

Wisconsin Grant Recipients Fill Workforce Gap

Wisconsin is experiencing workforce shortages in nearly every occupation. Most of these jobs require some form of post-secondary education, which pays off financially for degree holders and for the state's economy.

According to a new report from the Georgetown University Center on Education and the Workforce, adults with a bachelor's degree earn an average of \$2.8 million during their careers, \$1.2 million more than the median workers with a high school diploma.

More college degrees are obtained when we work together to make college affordable and accessible. One important step WAICU is taking is working to raise public awareness about the importance of Pell Grants and the Wisconsin Grant program for low-income and low-middle income students. State need-based financial aid programs like Wisconsin Grants are a strategic investment in the state's future workforce.

Unfortunately, we've seen an alarming downward trend in the number of students attending college, especially of low-income students. This decline results in widening the wealth gaps. In 2020-2021, 8,828 Wisconsin Grant recipients from across the state were enrolled in Wisconsin's private, nonprofit colleges and universities.

In 2022-2023, the maximum Wisconsin Grant was \$3,800 and the mini-

mum was \$500 for eligible Wisconsin students attending private, nonprofit colleges and universities.

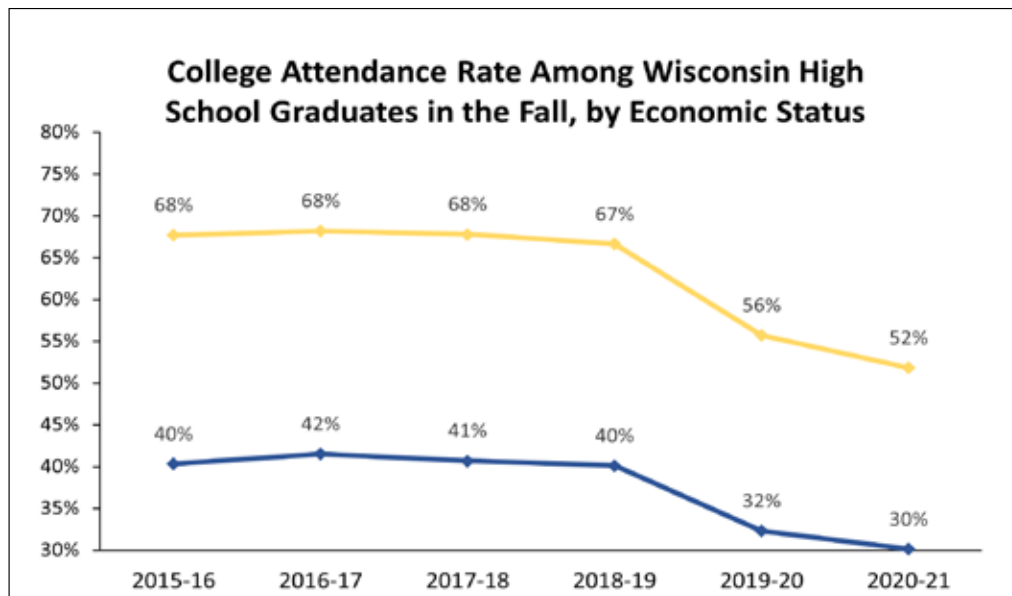
To help more grant-eligible students, WAICU is recommending a \$25.5 million increase over the next state biennium for Wisconsin Grants for those attending private, nonprofit institutions. The current two-year appropriation for students attending private, nonprofit institutions is just over \$57 million.

WAICU's proposed increase factors in inflation and recent federal changes in financial aid eligibility. It also is an opportunity to update and modernize the Wisconsin Grant private, nonprofit formula that has been in statutes since the 1970s. Proposed changes would make the formula more simple, transparent, and understandable for students and families interested in Wisconsin's private,

nonprofit colleges and universities. The current annual Wisconsin Grant appropriation represents about 1.56 percent of state funds for all higher education. Wisconsin Grants are the primary need-based financial aid program for Wisconsin students attending private, nonprofit colleges or universities. They represent a significant return on investment for the State of Wisconsin and Wisconsin's economic vitality.

We've been working with WAICU-member colleges and universities to sign up advocates for our 2,022 Advocates in 2022 Campaign to support student financial aid. If you haven't yet, please sign up to join our advocacy efforts at www.waicu.org.

Once you sign up, you will receive information about how you can support student financial aid and student opportunity!



Over the past six years, the percentage of low-income Wisconsin students enrolled in college in the fall following high school completion has been 50 percent and consistently lower than high-income students.



INDEPENDENT INSIGHTS

Wisconsin Workforce Development is One of WAICU's Top Priorities

Alverno College
Bellin College
Beloit College
Cardinal Stritch University
Carroll University
Carthage College
Concordia University
Edgewood College
Herzing University
Lakeland University
Lawrence University
Marian University
Marquette University
Medical College of Wisconsin
Milwaukee Institute of Art & Design
Milwaukee School of Engineering
Mount Mary University
Nashotah House
Northland College
Ripon College
St. Norbert College
Viterbo University
Wisconsin Lutheran College

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In the last *Wisconsin Independent*, I shared my background and how I was looking forward to serving as the next WAICU president. I have now officially started my new role and I am grateful for the warm welcome I have received as a new Wisconsin resident and association leader. Our sector is a vital part of the higher education landscape in Wisconsin. Each year our 23 institutions serve more than 53,000 students, many of whom go on to spend their careers in our great state helping to build and grow our economy.

There is, rightly so, much focus today on workforce development. I hear this nearly every day in the news and in conversations with colleagues and friends. Workforce development often is thought of in narrow terms related to preparation for the trades. While certificate and apprenticeship programs are essential components of a workforce development program, so are the broad spectrum of undergraduate and graduate degrees provided by the institutions in Wisconsin's independent higher education sector. The Federal Reserve Bank defines workforce development as follows:

"Workforce development is an essential component of community economic development in any economic climate, and certainly even more critical during the financial crises we're experiencing today. Generally speaking, the term has come to describe a relatively wide range of activities, policies, and programs employed by geographies to create, sustain, and retain a viable workforce that can support current and future business and industry."

Wisconsin needs workers in manufacturing, agriculture, and transportation as well as medicine, engineering, education, and business. Our institutions are making significant contributions to workforce development in Wisconsin. We stand ready to help our state meet its current and future employment needs.

The Wisconsin state government has an important role to play in workforce development as well. Congratulations to our newly elected and reelected state legislators. I look forward to getting to know each of you and working together with you on important education initiatives. We have much collective work to do to prepare the next generation of leaders and workers for employers across Wisconsin. One specific program that is of vital importance is the Wisconsin Grant.

This need-based grant encourages Wisconsin residents to remain in the state for their undergraduate education. Increasing the Wisconsin Grant will make it possible for even more students to attend college – and to stay in the state to do so. This investment will pay dividends in terms of increased income tax revenue and civic engagement from our graduates. It is a win-win for the citizens of Wisconsin.

Eric W. Fulcomer, PhD
President



WAICU BULLETIN BOARD

NOTABLE ACHIEVEMENTS

Marquette University health sciences faculty received a \$3.02 million grant from the National Institutes of Health's National Institution on Aging to study the limitations of exercise in people diagnosed with pre-diabetes.

Milwaukee School of Engineering was recognized as a Servant-Led Organization by the Robert K. Greenleaf Center for Servant Leadership at Seton Hall University and was part of the inaugural class of inductees to the Servant Leader Hall of Fame.

To commemorate the 160th anniversary of the Emancipation Proclamation, **Carthage College** convened a symposium in September where prominent scholars explored the far-reaching legacy of Abraham Lincoln — an early trustee of the college. The two-day event was titled "Lincoln, the Press, and Emancipation: The Best Kept Secret of the Civil War."

Lakeland University officially unveiled its new Fox Cities Center location at Fox Valley Technical College (FVTC) on August 24, with an open house and ribbon cutting. On August 25, the university re-dedicated its two newest residences halls, honoring two of the institution's leaders and celebrating the completion of the largest single investment in Lakeland's main campus in the institution's 160-year history.

Marquette University President Michael R. Lovell, and Tim Hanley, acting Keyes Dean of the College of Business Administration, were acknowledged among the inaugural Wisconsin Titan 100 by Titan CEO, which recognizes the most accomplished business leaders in their industry demonstrating exceptional leadership, vision, and passion.

PROGRAMS AND DEGREES

Concordia University is offering a new program in January 2023: a Master of Science in Natural Product Sciences. It is an online degree offered through the School of Pharmacy.

NEW CALLINGS

After serving as president of **Northland College** since 2019 and working for the last 20 years in higher education, Dr. Karl Solibakke left Northland at the end of December 2022.

Beloit College President Scott Bierman will retire at the end of the current academic year, leaving behind a 14-year legacy of vision, financial stability, innovation, and the leadership required to calmly steer the campus through a global pandemic.

Dr. Erik P. Ankerberg has been named the next president of **Concordia University Wisconsin** and Ann Arbor, Michigan. He will begin his term on January 9, 2023. Ankerberg currently serves as provost of Concordia University Chicago. Dr. Ankerberg succeeds Rev. Dr. Patrick T. Ferry, who served as president from 1997-2021.



In-person WAICU School Counselor Workshops Are Back!

WAICU's popular School Counselor Workshops were back to in-person events this past fall after a two-year hiatus, due to COVID-19. More than 170 school counselors attended the October 2022 events.

This spring, WAICU School Counselor Workshops will focus on outreach in nearby states. More information is available at www.WisconsinPrivateColleges.org



WAICU Connects with Students at Wisconsin Education Fairs

More than 10,000 students attended the 18 Wisconsin Education Fairs (WEFs) this fall, providing an exciting opportunity to discover the advantages of a private college education and to connect with WAICU-member colleges and universities. Both WAICU members and WAICU staff participated in WEFs, providing information on the college selection, admission, and financial aid processes and helping students "find their fit."

WAICU staff distributed hundreds of copies of the *2023 Guide to Admissions and Financial Aid*. Some of the *Guide* feedback received included: "I literally can't find anything like this anywhere else," and "You've opened my eyes to [private college] as an option. Thank you!"

ALVERNO COLLEGE

Alverno College Celebrates the Grand Opening of Its Greenhouse

Alverno College recently held a grand opening and ribbon-cutting ceremony for its new greenhouse. Guests, who included faculty, staff, students, the Board of Trustees, and other key stakeholders, were able to sample hors d'oeuvres that incorporated kale, tomatoes, and perch grown in the greenhouse.



Students show off some of the plants grown in the Alverno College greenhouse.

The Alverno College greenhouse is a 1,400-square-foot living laboratory with a state-of-the-art aquaponics facility that sustainably grows plants, vegetables, and yellow perch. It offers students an exciting opportunity to engage in hands-on learning, participate in research projects, and explore new career

paths in food, urban agriculture, water research, conservation, and human services industries. Built in partnership with the A.O. Smith Foundation, the project also received support from the U.S. Department of Agriculture.

"Whether it's planting the seeds for students to further explore science careers, introducing students and community

members to sustainable agriculture, or providing nourishment for a student in need, the impact of the greenhouse is widespread," said Dr. Joseph Foy, interim president of Alverno College.

The facility was designed with teaching at the forefront, allowing students to have hands-on access to the greenhouse, exploring how science, education and art are uniquely intertwined. "Everyone has the opportunity to explore new thoughts and research, to work with their hands, and to use the greenhouse as their own educational tool," said Emma Ray, greenhouse manager.

"Hopefully it opens people's eyes to new experiences and different kinds of careers to find some passion, perhaps in another way than they were thinking," said Rebekah Klingler, greenhouse director and assistant professor of biology. "I believe that until you try it, you don't know what you like. So, it's just another tool for trying new things."

CARDINAL STRITCH

Cardinal Stritch Recognizes Philanthropic Efforts of Daniel J. Bader with Kellner Spirit of Philanthropy Award

On November 15, Cardinal Stritch University presented Daniel J. Bader, President and CEO of Bader Philanthropies, with the 2022 Kellner Spirit of Philanthropy Award.

"Dan Bader is a visionary who is astute at identifying key local, national, and global issues and developing solutions that have improved the quality of life of people worldwide, including here at Cardinal Stritch University," said Cardinal Stritch President Dr. Dan Scholz. "For more than two decades Dan Bader and Bader Philanthropies have provided the opportunity for our students to pursue their dreams."

Bader Philanthropies has funded programs that help Cardinal Stritch students develop as leaders and appreciate the importance of changing their local communities by giving back through service. Through his support, Dan Bader has helped the entire Cardinal Stritch family live out its mission to transform lives and communities,

centered around the Franciscan values of making peace, showing compassion, creating a caring community, and reverencing all of creation.

One of the key Cardinal Stritch initiatives funded in 1992 was the creation of the Leadership Center for the Advancement of Learning and Service, which prepared and sustained leaders who were catalysts for positive transformation of individuals, organizations, and communities.

Since its founding in 1992, Bader Philanthropies (formerly the Helen Bader Foundation) has committed more than \$426 million in grants and more than \$22 million in program-related investments that have transformed lives all over the world.

The Kellner Spirit of Philanthropy



Cardinal Stritch President Dr. Dan Scholz, Daniel J. Bader, Dr. Mary and Ted Kellner at the 2022 Kellner Spirit of Philanthropy Award Dinner in Milwaukee.

Award is named for Cardinal Stritch benefactors Dr. Mary and Ted Kellner. The award recognizes community leaders who have demonstrated significant philanthropic support of personal significance to Cardinal Stritch University and the metropolitan Milwaukee community.

CARTHAGE COLLEGE

Carthage-Bound Pre-orientation Program Welcomes New Students

They're among the first newcomers to arrive on campus each year, and the transition to college can be intimidating for Firebird student-athletes, particularly students of color.

Based on initial feedback, a new Carthage College pre-orientation program is helping those newcomers to navigate the college experience with confidence.

This fall, the Office of Equity and Inclusion held the first Carthage-Bound Football Camp for team members from historically underrepresented racial minorities. The five-day program introduced 26 new Firebirds to some of the people, places, and programs they'll rely on most.

"Many football players come to Carthage far from their home communities and families, and the challenge of finding resources on an unfamiliar college campus, while juggling classes and hours of practice every day, resulted in retention struggles," said Michele Hancock, vice president of college culture for inclusion. "Building a sense of commu-

nity and belonging while introducing students to campus supports from day one will help these young men be successful."

Discussions and ice-breakers helped the student-athletes set goals and identify the many places on campus they can turn for support.

"I didn't know how I was going to adjust to college, but I can say I've had a great start so far," said JJ Fletcher, a defensive lineman who plans to major in criminal justice. "With Carthage-Bound, I feel like I'm a part of this school."

As a "football mom," chemistry professor Christine Blaine connected easily with the new Firebirds. "The students were engaged, funny, reflective, and asked excellent questions," she said. "I found the entire experience uplifting. I



Incoming freshmen on the Firebirds' football team practiced time management and goal-setting during the new Carthage-Bound pre-orientation program for students of color.

remember driving home that night thinking how I look forward to watching these students grow." Surveys indicated about 95 percent of Carthage-Bound participants said the program is worth continuing.

CONCORDIA UNIVERSITY

Concordia Pharmacy Graduate Oversees Prescription Fulfillment for Wisconsin's Prison Population

It's hard to grow up in Waupun and not be reminded of the criminal justice system. The city is home to three prisons, including the state's oldest penitentiary. About one-fourth of Waupun's 11,300-person population is incarcerated.

Although Makayla Hopp, PharmD, a 2018 graduate of Concordia University Wisconsin's (CUW) School of Pharmacy, never had any direct experience with correctional institutions growing up, the Waupun native was acutely aware of their presence in her hometown.

So, when it came time to rank her rotation preferences while at CUW, she naturally paired with the Wisconsin Department of Corrections (DOC). Hopp stayed on with DOC after graduation and quickly rose to a leadership position.

She now serves as assistant pharmacy director and oversees a team of 18 pharmacists who help fill prescriptions for the entirety of the state's prison

population. Altogether, Hopp's team fills about 2,500 prescriptions a day.

"Our goal is patient care," said Hopp. "Ultimately, we want to reduce recidivism. We want to provide the best possible care for our patients to set them up for success." That attention to exemplary care was modeled to her at CUW. "At Concordia, the professors know you and care about you," Hopp said. "They're really invested in your education."

Concordia also sets itself apart from other pharmacy schools by its commitment to collaborative healthcare. In 2021, the Accreditation Council for Pharmacy Education (ACPE) extended CUW School of Pharmacy's accreditation for the maximum eight-year term and named it one of only five "Noteworthy Examples" of exceptional achievement nationwide for its attention to interprofessional education.

"Interprofessional practices have been shown to improve patient care, lower costs, and reduce medical

errors," said Erik Jorvig, PhD, dean of pharmacy. "It's significant that Concordia has been identified as teaching this high level of patient care with excellence."



2018 Concordia University Wisconsin graduate Makayla Hopp, PharmD, dedicates her profession to serving the prescription needs of Wisconsin's prison population.

Edgewood College

Edgewood College Secures Site for Athletics & Wellness Campus

This fall, Edgewood College announced the acquisition of property in Fitchburg, Wisconsin, that will become the new home for Eagle athletics, student recreation and wellness, and more. The site, which covers 40 acres, is

formerly part of the O'Brien family farm.

"We are deeply grateful to the O'Brien family for their partnership and for their steadfast commitment to the community of Fitchburg, and to their vision for the students at Edgewood College," President Andrew Manion said. Initial plans for the property, which have been approved by Fitchburg and Dane County, include the restoration of native wetlands, which will become a learning laboratory for future students.

Margaret O'Brien, O.P., '70, MA '94, is a cousin who has visited the farm and her extended

family over the course of generations. A longtime member of the faculty at Edgewood College who is now retired, Sr. Margaret offered this blessing for the occasion:

"Gracious God, never did I dream I would be back on this soil with my love for Edgewood College as a close companion. Today is truly a day to recall and instill the Dominican values of truth, justice, compassion, community, and partnership. May this facility be a safe place, with understanding and acceptance of all races and religions. May this land which has given birth to many crops continue to give new ways of growth in the field of athletics, health and wellness, and education.

May it be a place of discovery where the clay of souls created in the image of our God emerge for all that is yet to come to birth. May this land shelter and enrich many new lives. May students, athletes, faculty, staff, and many others come here to find a new facility filled with energy and the pursuit of lifetime dreams. May it be a continued place of rest and peace. Amen."



Photo, l. to r., Andrew Manion, President, Edgewood College; Jeffery O'Brien, Dave Herbst, City of Fitchburg; Pat O'Brien, Tom O'Brien, Julia Arata-Fratta, City of Fitchburg; Al Brisack, Director of Athletics/Head Baseball Coach, Edgewood College; Tom Clauder, former Mayor of Fitchburg; Jim Wheeler, City of Fitchburg. Edgewood College photo.

Herzing University

Herzing University Celebrates Community, Career Development, Culture

The past few years have created an increasingly high demand for quality, well-trained healthcare providers. Herzing University is proud to offer accessible pathways for students to gain confidence and experience.

In 2022, these efforts included a return to Milwaukee, a refined focus on nursing education, and a commitment to community and culture across Herzing's 11 ground campuses and expansive online program offerings.

A Milwaukee Homecoming
In early 2022, Herzing moved its national headquarters to The Avenue in downtown Milwaukee, where it was founded in 1965. In October, a community ceremony marked the official grand opening of the new location.

By relocating to the heart of the city, the university can better strengthen employee, partner, and student access to healthcare resources.

Nursing: It's Who We Are
This summer, the university announced the launch of the Herzing University

School of Nursing, encompassing a variety of flexible educational options and valuable accreditations including the new Doctor of Nursing Practice, competitive MSN and BSN programs, and other flexible pathways to ultimately propel students to high-demand careers providing high-quality care.

Committing to Culture and Community
Herzing University remains dedicated to promoting equity, diversity, and inclusion (EDI) and ensuring all students and employees feel heard, represented, and supported. This summer, Karen Nelson, formerly the EDI director at Rogers Behavioral Health, was introduced as the university's new vice president of Inclusion and Community Impact.

"Karen Nelson's background in diversity plus her experience across the healthcare industry will benefit the university's ability to connect with local employers, community advocates, and future nursing professionals," said Herzing University President Renee Herzing.



Take an inside look at Herzing's new headquarters, back home in downtown Milwaukee.

"We are proud to have her join our leadership team as we work to support communities of all backgrounds."

Marian University Students Participate in Study Abroad Experience

During the 2022 spring term, Associate Professor of Philosophy Dr. David Leichter, and Associate Professor of History Dr. Matthew Szromba cotaught a topic that both passionately agree is vitally important. They taught History and Memory of the Holocaust, an interdisciplinary course that examined the holocaust through two disciplines: history and philosophy.

Students learned about the historical events of the Holocaust while also considering how dehumanization led to catastrophe and how the memory of this tragedy is often distorted or forgotten.

The learning experience culminated with a two-week trip to Poland. Students spent nearly every day learning about the Holocaust through guided walking tours, museum visits, and trips to memorial sites. Taking the lessons from the classroom and traveling to visit the sites where the memory of the Holocaust continues to live is merely one goal of this experience.

According to Dr. Szromba, "Studying abroad is transformative. Students often return more broad-minded, better

problem solvers, more skilled learners, and more mature individuals. Studying abroad can be a very humbling, yet rewarding, experience."

Nemiah Whitston, a senior in the Expressive Therapy & Arts Program, recalls visiting Majdanek Concentration Camp in Lublin, and walking through the main entrance known as the "Gates of Hell." She admits this experience was emotionally intense and one that is difficult to articulate in words.

"With our arms around each other, we stood together in silence and remembered the innocent victims of hatred, bigotry, and

injustice," she shared. Dr. Leichter hopes students are inspired to think beyond what they learned in class and experienced in Poland.

He cautioned students not to let monuments and memorials do the work of remembering. He encouraged them to consider how their memory of the Holocaust, and this trip, might motivate them to act against injustice in the world.



Study Abroad Experience students are on the steps of Nozyk Synagogue in Warsaw. Photo Credit: Katrina Pokorny '22.

St. Norbert College

St. Norbert College Study Abroad Advisor Selected for Ireland Site Visit

Alli Reed, St. Norbert College's study abroad and off-campus programs advisor, was selected to participate in the Education in Ireland site visit in October 2022. The Irish government sponsored the visit for a select group of study abroad professionals from across the United States.

"I was honored to be selected for this competitive award from Education in Ireland," Reed said. "Since Ireland is one of our top study abroad destinations, it was the perfect opportunity to learn more about all that Ireland has to offer our students. Since the pandemic created challenges to connecting with our international partners in person, I was excited about reconnecting with our Irish partners. I enjoyed networking with other education abroad professionals from all over the United States."

The site visit welcomed the small group of study abroad professionals from the United States to visit five



Alli Reed, St. Norbert College's study abroad and off-campus advisor, participated in the Education in Ireland site visit in October.

Irish universities. The itinerary included campus visits and meetings with

faculty, international office staff, and current study abroad students to learn more about the academics and the student experience in Ireland.

The Center for Global Engagement embodies and promotes St. Norbert College's commitment to global engagement through innovative educational programming, international student recruitment and support, and collaborative partnerships on and off campus.

Founded in 1898, St. Norbert College is a private, Catholic, liberal arts college located in De Pere, Wisconsin, just outside of Green Bay. St. Norbert is ranked seventh amongst the top 10 of national Catholic liberal arts colleges in the country.

Recent years have seen record enrollments and unprecedented investments in the St. Norbert College campus. St. Norbert College is home to the Medical College of Wisconsin-Green Bay.



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*“The goal of education is the
advancement of knowledge
and the dissemination of
truth.”*

JOHN F. KENNEDY

2022-2023 Mid-year Commencements

Alverno College held undergraduate and graduate commencement ceremonies on December 17, 2022. A baccalaureate mass was held on December 15, 2022.

Concordia University Wisconsin's mid-year commencement ceremony took place December 17, 2022, in Concordia's R. John Buuck Field House.

Marian University's commencement ceremony was held on December 9, 2022.

Medical College of Wisconsin held its Masters of Anesthesiology (MSA) Commencement Ceremony on December 16, 2022, at the Marcus Performing Arts Center in Milwaukee.

Milwaukee School of Engineering (MSOE) held its fall commencement on November 19, 2022. MSOE's winter commencement will be February 25, 2023.

Mount Mary University's Fall 2022 Commencement Ceremony took place on campus in the Alumnae Dining Room of Bergstrom Hall on December 17, 2022.

Viterbo University's fall baccalaureate mass was December 17, 2022, with a commencement ceremony in the Fine Arts Center Main Theatre.

Wisconsin Lutheran College held its mid-year commencement ceremony on December 15, 2022, in the college's Recreation Complex.

WAICU:
Wisconsin's private,
nonprofit colleges
and universities
working together
for educational
opportunity