

THE WISCONSIN INDEPENDENT

Newsletter of the Wisconsin Association of Independent Colleges and Universities (WAICU)

WINTER 2020-2021 VOL. 52 NO. 4



INDEPENDENT INSIGHTS

Get it together, and get it right!

F. Scott Fitzgerald, author of *The Great Gatsby*, wrote in an essay in 1936, “the test of a first-rate intelligence is the ability to hold two opposed ideas in the mind at the same time, and still retain the ability to function.” I do not think the COVID-19 pandemic and the recession are “opposed ideas,” but the challenge of addressing two crises at the same time can overload our circuits. The immediate can be the enemy of the strategic. We need to be able to reflect and reason in the face of ambiguity. Drawing conclusions should follow, not precede, discussion of the issue at hand.

That is where Wisconsin

finds itself today. The rapid development of immunizations for COVID-19 gives us hope for a less stressful time and for stability. Even while we breathe a sigh of relief—and even more important, express our gratitude for the prospect of greater safety and health—we still face a mammoth challenge; a deep recession and wide-spread unemployment and

economic insecurity for families and employers.

Although the recession is in many ways the result of the pandemic, the challenge to our economy has origins long before the pandemic. The signs have long been there, and new evidence piles up every day. For millennia, the economy was based on what we could extract from the earth. In the eighteenth and nineteenth century, the industrial revolution transformed the economy into one based on manufacturing; that is, on what we make. Now we are in the Knowledge Economy. The Knowledge Economy is not just the high-tech sector. The Knowledge Economy encompasses agriculture and manufacturing.

Technology has broadened the opportunities to create and to be entrepreneurial. Brilliant ideas developed in a garage become corporate giants.

Twelve years ago, in the “great” recession, 7.2 million jobs were lost. 5.6 million of those were jobs requiring only a high school diploma or less. Before the onset of the pandemic, the economy was moving in the direction of growth, but there has been virtually no growth in well-paying jobs with benefits for those with a high school diploma or less. Moreover, 99 percent of the new jobs created since the great recession required at least some college. Employers, policymakers, and education need to confront this challenge together.

This challenge should not be a surprise. The birthrate has been declining, retirements skyrocketing, and low-income and communities of color frequently do not have resources to achieve the level of education which can be the key to a brighter future.

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WorkForce Fair celebrates 30th anniversary

This year marks the 30th Anniversary of the *WorkForce Fair: Jobs, Internships, and Graduate Schools* organized by the career services offices at WAICU members. The *WorkForce Fair* will be hosted in a virtual format on March 4, 2021.

Throughout the past five years, over 3,500 WAICU students and alumni/ae have attended the *WorkForce Fair* to learn about career and internship opportunities and graduate school programs. Each year about 150 employers and graduate schools host booths.

The opportunity to connect with employers is even more critical this year as the pandemic and financial impact have limited some companies’ open positions. To assist participants,

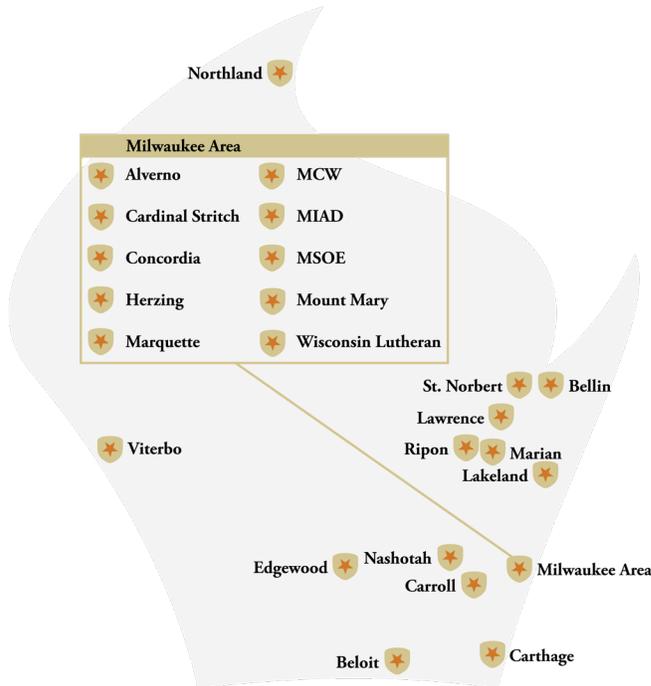
there will be two pre-events focused on registering and preparing for a virtual fair, as well as a post-event focused on following up with recruiters.

The *WorkForce Fair* will be hosted on Handshake, a career platform, which is also a WAICU collaborative services program utilized by many WAICU members. Fair participants can register for individual or small group sessions with the employers or graduate schools.

WAICU alumni/ae offices will also encourage alumni/ae who are looking for career or graduate school opportunities to participate. More information is available on our website: www.WAICUcareerconnect.org.

**NEW! College Snapshots information hub
for school counselors and prospective students**

www.WisconsinsPrivateColleges.org/college-snapshots



Because the annual Fall WAICU School Counselor Workshops — which are attended by hundreds of school counselors in Wisconsin, Illinois, and Minnesota — could not be held in person this year, the content has been made available online. WAICU has created a college admissions information hub on www.WisconsinsPrivateColleges.org, designed for school counselors and prospective students, that includes:

- admissions contact information for WAICU-member undergraduate institutions;
- a slide deck with information about Wisconsin’s private, nonprofit higher education sector;
- video recordings of WAICU members’ two-minute presentations;
- introductory/update slides from WAICU members; and
- a campus visit opportunities handout.

The new webpage makes it easier for people navigating the college search process to find the information they need. The content is shareable, downloadable, and/or printable.

WAICU members go test optional

WAICU-member colleges and universities consider the whole applicant, not just test scores. This year, with the exception of certain specialized programs, all of WAICU colleges allow students to apply without submitting ACT or SAT scores. Applicants are encouraged to contact an admissions representative at the college for more information and advice on whether or not it is best to submit a test score.



**Wisconsin Education Fairs
(WEFs)**

WAICU was pleased to be among the 160 exhibitors at the virtual Fall 2020 Wisconsin Education Fairs (WEFs). Approximately 3,300 students registered for the fall virtual fairs, and spring virtual fairs will be held Wednesday, February 10; Wednesday, March 10; and Sunday, April 10. The fairs will run from 3:00-5:00 p.m., followed by interactive financial aid and scholarship presentations from 5:00-6:00 p.m.

For more information and to register, please visit: www.wefs.org.

Guides to virtual college visits for parents and students

Visit the Student Resources section on www.WisconsinsPrivateColleges.org to download a college tour checklist.

Two versions are available: one for students, and one for parents and support people.

The guides suggest questions to ask and what to research online during the college search process.



Answering the call for public health careers WLC and MCW team up to benefit students and the community

WISCONSIN LUTHERAN COLLEGE

WAICU members, Wisconsin Lutheran College (WLC) and the Medical College of Wisconsin (MCW), recently announced a partnership to allow WLC students to pursue a public health career. WLC and MCW's Graduate School of Biomedical Sciences formed an early assurance direct admission and reverse transfer program that provides an accelerated route for full-time WLC students to gain direct entry to MCW's Master of Public Health program.

In only four years, WLC students can complete their Bachelor of Science degree in biology from WLC while concurrently earning a 15-credit graduate certificate in public health from MCW. After graduating from WLC, students who complete their public health program prerequisites and admission requirements can earn a Master of Public Health degree from MCW in just one year, nearly one year earlier than typical. This not only saves time and money, it



Neighboring Wisconsin Lutheran College and Medical College of Wisconsin partner on academic programs.

gives students the opportunity to enter the workforce sooner and begin their goal of improving the lives of others.

The COVID-19 pandemic has renewed calls for investment in public health. "Careers in public health - like epidemiology, health education, and community health - are more important than ever before," said

Dr. Rob Balza, Dean of the College of Health Sciences at WLC. "Overall employment opportunities in health-related fields are increasing and will be in-demand for many years to come."

WLC provides a broad-based liberal arts education and experiential, hands-on exposure to science and technology so they may find a job and adapt easily in an ever-changing world. "The Master of Public

Health dual-degree partnership with MCW gives WLC students the education and training they need to help fulfill their role as Christian servant leaders who will impact communities worldwide," said Dr. Balza. WLC also has a partnership with MCW's School of Pharmacy. ■

Ripon College receives new five-year grant for Student Support Services

RIPON COLLEGE

A new five-year grant of \$1.4 million has been awarded to the Student Support Services (SSS) program at Ripon College by the U.S. Department of Education, TRIO division.

The goals are to increase the retention and graduation of first-generation students, whose parents/guardians did not complete a four-year college degree; students who come from families with lower incomes relative to family size; and students with physical or learning disabilities.

Ripon offers academic support and guidance, supplemental grant aid, educational-cultural opportunities, a Bridge program that helps students make a smooth transition from high school to college, financial literacy exposure and graduate school information.

Student Support Services has received consistent grant funding from the Department of Education in every grant cycle since inception of funding at Ripon College.

The staff includes Dan Krhin, executive director; Lisa Zeman, associate director and disabilities coordinator; and Myra Gilreath, assistant director. They meet with students daily throughout the semester.

"First-generation students are as talented as legacy students, yet first-generation students have not had the advantage of having the guidance and information from a parent or parents who have graduated from a four-year college or who have gone on to graduate school," Krhin says.

"One of the most important parts of the SSS initiative is to help students understand the financial and personal value of earning a four-year college degree and to assist students in understanding the relationship between selected majors and career options," he says. "I know that establishing

strong relationships with our students builds trust and a sense of belonging in higher education. With this information and confidence comes future academic and professional success for many students who may not have clearly understood how college functions to create a career pathway." ■



Hanan Majid '21 of Kashmir, left, and Adrian Granados '20 of Ripon, Wisconsin, collaborate on a project in a pre-COVID-19 photo.

MEMBER HIGHLIGHTS

Surviving COVID-19: Marquette exercise science professors to research COVID-19 survivors to understand the potential long-term health and functional effects of the virus

MARQUETTE UNIVERSITY

Dr. Sandra Hunter chairs the steering committee for Marquette University's COVID-19 Research Initiative, which brings together the expertise of faculty, students, and staff from different disciplines across campus to address the various complex issues resulting from the coronavirus pandemic.

Inspired by a loved-one's troubling COVID-19 diagnosis and ongoing recovery struggles, Dr. Sandra Hunter — with help from her colleagues in the Exercise Science Department — is about to launch a comprehensive research project on COVID-19 survivors and their health and function in the months after the disease.

The study aims to identify the various health problems COVID-19 patients may face even after rehabilitation, so that health care professionals can provide and prescribe patients the best appropriate and necessary care during and after the recovery process

and contribute to better health outcomes.

It is a feature of the pandemic that has not yet seen a lot of attention, as much of the focus remains on tracking and mitigating the spread of the virus, as well as on initial treatments and the hopes for a vaccine. "There is not a whole lot of information out there about what recovery really means for COVID-19 patients and the unique risks that may remain," Hunter said.

In the next few months, Hunter and a group of faculty and students will be performing a variety of health assessments on a group of up to 300 COVID-19 survivors. The study will examine the overall health, cardiovascular and muscle function, and exercise capacity of COVID-19 survivors, as well as the



Dr. Sandra Hunter is a professor of exercise science in Marquette's College of Health Sciences and director of the Athletic and Human Performance Research Center.

potential for survivors to develop long-term health conditions, specifically those that affect limb muscles and the heart and lungs.

Hunter's COVID-19 survivor research joins at least 40 other research projects as part of Marquette's COVID-19 Research Initiative. ■

Concordia University Wisconsin is first university in Wisconsin to acquire SMART Lab

CONCORDIA UNIVERSITY WISCONSIN

Concordia University Wisconsin is the only institution in Wisconsin, and one of few in the nation, to offer a Stress Management and Resiliency Training (SMART) Laboratory.

This 24-hour resource is designed to equip students with proactive, self-coping mechanisms for their emotional health, and has proven effective in reducing stress and anxiety before they escalate to a level that requires more intervention.

The lab, which opened in November 2019, utilizes tools including biometric feedback (or biofeedback) and online educational modules to help students learn about mindfulness, meditation, and breathing techniques in order to reduce stress, anxiety, or feelings of panic.

Biofeedback therapy trains people to improve their health by controlling certain bodily processes that normally happen involuntarily, such as heart rate, blood pressure, muscle tension, or skin



The SMART lab offers round-the-clock support to students.

temperature. Concordia's lab allows students to connect an electrical sensor to their ear, which monitors heart rate variability as they practice the coping techniques.

Named Evelyn's Place after a beloved C UW employee, Concordia's lab is housed near the Student Life offices on campus. The lab features pods, or self-contained areas,

which help to maintain privacy even when multiple users are present. It also boasts several other relaxation services, such as electric massage chairs. Students are granted keycard access to enter the room. Access is received after they participate in an initial online orientation.

"The beauty of this lab is that, once they're trained, they can access it 24/7,"

says Dean of Students Dr. Steve Gerner. "Today's Concordians—and college students in general—are facing more pressure than any other generation. Our Christian mission compels us to not only care about how well students are performing on tests or within the classroom, but to care about the whole person." ■

Marian University nets \$1 million to assist single parents pursuing degrees

MARIAN UNIVERSITY

Marian University's Working Families Grant Program (WFG), one of the nation's most comprehensive educational programs available to low-income single parents, recently had its \$1 million grant renewed to continue providing participants with financial support for both college tuition and living expenses.

Initiated and funded by an anonymous donor and the Congregation of Sisters of St. Agnes, Marian's sponsoring organization, WFG awards tuition and stipend grants to economically disadvantaged single parents with dependent children – parents who possess the desire and determination to achieve a four-year undergraduate degree. Since its inception in 2002, 199 students have graduated, with a retention rate of 89.5 percent and a graduation rate of 88.4 percent. The \$1 million is the 19th grant the WFG has received.

Participants create new social and economic opportunities for their future



Gina Possin was accepted into the Working Families Grant Program in 2009, setting her on a path to more than 10 years later be a professor at Marian University.

through a “partnership” philosophy that embraces academic advising and support services, career assessment and development resources, community service/volunteerism experiences, counseling, financial aid assistance, freedom of spiritual exploration, life skills development, and mentoring.

The WFG students are enrolled in a variety of majors, including Administration of Justice, Art Therapy, Early Childhood/Elementary

Education, Elementary-Middle Education, Nursing, Marketing, and Social Work. Each participant performs 40 hours of community service each year, with other requirements including maintaining good academic standing, making continued academic progress, and participating in meaningful volunteer activities.

Participants also can utilize Marian's student support services through the Center for Academic Support and Excellence, including personal counseling, academic advising, social and career counseling, tutoring, mentoring, and advising. Participants also receive personalized financial and debt management counseling from Financial Aid, and Career Services assists with resume development, mock interviews and long-range career planning support. ■

Medical College of Wisconsin joins national effort to increase, improve COVID-19 testing among vulnerable communities

MEDICAL COLLEGE OF WISCONSIN

Understanding COVID-19 infection and progression rates and how they vary among individuals is critical to individual and policy responses to the pandemic and planning for future infection outbreaks. The Medical College of Wisconsin (MCW), in partnership with Northwestern University, has joined a national community-engaged research



The research will be conducted in Milwaukee.

effort led by the National Institutes of Health (NIH) to increase availability, accessibility, and acceptance of COVID-19 testing, especially among underserved and vulnerable populations.

The MCW project will recruit patients at 12 primary healthcare centers throughout Milwaukee County, and will conduct over 20,000 COVID-19 antibody tests and surveys in 2021. The effort is part of the Rapid Acceleration of Diagnostics (RADx) initiative sponsored by the National Institutes of Health, and is funded through September 2022 as part of the the RADx Underserved Populations (RADx-UP) program, which focuses on vulnerable populations affected by the COVID-19 pandemic.

The project principal investigators are Reza Shaker, MD, MCW Senior Associate

Dean, Associate Provost, Clinical and Translational Research, and Director of the Clinical and Translational Science Institute of Southeast Wisconsin (CTS1); John Meurer, MD, director of the MCW Institute for Health & Equity, and Prof. Bernard Black of Northwestern University.

“Our participation in the RADx-UP program will help us measure the percentage of people infected by COVID-19; assess risks for hospitalization, ICU stay and death; develop a web-based risk assessment tool and measure antibody levels after a vaccine is available,” Dr. Meurer said.

Researchers will conduct the research in vulnerable communities in Milwaukee. This effort will link antibody and survey data to healthcare and Medicaid records, COVID-19 viral test results, and create a web-based risk assessment tool that will allow individuals locally and nationally to assess their own COVID-19 risks, if infected. ■

MEMBER HIGHLIGHTS

Proceeds from canceled Bellin College Golf Classic help fund science models

BELLIN COLLEGE

The 20th Annual Bellin College Golf Classic was canceled this year due to the COVID-19 pandemic. It was not a decision that was made lightly by the committee, but was determined necessary due to the nature of the event and in consideration for all participants and golfers.

“While it was a difficult decision to cancel the 20th annual Golf Classic, generous supporters made the event a huge success,” said Thomas Shefchik, Vice President of Advancement for the college.

With the money raised from the event and from 2019’s Giving Week, the college was able to purchase an array of human anatomy models that are used in many courses.

“The human anatomy and physiology models have been a great addition to our laboratory,” said Ashley Anthon, Bellin College science instructor. “The models



Ashley Anthon, science instructor at Bellin College, utilizes an anatomy model.

provide the students with meaningful hands-on engagement opportunities during their very first semester at Bellin College. Students are not only able to view individual anatomical structures, but they are also able to learn about the relationships between those structures and how those relationships enhance

overall human functioning.”

Student engagement and learning have been increased. “We now have the capacity for students to work in small groups during lab sessions, and they are able to have more hands-on time with the models outside of regularly scheduled class time as well,” she said.

Golfers and donors were given the opportunity to donate the cost of golfing to the event or receive a refund. Many chose to donate the golf fees to the college.

Bellin College is grateful for the support of its donors and has scheduled the 21st annual Golf Classic for Monday, June 21, 2021. ■

Bike share program intends to reduce carbon footprint, increase student activity

BELOIT COLLEGE

New bright yellow bikes are now cruising the streets of Beloit. The new fleet of bikes, named the “Sinnissippi Cruisers” after the Native American Sauk and Fox name for the Rock River, are available for students, faculty, and staff to receive and use for free.



Beloit’s bike share program, run by students, features a fleet of free bikes students can check out from the front desk of the Powerhouse. Photo credit: Todd Anderbyrne

The rental program is housed within The Gear Shack, which loans outdoor equipment from Beloit’s Powerhouse student union and recreation center. The new bike share program launched in October in conjunction with student leaders.

Because of the pandemic disruption in the spring semester, Beloit’s Outdoor Rec program was left with some unspent budget dollars, and that is what started students thinking about the possibility of an independent bike lending program. Student organizers Quin Brunner’21 and Henry Westly’21 connected with alumnus Bob Burns’80, who with his wife Jane Paschal Burns’81, donated the bicycles to the college.

Sinnissippi manager Daniela Aponte’21 believes the bike lending program will improve campus sustainability by

“reducing our carbon footprint while also promoting more outdoor interactions with all the parks around the city of Beloit.” Both Aponte and Brunner hope the bicycles will improve students’ mobility and access to eco-friendly transportation for things like jobs and grocery shopping.

Brunner says another central point is to recognize that biking, specifically, has a history of racism, sexism, and classism. The program is committed to removing longstanding barriers by providing easy, free access to bikes.

For now, the project will function within COVID-19 guidelines to ensure the safety of students and faculty. All bikes and equipment will be sanitized before and after rental. While students are encouraged to use the “self-care is community care” mindset, Aponte hopes the program “will help more students get out of their rooms and go out with their friends in a socially distanced way.” ■

Get it right

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My recommendations: First, the government and employers need to invest more in means-tested student aid. The state's principal student aid program for students at UW; a technical college; or a private, nonprofit college or university is called "Wisconsin Grants." Wisconsin Grants empower students to pursue the kind of educational and career path that works for them. A means test also assures taxpayers and employers that their support is not subsidizing those who can obtain education without financial help.

Second, we need to focus on the "big picture" proposals. To lure students from one Wisconsin college to another leaves the state with no net gain.

Third, remember that career opportunities are critically important, but a college worthy of the name also transmits values which I call the "five Cs": critical reasoning, creative thinking, communicating, collaborating, and character.

The workforce crisis has been brewing before the pandemic and shows every sign of enduring beyond the pandemic. It has been said that a crisis should not be wasted. Looking beyond the current crisis, let's get it right.

Sincerely,



Rolf Wegenke, Ph.D.
WAICU President



WAICU BULLETIN BOARD

NOTABLE ACHIEVEMENTS

- *The Milwaukee Business Journal* has selected **John R. Raymond, Sr., MD**, president of the **Medical College of Wisconsin (MCW)** as its 2020 Executive of the Year for taking the most prominent leadership role in the biggest economic challenge of the year for all businesses and executives in southeastern Wisconsin.
- **Milwaukee Institute of Art & Design (MIAD) President Jeff Morin** was recognized on *BizTimes Media's* Notable LGBTQ Executives list.
- **Alverno College** has launched the Thea Bowman Institute for Excellence and Leadership, a program designed to serve Black women through academic and leadership programming. Nine students have been accepted into the Institute, which includes a full-tuition scholarship and a rigorous, robustly crafted leadership development program designed to prepare participants for professional roles in pursuit of social change and service.
- **Carroll University** has reopened its newly renovated Education Hall, which now houses the university's new School of Education and Human Services.
- **St. Norbert College** has been nationally recognized as one of the best colleges in the country for financial aid by LendEDU. St. Norbert College's total financial aid score ranked 46 in the country and No. 1 in Wisconsin.
- *Forbes* ranked **Marquette University** as number 27 among the 75 best Wisconsin employers in its 2020 'Best-in-state Employers' list.
- **Dustin Hoot** of **MIAD** is among the *Milwaukee Business Journal's* HR Award winners.
- **Marian University** received a collection of more than 400 works of art for its permanent collection from the Wisconsin-based Kohler Foundation, to be displayed on campus and used for teaching purposes. The gift includes works by artists Judith Roth, John Colt, and Georg Vihos.
- To offer students a new opportunity to engage in hands-on learning and explore new career paths, this fall, **Alverno College** is constructing a 1,400-square-foot greenhouse on campus.
- **Marquette University's** College of Nursing was granted over \$975,000 from the U.S. Department of Health and Human Services' Health Resources and Services Administration to create a new program and provide student scholarships to strengthen the eldercare workforce.
- **Edgewood College** received \$206,000 from CUNA Mutual Group Foundation to support the Community Scholars Program.
- **Alverno College, Lakeland University, Mount Mary University, and St. Norbert College** placed in the *U.S. News & World Report* top 100 rankings for Social Mobility.
- **Beloit College, Carthage College, Edgewood College, Lawrence University, Marquette University, the Milwaukee School of Engineering (MSOE), Ripon College, and St. Norbert College** were named to The Princeton Review's "Best in the Midwest" list.
- In 2019-2020, the **MIAD** Innovation Center served Wisconsin businesses, entrepreneurs and nonprofits through projects with Carmex, Ginger Guard, the Milwaukee Ballet, Milwaukee County, Phillip Digital, REDgen, Riverwater Partners, Scaling Wellness in Milwaukee (SWIM), Veolia North America/Milwaukee Metropolitan Sewerage District, and Aryetti, LLC.
- **Dr. Bola Delano-Oriaran**, associate professor of education and director of student-teaching abroad at **St. Norbert College**, has been selected as a fellow on the new Pre-Service Educator Preparation Consortium. The consortium, through the National Association for Family, School, and Community Engagement (NAFSCE), brings together representatives from state education agencies, select teaching colleges and leading educational organizations to consider promising new approaches to preparing future educators for family engagement.

APPOINTMENTS

- **Lakeland University** has announced that **Beth Borgen, D.B.A.** has been named 18th president of the university and will begin in the spring of 2021. Dr. Borgen succeeds Dr. David Black, who is retiring.
- **Dr. Michelle Majewski** was appointed 17th president of **Marian University** in November 2020.
- **Lawrence University President Mark Burstein** and **Concordia University Wisconsin President Patrick Ferry** announced in September that they will step down from their respective positions in June 2021.

EDUCATIONAL COLLABORATIONS

- A new partnership between **Edgewood College** and the Boys and Girls Clubs of Dane County looks to benefit more than 70 young people enrolled in the Club's AVID/TOPS program, providing scholarships for new students at Edgewood, and enhanced wrap-around support services for both new and continuing students.

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WISCONSIN ASSOCIATION OF INDEPENDENT
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*"It's not that I'm so smart,
it's just that I stay with problems longer."*

Albert Einstein

WAICU: WISCONSIN'S PRIVATE, NONPROFIT COLLEGES WORKING TOGETHER FOR EDUCATIONAL OPPORTUNITY

THE WISCONSIN INDEPENDENT

Vol. 52 No. 4, Winter 2020-2021

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The Wisconsin Independent is published quarterly by the Wisconsin Association of Independent Colleges and Universities (WAICU). To be placed on the free mailing list, contact:

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Printed on recycled paper ♻️

WAICU BULLETIN BOARD *continued from page 7*

• **Carroll University** has partnered with Waukesha County Public Health to train contact tracers. Before the coronavirus, there were eight public health nurses who handled contact tracing. Now there are 225 contact tracers, 155 of whom were trained through Carroll University.

NEW ACADEMIC PROGRAMS AND PARTNERSHIPS

• Students will be able to earn both a Bachelor of Science in Nutrition Sciences and a Master of Science in Community Medical Dietetics degree and become a registered dietitian nutritionist (RDN) in just five years through the new accelerated 4+1 program at **Viterbo University**.

• **Edgewood College** has announced a new partnership with the School of Applied Science and Engineering Technology at Madison College. Both institutions have approved transfer pathways that will allow students in select technical programs to transfer to Edgewood College to complete a bachelor's degree in physics.

• **Mount Mary University** will launch a four-year, fully on-campus nursing degree program for women in fall. The BSN at Mount Mary program is designed to complement Mount Mary's existing options for completion of the Bachelor of Science in Nursing: the Nursing 1-2-1 program (offered in partnership with Milwaukee Area Technical College, Moraine Park Technical College, and Waukesha County Technical College) and the RN to BSN online program (open to women and men). Construction of a 6,500 square-foot Health Sciences Center is underway and includes a nursing skills lab and interprofessional simulation lab, along with additional classroom and office space.

• **Mount Mary University** will launch a Ph.D. program in Counselor Education and Supervision in the fall of 2021, which will serve the counseling community by educating master's-level professionals capable of academic teaching at the university level and professional work in clinical settings.

R.I.P.

• **Fr. Steven Peay**, president-emeritus of **Nashotah House**, passed away on August 31, 2020.

• **Dr. Jim Ebben**, president-emeritus of **Edgewood College**, died on November 30, 2020.