Safely Staging Shakespeare and More During a Pandemic

'Then I Defy You, Stars!'
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.
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 distant 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 re introduce 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!
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," said Dr. Adel B. Korkor, who served as a physician for more than three decades.

"My mission, which is carried through the AB Korkor Foundation, is to enhance mental health literacy through the completion of Mental Health First Aid coursework."

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, is to enhance mental health literacy through the completion of Mental Health First Aid coursework."

"I am very grateful to the AB Korkor Foundation for its support in fulfilling our mission to serve the community," said Dr. Cindy Gnadinger. "Our premier health sciences programs, faculty and students will also benefit from this specialized education."
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 had served as the vice 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 were 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 Guttgesburg 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, brand efforts and awareness campaigns.

Wynn is vice president of the Board of Grateful Girls, a 501c3 non-profit organization geared to inspire, motivate and encourage girls, tweens and women of all ages. She also serves on Professional Dimensions’ 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.

STORY: 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 priority sport and participate in the Conference College 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 those address 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 student-athlete bowler at the school, winning national titles in 2016 and 2018.

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

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 – partnersh ip 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 the steps necessary to reduce the spread of the COVID-19 virus: components of contact investigation; requirements for protecting health information and contact investigation 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. In 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 Ptioster 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.

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 baffled 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, the all the while knowing more suffering is on the horizon.

There is no question that this has been a year of unthinkably illness. COVID has led h e r e to 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 us to retreat into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies. In the vulnerability of this experience, we have retreated into our worst tendencies.

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, incontrovertibly 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 do not 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 mold rather than mutilate, 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.

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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.”
Benefits of Learning Capture

‘All Can See’ the

Through high-definition cameras and And, during the pandemic, being one another from a distance became all, and “opto” which means see. Put system, allowed students and faculty recording of a class.

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.

“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.”

Jason Flynn
Computer Science and Political Science major

“Something I love is the notes section on Panopto. When you write notes, they correlate to the timestamps of the video. When I look back at my notes, I can click on them, and Panopto will take me to the part of the video where I took the note. Since I have my laptop for a lot of work, everything is already set up. Everything is on my desk and ready to go, 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
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 reimagined.

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 reimagined, reconfigured and rebuilt.

“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 curriculums and instruction from Aurora University in Aurora, Illinois.

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

At the helm

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“At 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
Throughout the building, designers created inviting spaces for collaboration, creativity and study. A ceremony was held in mid-September to open, inviting spaces for collaboration, creativity and study. A ceremony was held in mid-September to

“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 undergraduate program. Additional programs are already under consideration, according to Kramer, who will lead and direct the efforts of the school, including curriculum, programming 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’ve already seen 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 as 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 priority 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’ve 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.”

Learn more about the newly-renovated Education Hall and take a virtual tour online at carrollu.edu/education-hall.
By Krista Ruehmer

Navigated the complex logistics without missing a beat. When left to their creative devices, Carroll's arts department are art pieces showcased when a gallery night can't be hosted? protocols while expressing creativity through music, art and pandemic. But for the visual and performing arts, the very ¶ No one has been untouched by the effects of the COVID-19 Magic, indeed. And a success. "Theatrical magic," Dobby calls it. shadows appeared to kiss. that, though the actors were on different planes Juliet share a kiss, the scene was staged in a way Much of the staging and choreography recorded footage. The production's largest musical numbers were filmed in advance to mitigate aerosol never shared by multiple actors. 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 stage 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 (Thorne) 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. Not all members are 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—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 admissions. Interested patrons could have a printed photo to sit front and center at every arts event during the fall semester. The result? A packed house of friends, family and furry loved ones in Shattuck Auditorium for all the 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.

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 stage 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.

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.
the usual athletics experience as possible—safely. To do that, students competing again in spring.”

“Safe ways to keep our student-athletes engaged this fall with an eye on no doubt impacted our student-athletes’ experience. Fortunately, our with the best possible experiences, which include keeping them safe at the university’s student-athletes.

postponing competitions was the best way to keep our student-athletes men’s golf, men’s and women’s soccer, women’s tennis and volleyball. By most college conferences across the country, affected all nine fall sports classes, there would be no Saturday football games at Schneider Stadium, announced in late July that fall sports competitions at its

“Thank you to everyone involved in this decision, and to the student-athletes who have been patient, understanding, and committed to their teams,” said Foster.

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.

“An athletic department, it’s our job to provide student-athletes with the best possible experiences, which include keeping them safe and healthy,” said Director of Athletics Michael Schuldt. “This decision did not impact 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 were 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 collegiates’ experience,” he explained. “Especially incoming first-year students. We wanted them to be able to learn their sport and bond with 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 public health, 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 season, the team learned there would be no competition, but that they would have to relearn how to practice as a team in small groups. Foster said it was all about embracing the reality. “You weren’t going to care if this was the last day that they would have 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.

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**FOOTBALL**

The latest 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. “We noticed our team coming together and having conversations in close clusters, 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 in place 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 wearing the same shield,” said Budziszewski.

That contact tracing technique certainly seemed to help, with very few positive tests coming from Pioneer athletics at all. “I think our guys took a lot of pride in that every week whenever we came out and said ‘no tests positive’ 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. Spring and winter events 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 on.” With the track and field program being one of the largest teams at Carroll, the student-athletes served as highly visible risk-mitigation tools 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 maples interviews conducted by Sam Gilbert, sports information graduate assistant

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**MEN’S LACROSSE**

The first week of 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 sport we play or how it relates to COVID. We used our traditional four weeks with 36 practices and it ran smoothly.”

Olsen said the small group format to create competition. “We had them compete against each other in relay races and different passing groups around the field. Whoever won that competition then picked an assortment of workouts they had to complete, like 15 burpees or so.”

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The coach was pleased with his team’s efforts to limit their personal exposure. “They all wanted to be out there, so they definitely held true to that responsibility,” 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 group.”


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Coach and maples interviews conducted by Sam Gilbert, sports information graduate assistant
Spanish class publishes annual magazine

By Krista Ruehmer

Madeline Bladew '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.

"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 Bladew, who graduated in May as a Spanish major. "I formed such a close bond with my editor, Dr. De Costa. I found myself reaching out to her with more than just thoughts about the material I have 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."

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

LAS NOTICIAS

By Krista Ruehmer

Carroll University.

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.

"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 Chavista 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.

"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 Latin communities, De Costa said her internship experience prepared her in humanities and communication."

"Our planetarium goal for future interns is to teach them the connection to astronomy, and have them do live star talks in Spanish for different Spanish-speaking groups that visit," Swaney said. This semester, the planetarium was housed in the Betz Nature Center. A projector in the center 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.
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.
One of the last initiatives I’ll point out is in 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 contact tracer 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 Clubs, All In Milwaukee and College Possible. Some of the schools we have partnered with include St. Augustine Preparatory Academy and Carmen High School for Science and Technology. Our students are also working with the Boys and Girls Clubs of Milwaukee to offer its members virtual tutoring and literacy coaching.
Help us spread the good word! Talk about us to people you connect with.

We also opened the Waukesha Free Clinic at Carroll University, a place that provides medical services to people in the county who are uninsured or underinsured. As 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. GADOMSKI:** 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 175th 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. GADOMSKI:** 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 come 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.

Learn more at 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.

![3,480 total students attended Carroll University.](image)

![688 first-year students began at Carroll University in Fall 2020.](image)

![65.7% of Carroll students are from Wisconsin.](image)

![688 first-year students began at Carroll University in Fall 2020.](image)

![Students from 30 states and 18 countries are represented at Carroll.](image)

![$48+ million of institutional financial aid was awarded in FY2019-20.](image)

![100% of eligible Carroll students receive financial aid.](image)

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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)

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 campus measures nearly 140 acres.

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**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)

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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.
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 ARBC (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 BLEEDEN | 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 RIPP | 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 Doreen Ocampo Brown ’96, 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 affect 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. This summit provided an outstanding educational opportunity for our students, 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 ’97 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, 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

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

PIONEER DRIVEN VISION STATEMENT
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.

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.

“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.

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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 as 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 those 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 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.

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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 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. At Carroll, we've decided: 'Let's embed those 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."

"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 advisor for students working on a business project.

The School of Business is currently partnering with the Elmbrook school district to launch an analytics pathway 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 hire 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.
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 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.

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.
PIONEERS

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 alumnici@carrollu.edu or via mail to Carroll University, 100 N. East Ave., Waukesha, WI 53186.

1962
Howard Fuller ’62 retired this year 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. Pellar is an outspoken advocate for educational opportunities and social justice throughout his professional life. He received a distinguished alumni award from Carroll in 2013. Read an interview with Fuller online at carrollu.edu/articles/advisors-2020/07/fuller

1963
Marion (Nolan) Jones ’63 has co-authored a literary suspense novel, “Fields,” born of her latest book, Ina’s War. An 18-year-old nurse in World War II, Ina is captured by the Japanese military. To marry the love of her life, Diane, she must return to the United States. Together, they continually and generously go above and beyond to support Carroll. They are members of the 1960s Club and have given back to Carroll in many ways, as well as to support Carroll. Diane is a 2020 Distinguished Alumni Award recipient during its annual Celebrate Success ceremony, held virtually in September.

1964
Two members of the Carroll Class of 1964, Jim Hickey ’64 and Marc Cyr ’64, were among the members of the 1960 Wisconsin East High school boys’ 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, attends Carroll as well — the late Chuck Weinkauf ’67 and his brother Tom Weinkauf ’67. Tom Weinkauf is also a member of the Carroll Athletics Hall of Fame.

1969
Dave Vetta ’76 recently published the book, “Journey to Your Summit.” Focuses on the topic of life planning and financial literacy. More can be found at journeytoyoursummit.com

1972
Kristin (Knott) Oberholtzer ’94

1973
Marc Whiten ’73 and Kay (Drex) Whiten ’73 have both retired. Marc retired from the New York State Court before 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 Pharmacopoeia for her contributions to the setting of the standards for drugs, materials and testing in the USP. She 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.

1977
Mark Loppnow annually gives back his time for the Carroll Night Program in School Counseling. In 2019, he received the 2020 Recipient for P.E. MacAllister Distinguished Alumni Award for Service to Carroll. He has also been named the vice president for institutional advancement and external relations at Cardinal Stritch University.

1990
Marian (Dorn) Cliffe ’90

2000
Marc Barbeau ’00 has been named the vice president for institutional advancement and external relations at Cardinal Stritch University.

2019
Marian (Dorn) Cliffe ’90

2020
Dr. Janis Droegkamp ’68

2020 Recipient of the Distinguished Alumnus Award for Community Service

Inspired in 1972 by President John J. Kennedy’s call for service to others, Dr. Janis (Gold) Droegkamp ’68 served as a trainer and gendercounselor volunteer in two very unique settings: first in Jamaica as a school and Ministry of Education based advisor, and then in Laos helping set up an educational 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) 1972 –1985, she also served as an independent volunteer and worked on short-term projects for the Peace Corps, training and conducting evaluations of volunteers. In recognition of her long-standing commitment, she was recognized by the Peace Corps and the U.S. Embassy in Uganda for more than four years. In 2019, 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 downtown citizens for political, educational and economic development. She also guest lectures at UIS on global issues, is a communication specialist with Misericordia in the Dominican Republic and with the London School Program for disabled women and children.

Droegkamp graduated 1972 with a degree in elementary education with a minor in special education. As a student, she was an active member of the Delta Zeta sorority, Women’s Athletic Association and Student National Education Association.

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

2002
Jamie Miller ‘02 has been named president of MIT Connect, a Milwaukee-based direct-marketing company.

2003
Jen Dorn ’03 and her wife, Hillary, welcomed a baby girl, Molly Claire Dorn, on Feb. 21, 2020. Jen works at Northwestern Mutual as a training technical senior specialist.

2004
Ellie Martin Cliffe ’04 has been named one of Polio’s Top Women in Media for 2020. Cliffe is deputy digital editor for Time of Home.

2005
Dr. Janis Droegkamp ’68

2006
Lesley (Kowalczyk) Seibert ’06 has been elected to the Board of Directors of the National Community Foundation.

2007
Jamie Miller ’02 has been named the vice president for institutional advancement and external relations at Cardinal Stritch University.

2011
Tom Weinkauf ’64 is the new chief community service officer at the United Community Center.

2012
Chuck Weinkauf ’67 is also a member of the Carroll University Athletics Hall of Fame.

2013
Joe Dorn ’03 and his wife, Hillary, welcomed a baby girl, Molly Claire Dorn, on Feb. 21, 2020. Jen works at Northwestern Mutual as a training technical senior specialist.

2014
Ellie Martin Cliffe ’04 has been named one of Polio’s Top Women in Media for 2020. Cliffe is deputy digital editor for Time of Home.

2015
Ian Davison ’05 has joined the school’s faculty as an associate professor.

2016
John Pehoski ’06 was recognized by the Peace Corps and service throughout her community in greater Springfield, Illinois.

2017
Jamie Miller ’02 has been named the vice president for institutional advancement and external relations at Cardinal Stritch University.

2018
Lesley (Kowalczyk) Seibert ’06 has been elected to the Board of Directors of the National Community Foundation.

2019
John Pehoski ’06 was recently featured in the Office of Alumni Engagement’s “CU in the Community” series in March 2019.

2020
Jan Danielson ’95 has been named executive director of the United Community Center.

2020 Recipient of the Distinguished Alumnus Award for Community Service

The Carroll University community honored this year’s 2020 Distinguished Alumni Award recipients during its annual Celebrate Success ceremony, held virtually in September.
Early in his career, Riemann taught at Carroll and he graduated from Carroll in 1987 with a...
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 live the tenets of the Carroll Ethos: Respect, Integrity and Stewardship.

Dr. Kelly Pinter | 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 can tell you what she loves and what she dislikes,” said one student. Another had this to say: “Dr. Pinter is incredibly compassionate and it’s evident that she wants everyone in her classes to succeed.” A third student explained that Pinter inspires 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 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 messages to Brannan and her hard team 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.

Royang “Romero” Wang | Stewardship

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 Campus, 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 highest of the coronavirus lockdown. He and his team evaluated lecture-capture software, tasted 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.

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 Fount.

 colorful.edu

Fount | Winter 2020
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

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 Jill ‘72 and Lynn (Drugis) ‘72 Connors/field
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 Jeff ’73 and Lynn (Tonjes) ’73 Cummisford
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.

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 training 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, a 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.

For more information or to register for Carroll University events, visit 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.
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.