting**  
Wednesday, Feb. 24, 2021 | Noon CT

**Black Student Union Soul Food Dinner and Diversity, Equity and Inclusion Alumni Discussion**  
Date to be announced

**Pioneering Perspective: Health Disparities within the LGBTQ+ Community with Sandra Bagley '80**  
Tuesday, March 2, 2021 | 6 p.m. CT

**Intentional Doodling with Jamie (Gordon) Schwaba '02**  
Monday, March 8, 2021 | 6 p.m. CT

**Pioneering Perspective: The Land That Ice Made with Dr. Kelly Jo LeBlanc**  
Thursday, March 18, 2021 | 7 p.m. CT

**Disney Trivia Night**  
Monday, March 29, 2021 | 7:30 p.m. CT

**Alumni Book Club Meeting**  
Wednesday, March 31, 2021 | Noon CT

**Celebrate Success: Distinguished Alumni Award Event**  
Tuesday, April 20, 2021 | 5 p.m.



# Training the Trainers

Individuals interested in the field of athletic training attended the first Athletic Training Skills Camp at Carroll this past August.

High school and college students who attended the camp spent the day hearing from athletic trainers with more than 35 years of combined experience, and learning basic skills like taping, bracing, wound management and dealing with emergencies.

Students at the camp were provided tours of Carroll's multiple athletic training facilities and met two alumni from the Carroll athletic training program, Brady Clark '19, current master's of education student, and Melissa Wiorek, '18, a physical therapy graduate student.

The camp, a recruiting tool for the program, was hosted by Dr. Jamie Krzykowski, program director of the athletic training program at Carroll, who hopes to make the camp an annual event.



CARROLL UNIVERSITY



📍 FREE Carroll University Virtual Alumni Events

## The Gift That Keeps Giving!

➔ For more information or to register for Carroll University events, visit [carrollu.edu/alumni/events](http://carrollu.edu/alumni/events). Make sure to bookmark our event calendar as new opportunities are added every month.

➔ Virtual hosts and musicians wanted for future events! Interested? Let us know at [alumni@carrollu.edu](mailto:alumni@carrollu.edu).

**FROM THE CARROLL ARCHIVES**

## A timepiece from another time

This Elgin Hunter Case pocket watch was a gift to then Carroll President Walter Rankin from his students in 1884. The Elgin Watch Company had been founded in 1864 in Chicago and was first known as the National Watch Company before setting up shop in Elgin, Illinois. The company spent more than \$500,000 in the 1860s to build the huge factory, where beautiful timepieces like this were manufactured.

