

MARIETTA COLLEGE MCDONOUGH CENTER FOR LEADERSHIP AND BUSINESS

WINTER 2022

# TOWER NOTES





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Janet Bland

**Interim Dean of McDonough Center and  
McCoy Professor of Leadership Studies and  
Communication**

Robert McManus

**Assistant Professor of Leadership Studies**

Alexandra Perry

**Visiting Instructor of Leadership Studies**

Jon Rogers

**Adjunct Instructor**

Emily Schuck

**McCoy Associate Professor of Education and  
Leadership Studies**

Tanya Judd

**Engineering Leadership Certificate Program  
Coordinator**

Ben Ebenhack

**Administrative Coordinator**

Tracey Wynn

**Director of the Office of Community Engagement**

Amy Elliott

**Nonprofits LEAD Program Director**

Natalie Bradley

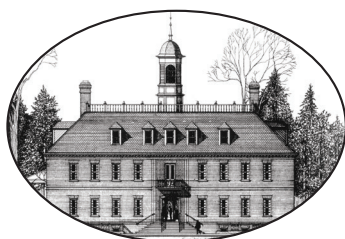
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## From the Dean

*Dr. Robert M. McManus*

Welcome to the Fall/Winter 2021-22 issue of *Tower Notes*. This magazine serves as the “annual report” for the McDonough Center for Leadership and Business at Marietta College.

As we highlight our programs and activities of our previous year, there are two stories that are of particular interest. The first is the passing of Dr. Gama Perruci after a long-fought battle with cancer. Dr. Perruci served as the Dean of the McDonough Center from 2003 to his passing on July 9, 2021. His presence is still felt and he is deeply missed by the students, faculty, and staff in the Center. Although I have stepped in to fill the role of Interim Dean, I am keenly aware that Dr. Perruci can never be replaced. Nevertheless, we have begun a national search for a new Dean of the McDonough Center that we hope to fill by Summer 2022. The other story featured in this edition of *Tower Notes* surrounds the merger between the McDonough Center and the Business and Economics Department. People’s Bank recently provided a generous gift of one-million dollars to support the merger. The McDonough Center and the Department of Business and Economics will work together to continue to “give back the gift” while being good stewards of People’s Bank’s generosity.



We also recently welcomed a few new staff and faculty members to the Center. This summer, Dr. Amy Elliott stepped into the role of the Director of the Office of Community Engagement. Dr. Elliott previously served as the Program Director for our Nonprofits LEAD program for five years. We also hired Natalie Bradley as the new Program Director for the Non-Profits LEAD program. Finally, we hired Dr. Jon Rogers and Emily Schuck as Instructors to cover several courses for the 2021-22 academic year in light of my serving as the Interim Dean of the Center in 2021-22.

Throughout the pages of this magazine, you will read of the continued work of the Center, the accomplishments of our students and alumni, and of the exciting plans for the year to come. I have no doubt that you will be pleased with the way the Center continues to “give back the gift.” Likewise, as you read the pages of this magazine, you will learn of the many changes coming to the Center.

Change is central to all of life – even the life of an organization. And, indeed, the Center is changing. Change is also fundamental to the nature of an academic institution. Every year there is a new class of students that walk the same path of the students who came before, and yet it is unique to them. Change can be scary, but it can also bring new opportunities and growth. It is our hope that we in the Center will embrace these changes with a renewed passion for developing students and their leadership potential while expanding the many ways the McDonough Center is able to “give back the gift” through the lives of our students and the communities they serve.

I hope you will enjoy reading this year’s issue of *Tower Notes*. I have to admit, it is bittersweet to write these words. “Bitter” in that Gama is not here to write them himself. Sweet in that he would be proud that the work of the Center continues.

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# College Mourns the Passing of Dr. Gama Perruci

**D**r. Gama Perruci, who joined the College in 1999 and served as the Dean of the McDonough Leadership Center since 2003, passed away on July 9, 2021, after a courageous battle with cancer.

"For the past 22 years, Gama has been a vital member of the Marietta College family, and he had a positive impact on a generation of students," said Marietta College President Bill Ruud. "We are all saddened to lose such a caring and devoted member of our community."

Perruci welcomed more than 1,000 students into the McDonough Leadership Program, and he made sure each one of them was challenged, but also cared for.

"Gama left his mark on hundreds if not thousands of students over his time at Marietta College," said Gene Neill '16, a member of the Marietta College Alumni Association Board. "I cannot speak for each of those individuals, but I can speak for myself when I say that in his way, Gama helped shape my life and I'll always be grateful to him for that."

Perruci also had a profound impact on his colleagues.

"Gama played a variety of roles in many people's lives," said Dr. Robert McManus, Interim Dean of the McDonough Center and McCoy Professor of Leadership and Communication. "In just my life, he played the role of my Dean, of course, but he was also my co-author and dear friend. His passing is a profound loss. His life is a testament to the McDonough Leadership Program's mission to 'give back the gift.' His is a living legacy, not bound by brick and mortar, but by flesh and blood of the alumni who continue to serve their communities far and wide. That is the kind of legacy that we should all be so hopeful to leave behind."

Dr. Tanya Judd, who started her Marietta College career in the Leadership Program and is now the Chair of the Education Department said, "I will miss him profoundly, but I also know that I will always see him in the work that so many of our alumni have done and will continue to do as the McDonough program and his legacy are continued after he is gone."

A native of Brazil, Dean Perruci was born January 2, 1962. He was recognized as a McCoy Professor in 2001. He authored and co-authored

multiple articles and books on leadership and leadership education including *Global Leadership: A Transnational Perspective*. Dr. Perruci also co-authored *Understanding Leadership: An Arts and Humanities Approach* with his colleague Robert McManus, which is now in its second edition. The late Dean also published *Teaching Leadership: Bridging Theory and Practice* with Sadhana Hall, Deputy Director of the Rockefeller Center for Public Policy and the Social Sciences at Dartmouth College. He served as the Interim Provost for two years (2011-13), while still maintaining

an active role in the McDonough Program.

Aside from his teaching, research, and administrative duties, Perruci served as a consultant for *The New York Times*, and for the Ronald Reagan Presidential Library. Perruci was the Past Chair of the Board of Directors for the International Leadership Association, a global nonprofit organization focused on the study and practice of leadership. He was also a frequent guest analyst for the London-based BBC World Service and Paris-based Radio France International broadcast to Brazil. He brought this experience to his service as a facilitator for the Young African Leaders Initiative. Through his work as an educator, author, and consultant, he influenced a generation of young leadership scholars and practitioners.

The McDonough Center hosted a memorial service for Dr. Perruci in September. Speakers at the service included: Cynthia Cherrey, President and CEO of the International Leadership Association; Sadhana Warty Hall, Deputy Director of the Nelson A Rockefeller Center at Dartmouth; Robert Pastoor, Chief of Staff and Vice President for Student Affairs at the University of St. Francis; Mark Miller, Professor of Mathematics at Marietta College; Ashley Wollam, a Marietta College

alumnus and member of the McDonough Advisory Board; and Caroline Perruci, Gama and Kathleen's oldest child of their three children.

Gama Perruci is survived by his wife, Kathleen, and their children, Caroline Perruci, Rebecca Perruci Payne (Christopher) and Alexander Perruci (Sarah Brunner), and his mother-in-law, Patricia Siler.







## Merger of B&E with Leadership Program

*Bill Ruud, President and Professor of Management*

As part of the College's ongoing commitment to adapt and innovate amid a changing higher education landscape, we are excited to announce the College will merge the McDonough Center for Leadership and Business with the Department of Business & Economics to create a new department. Peoples Bank recently pledged one million dollars to support the merger.

The combined departments will maintain the name McDonough Center for Leadership and Business. The College will begin a national search for a dean of the new program soon and this individual will be in place before the two programs are officially one department on July 1, 2022.

The combining of these two programs makes sense as we work to ensure the courses and majors within this combined program meet the expanding needs of today's business world and for leadership challenges of the future. This reorganization makes a strong statement about our commitment to enhancing our academic areas to ensure greater opportunities for our students, faculty and staff.

Marietta's Office of Academic Affairs took the lead more than a year ago to review the potential merger. That research resulted in finding alumni from each program who had positive experiences and are excited for potential growth, as well as faculty who are encouraged about the possibilities and looking forward to forging new partnerships. I spoke with our Provost, Dr. Janet Bland, throughout the review process and she has communicated to me many times that the integration of these two programs opens the door to growing both programs, and capitalizes on our strengths to provide a value

proposition that helps distinguish our graduates in a world that is always changing.

I want to thank everyone who has been involved with this merger as they have worked hard to get us to this critical point, and we are excited about the potential for this new program. Currently, the B&E program offers 11 majors in Accounting, Economics, Entrepreneurship, Finance, International Business, Land & Energy Management, Management, Marketing, Public Accounting, Sport Management and Supply Chain Management. Marietta College also offers a minor in Business.

Since the McDonough Leadership Program welcomed its first cohort of students in 1987, the curriculum has emphasized strong leader development locally, regionally, nationally, and internationally. With the merger, the College plans to seize on an opportunity to present leadership in a broader scope that will be appealing to all majors at Marietta College.

While the majority of Leadership students graduate with a certificate in the program, McDonough also offers a major in Global Leadership and a minor in Leadership Studies. The Leadership Program is also known for embedding multiple service opportunities into its curriculum that translate into students completing thousands of volunteer hours in the greater Marietta community. We are confident that this component of the program will grow even more through the merger. Students currently enrolled in majors, minors or certificate programs in either area will not see their degree programs impacted by the merger.

This is a proud day in Marietta College's history and we are excited about the future.



# The Fitzgerald Executive-in-Residence

Concerns about climate change associated with fossil fuel use have created tremendous pressure to decarbonize many processes. However, the alternatives are not without their own environmental issues. Large hydroelectric dams are viewed as environmentally detrimental, and there is pressure to remove some of them. Advanced batteries require elements that are mined in fragile environments such as the Atacama Desert in Chile. The problem is everything has an impact. There is an old saying, “Take only photographs, leave only footprints.” However, too many footprints are very damaging to the environment and can even erode hard rocks.



Waste-to-energy projects have the advantage that they are solving a waste problem by using it to generate energy. A successful waste-to-energy project eliminates waste, while providing an environmentally acceptable form of energy. Dr. Eve Sprunt will lead this year’s student team in selecting a concept around which to develop a waste-to-energy optimization project.

Sprunt was the 2006 President of the Society of Petroleum Engineers. In 2010, she received SPE’s highest recognition, Honorary Membership. She has 35 years of experience working for major oil companies. In 2013, Dr. Sprunt received the Achievement Award from the Society of Women Engineers. She was the 2018 President of the American Geosciences Institute. She was the founder of the Society of Core Analysts in 1985. Her S.B. and S.M. degrees are from MIT (Earth and Planetary Sciences) and her Ph.D. (Geophysics) from Stanford, being the first woman to receive a Ph.D. in Geophysics from Stanford. She has authored more than 120 editorial columns on industry trends, technology and workforce issues, 23 patents, and 28 technical publications. She is the author of *A Guide for Dual-Career Couples* and *Dearest Audrey, An Unlikely Love Story*, and co-author with Maria Angela Capello of *Mentoring and Sponsoring: Keys to Success*. She speaks and consults on both energy issues and women’s issues.

The participants in the 2021-2022 EIR Project will, either in small groups or individually, investigate different waste-to-energy possibilities at Marietta College and the surrounding area including: agricultural, industrial, and municipal waste. The participants will present to the EIR different ideas for possible projects and then select a single project to further refine in the spring semester. In the spring semester, the participants will develop a detailed plan for a specific waste-to-energy project. They will

- determine what must be in a comprehensive proposal;
- divide the work so that parts are done by small groups; and
- assemble a combined detailed plan to present to local stakeholders.

Finally, the team will present a plan for waste-to-energy utilization to local stakeholders who may be in a position to further investigate and implement the proposal.

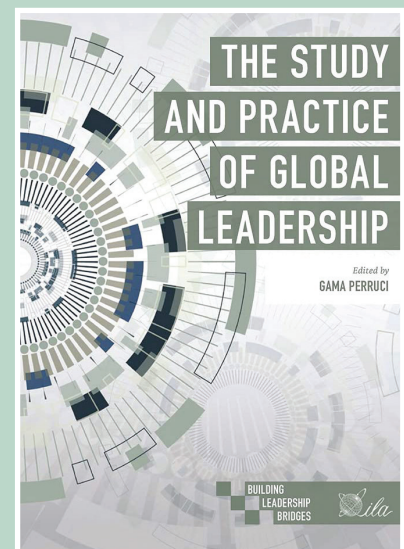
## PERRUCI PUBLISHES “THE STUDY AND PRACTICE OF GLOBAL LEADERSHIP

Before he passed this summer, Dr. Gama Perruci submitted his manuscript for his edited volume *The Study and Practice of Global Leadership*.

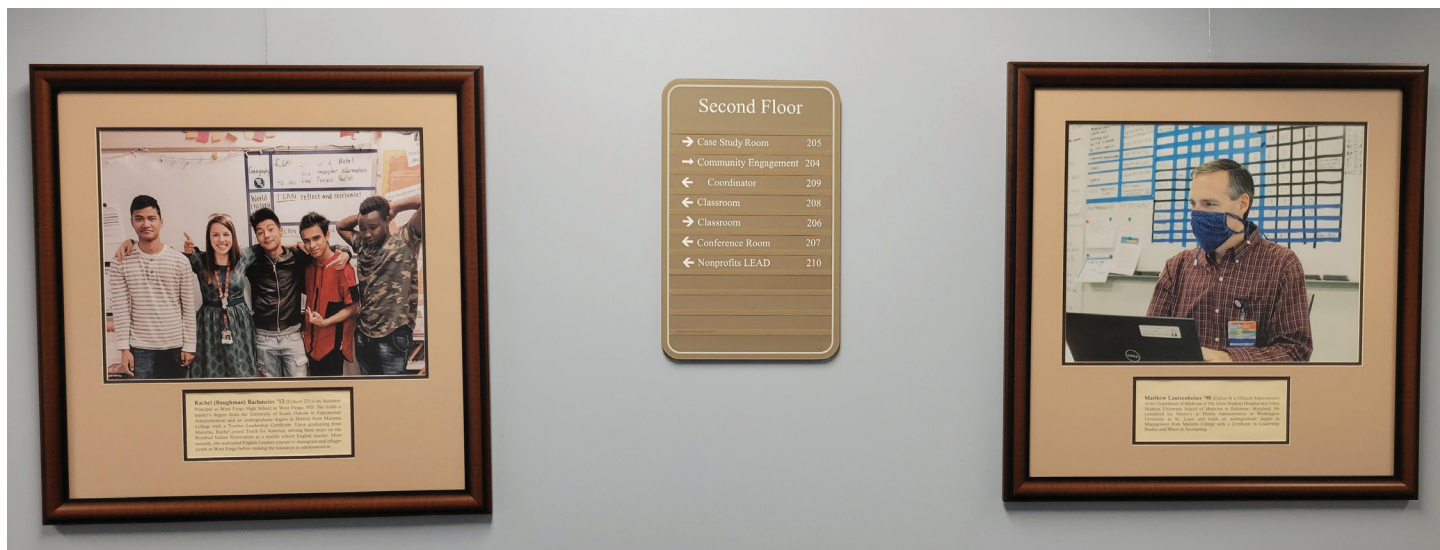
“As the world becomes increasingly interconnected and cross-cultural contexts gain prominence, leaders can no longer ignore the global dimensions of leadership,” Perruci wrote. “The way we study leadership must be informed by processes that take place beyond and across borders. The way we practice leadership cannot ignore the cultural basis of our thoughts and actions.”

ILA President and CEO Cynthia Cherrey shared in the introduction to the book “This book is dedicated to Dr. Gamaliel Perruci. His legacy lives in his students, family and friends, and his wonderfully insightful books, like this one. Gama was a courageous and kind leader, and we are fortunate to have had him in our lives. Gama’s mantra was ‘give back the gift.’ And he certainly did through his service as board chair for the International Leadership Association. This book was his last gift to the leadership field. In his native Portuguese, we say: ‘Muito Obrigado, Gama!’”

The book is a part of the International Leadership Association’s Building Leadership Bridges Series and is available at standard online book retailers.







## New Pictures on the ‘Living the Mission’ Wall

**W**e added two pictures this past summer to the McDonough Center building as part of the “Living the Mission” initiative – Rachel Baughman Bachmeier '12 (Cohort 22) and Matthew Lautzenheiser '98 (Cohort 8).

Bachmeier is an Assistant Principal at West Fargo High School in West Fargo, North Dakota. Upon graduating from Marietta College, Rachel joined Teach for America, serving three years on the Rosebud Indian Reservation as a middle school English teacher. Most recently, she instructed English Learner courses to immigrant and refugee youth in West Fargo before making the transition to administration.

Lautzenheiser is the Clinical Administrator of the Department of Medicine at The Johns Hopkins Hospital and Johns Hopkins University School of Medicine in Baltimore, Maryland. He completed his Master’s in Health Administration at Washington University in St. Louis and holds an undergraduate degree in Management from Marietta College with a Certificate in Leadership Studies and Minor in Accounting.

The main mission of the McDonough Center is to “give back the gift” by preparing young leaders to lead a purposeful life in service to others. The “Living the Mission” initiative highlights the variety of ways that our graduates are giving back to their communities, country, and even the world. The graduates’ portraits are displayed on the second floor of the building, where the classrooms are located.

## DoD Smart Scholars Program

**A**lex Fries '23 was recently awarded a SMART Scholarship through the United States Department of Defense. The SMART Program’s goal is to provide the Department of Defense with highly skilled individuals pursuing degrees critical to National Security. As a SMART scholar, recipients receive full tuition for up to five years, a living stipend between \$25,000 and \$38,000 a year, healthcare and book stipends, a summer internship at a scholar’s sponsoring facility, and a mentor within the Department of Defense. In return, scholars agree to work full time following graduation of their sponsored degree with the Department of Defense. “One of the things that differentiated me from other applicants was the McDonough Leadership Program,” Fries said. “The McDonough program’s emphasis on critical thinking, inclusion and service to others provided me with the ability to truly be successful in Computer Science. Thanks to Dr. Perruci and Dr. McManus, I have the amazing opportunity to serve the United States as well.”





# Announcing the 2021-2022 Entrepreneur Executive-in-Residence

FOUNDER OF EPIC MISSION TO SERVE AS THE THIRD VEIR

**J**eremy Turner, Founder and Managing Director of EPIC Mission, is scheduled to visit Marietta College during this academic year as the third Visiting Entrepreneur in Residence, a program supported by McDonough Center for Leadership and Business.

During his visits, Turner will visit various classes as a guest speaker, coach PioBiz Competitors on their business plans, hold focus groups with entrepreneurship students, and meet one-on-one with entrepreneurship faculty.

EPIC Mission is a Huntington-based coaching and consulting firm that exists to help build and restore thriving, resilient, hope-filled communities across Appalachia and beyond by providing strategy, sustainable innovation, and capacity building services to community change agents across the United States.

A native of Huntington, West Virginia, Turner holds a BA in Psychology from Marshall University and an MBA with a focus on Entrepreneurship and Family Enterprise from Louisiana State University at Shreveport. He is currently pursuing a Doctorate in Business with a focus on Management and Entrepreneurship from Marshall University.

Turner, a sought-after coach, consultant, speaker, and trainer, is a DISC-Certified Behavioral Consultant and holds additional certifications in LEAN Stack, GrowthWheel, and InBIA's Entrepreneurship Center Management program.

Turner has worked with many organizations on topics including educational content production, program development, strategic planning, organizational development, community needs assessment, business modeling, fund development planning, and social enterprise development to name a few.

In addition to his work with EPIC Mission, Jeremy is an entrepreneurship instructor in the Brad D. Smith Undergraduate School of Business within the Lewis College of Business at Marshall University and has served as a Business Coach for the West Virginia Governor's School of Entrepreneurship.

Turner also serves as an Executive-in-Residence within the Lewis College of Business at Marshall University.

Jeremy is the Co-Founder of Huntington's first coworking space, CoWorks, and Jewel City Jumpstart, a 12-week program where entrepreneurship students at Marshall design and launch new ventures and pitch to local angel investors for funding to fuel their passion.







## Announcing the 2021-2022 Schwartz Leader-in-Residence

**J**ohn DeMita, a veteran actor and director based in Los Angeles currently serving as the Language Production Manager for the United States and Canada at Netflix, has been named the 2021-2022 Schwartz Leader-in-Residence (LIR) at Marietta College. DeMita also has an extensive background in education, most recently as an Associate Professor of Theatre Practice in the University of Southern California's School of Dramatic Arts. The Department of Theatre is hosting the 2021-2022 LIR.

"I believe it is very important for a teacher of acting to be a regular practitioner of his/her craft," DeMita said. "Acting theory is only part of what we can share with our students; it is also vital to give them current and relevant information about the professional world."

This year's LIR project, entitled "The Profession of Voice Acting," provides students with hands-on experience learning and practicing the skills necessary to succeed in one of show business' fastest-growing performance fields. DeMita will work with students in person and online to guide them in the creation of a range of characters geared towards different target markets in the voice acting profession. At the culmination of this year-long experience, students will have created and polished materials that they can turn into demo reels which can be submitted to potential employers in the field.

Theatre department faculty member Melissa Hill Grande is excited that DeMita will be able to share his wealth of knowledge and experience with her students. Grande shared that "we always look for new opportunities for our students to learn and grow, and bringing John into our department for the year connects them to someone who has worked at the highest levels as a voiceover actor and director." A sampling of his acting resume includes the films "Princess Mononoke" and "The Lego Batman Movie," and video game series including "Final Fantasy" and "Dynasty Warriors." On the other side of the microphone, DeMita's voice directing credits include the English language dubs of films and television shows based all over the world.

DeMita earned a B.A. in Theatre Studies and English from Yale, and an M.F.A. in Acting from the ACT Conservatory.





## McDonough Professor wins Harness Award

**D**r. Alexandra Perry recently won Marietta College's Edward G. Harness Outstanding Educator Award. The award recognizes Marietta College faculty for their high level of commitment to the education of students inside and outside of the classroom. Criteria for the award includes: demonstrating excellence in classroom teaching, exhibiting outside of class focus on student engagement within the discipline, and preparing students in a variety of ways for lifelong learning in their discipline or profession. Perry said:

*"I am honored to have won the Harness award, particularly in a year when COVID prompted the faculty to do so much innovative teaching in response to remote learning and social distancing. I was honored to have been nominated and recognized, and I believe this underscores the commitment that Marietta College has to excellence in undergraduate teaching."*

Interim Dean, Robert McManus, said, "I cannot think of anyone more deserving of this award than Dr. Perry. She has a deep rapport with her students. She brings a wealth of knowledge to the classroom. Most people don't realize that Dr. Perry has authored and/or edited five books, in addition to being a sought-after consultant in the field of ethics and leadership. Marietta College is fortunate to have a scholar who also has a love and passion for teaching. It's a rare and highly desirable combination of skills in a faculty member."





## McDonough Scholar Award Recipients

**D**uring the 2020-21 academic year, McDonough Scholars received many awards in recognition of their various achievements. We are grateful for the support that our donors provide, which makes it possible for the Center to recognize outstanding leaders.

**Outstanding First-Year McDonough Scholar** is awarded annually to recognize first-year student(s) in the McDonough Leadership Program who have demonstrated academic excellence and commitment to the values of the McDonough Leadership Program: Allison Barnes '24, Kayla Bradley '24, Natalie Chase '24, Kennedy Couch '24, Kayla Gamble '24, Kelly Levering '24, Ava McMeans '24, Rachel Schofield '24, Derek Witsberger '24 and Auva Zandi '24.

**Robert E. & Sally S. Evans Civic Engagement Internship Grant** is awarded annually to a deserving leadership student who is committed to spending a summer in Marietta as an intern in a nonprofit organization. Kyra Cutsail '23.

**The Michael J. Conte Educator as Leader Award** is awarded annually to an outstanding McDonough Scholar majoring in Education and pursuing the Teacher Leadership Certificate track: Kirstin Carpenter '22, Emma Christman '22, Laila Hakki '22.

**The Sherrill Cleland Prize in Leadership** was established by the Board of Trustees upon President Sherrill Cleland's retirement in 1989 to recognize Dr. Cleland's efforts to instill qualities and skills of leadership as a major component of Marietta College's educational program during his 16 years of personal leadership: Lauren Eakle '21, Elle Kemp '21, Katie Kitchen '21, Beth Labar '21 and Leah Seaman '21.

**Outstanding Engineering Leadership Prize** is awarded annually to recognize graduating seniors who excelled in the Engineering Leadership Certificate track: Torri Clarchick '21 and Zach Freund '22.

McDonough Scholars also received numerous awards in their various academic departments and College functions. We are pleased to recognize these McDonough Scholars:

**New Members of Omicron Delta Kappa**, the leadership national honor society:

Laila Hakki '22  
Callie Heft '22  
Ashton Helmke '22  
Rowan Henderson-Bernard '22  
Michaela Hess '22  
Emily Kinney '22  
Elizabeth Labar '21  
Cole Longcor '23  
Shelby Millheim '22  
Jaclyn Mulvain '21  
Ryan Reidy '22  
Embrey Roberts '21  
Maribeth Saleem-Tanner (Staff)  
A.J. Sallee '22  
Keita Satio '22  
Catherine Wadih '22  
Braeden Wallace '22

**Class Salutatorian (Commencement 2021):** Katie Kitchen '21



**William Bay Irvine Medal** was established by Student Senate on behalf of the student body and is awarded annually at Commencement to the outstanding student of the senior class. The recipient is selected on the basis of the degree and extent of involvement in student participating activities, and loyalty and service to Marietta College: Katie Kitchen '21.



**Jewett Prizes** are given annually to the members of the graduating class whose orations, in competition with other aspirants, are judged most excellent in composition and delivery. The first-place and second-place recipients deliver their orations during Commencement. This year, McDonough Scholar Leah Seaman '21 took second place.

## McIlroy – MBAA International Conference Paper

### ECONOMICS CAPSTONE PAPER PRESENTED AT MBAA INTERNATIONAL CONFERENCE

**K**atie McIlroy, Economics & Political Science '21, presented her capstone project paper entitled, “How do Misery Index Levels Impact Income Inequality Within the United States?” at this year’s MBAA International Conference held virtually in March. Working under the guidance of Dr. Bizuayehu Bedane, she examined the effect of inflation and unemployment on income inequality in the United States. Specifically, her research weighs the impact of the misery index (the summation of unemployment and inflation) on income inequality as measured by the Gini coefficient.

McIlroy plans to attend The University of Cincinnati Law School in the fall. She credits the opportunity to conduct undergraduate research while at Marietta College as preparing her for this next phase of her adventure. “I find it to be extremely special that I had the opportunity to partake in this type of undergraduate research. I think this is one of the things that makes Marietta College exceptional. Conducting undergraduate research has really set the stage for me.”

## McCleary – PioBiz Winner

**A**ustin McCleary '22 won back-to-back rounds of Marietta College’s PioBiz competition with “The Car Library” concept.

McCleary, who is majoring in Actuarial Science, won \$400 for having the top idea in the entrepreneur competition. In March, he also finished first with the same idea and received \$190.

In the second round, McCleary and the other competitors pitched six ideas during the round that is called Proof of Concept. PioBiz is a three-round business start-up competition with a final award of up to \$10,000. The competition is open to all Marietta College students and their partners.

During the second round, competitors must test the validity, practicality, or marketability of the proposed solution (product or service) by building a prototype, gauging potential customers’ and other stakeholders’ interest via primary or secondary research, and listing the sources of cost and revenue.

McCleary’s nonprofit concept is designed to temporarily provide cars to individuals in financial need so they can travel to and from work to help them save money to buy their own car.

Finishing second and receiving \$350 was Sydney Stek '23 and Lily Krajewski '23 with Muddy Hands Clay Studio, a creative safe haven for community members to create original art with fresh clay as well as premade bisque ware. Both students are majoring in Psychology.

Devin McFarland '23 finished in third place and received \$300 for his idea, Shower Sleeve.

Allison Barnes '24, who is majoring in Entrepreneurship, finished fourth and received \$250 for her concept, Art on the Move. Barnes is proposing a service that brings art classes to the learners, and the company would have a simple mission: to help people enjoy art.

Rounding out the top five was Amadeus Perry '24, who is majoring in International Business, with Putnam’s Place. Perry received \$200.

Each judge assigned a score between zero to 40 points to each project. Also, each webinar participant had one vote (one point). The top five ideas were determined by adding up the judges’ points to the webinar participants’ points.

The judges were Milt Haynes '97, Commercial Credit Officer at Riverview Credit Union and entrepreneur; Julie Jeffries '93, Founder of Not Your Momma’s Vegetables; Faith Knutsen, Director of Social Innovation & Entrepreneurship at Ohio University’s Voinovich School; and Tres Ross '97, Executive Director at The Ross Foundation.







## New People and New Roles at the McDonough Center

The McDonough Center family welcomed a few new members this fall.

Dr. Amy Elliott came to Marietta College in 2016 to direct the Nonprofits LEAD capacity building program and was promoted to Director of the Office of Community Engagement this past summer. She has an extensive background in facilitating organizational and personal change and development, as well as experience in both the for-profit and non-profit sectors, including founding and leading organizations in both areas. She is a trustee of the Memorial Health Foundation, a Bronze Award Leader for Girl Scouts, and a lifetime member of the Marietta Welfare League.

Natalie Bradley is the new Program Director of our Nonprofits LEAD program. Ms. Bradley is originally from the Mid-Ohio Valley area. She holds a Bachelor of Arts in Liberal Studies from Ohio Valley University with a minor in Education. For many years, she has been involved in the local nonprofit community where she assisted with fundraising, marketing, and special events.

Dr. Jon Rogers is a Visiting Instructor of Leadership Studies. He is teaching several courses in McDonough's core curriculum. Dr. Rogers' holds a doctorate in Pedagogy and Philosophy from Montclair State University, and Master's degrees in Education from Montclair State and Applied Ethics from Bowling Green State University. His doctoral work centered on educational leadership and issues of identity in professional education. Dr. Rogers' research interests are around leadership in the energy industry and sustainability.

Emily Schuck is the Assistant Vice President for Enrollment Management and is pursuing a Ph.D. in Leadership from Concordia University (Chicago). She joined the McDonough Faculty as an adjunct faculty member teaching Organizational Leadership and Theories and Models of Leadership.



Dr. Amy Elliott



Natalie Bradley



Dr. Jon Rogers



Emily Schuck

## Community Engagement Continues through COVID

While COVID safety protocols limited the ability to engage with the community in traditional ways, the Office of Community Engagement (OCE) leveraged creative thinking, virtual meetings, and a strong network of community partnerships not only to maintain engagement, but to expand reach and impact in the 2020-2021 academic year. OCE-supported student service efforts reached thousands of people this year, touching lives locally, regionally, and internationally.

LEAD 101 and LEAD 240 fall semester service learning classes organized a variety of projects, including donation drives for local schools, an "Amazing Race" activity on campus to raise awareness around mental health, partnerships with Go Packs and Betsy Mills Club to provide resources for local kids, and a basket raffle to bring in funds and donations for food pantries. In all, LEAD 101 Classes organized eight volunteer and philanthropy events for Make a Difference Day, and LEAD 240 classes implemented 16 additional fall community action projects.

Campus Wide service with OCE also continued throughout the fall. Several groups, including women's soccer and women's lacrosse teams, worked with Buckeye Hills Regional Council to pack 6000 hygiene kits for seniors. With doors of their warehouse open for air circulation and groups of masked volunteers, kits were packed over the course of four different service days for distribution to senior housing, senior centers, and community action agencies in Athens, Hocking, Meigs, Monroe, Morgan, Noble, Perry, and Washington counties. This project helped

facilitate the delivery of approximately \$50,000 worth of supplies into our region.

In January, a robust partnership developed between OCE and the Washington County Health Department to support their community-wide COVID vaccination clinics. OCE collaborated closely with the Health Department to set up online registration for student volunteers, community volunteers, and EMT volunteers. At the same time, OCE worked with faculty to connect students majoring in pre-med, health science, athletic training, and other relevant fields with the Health Department for volunteer opportunities, and also publicized outdoor volunteer opportunities with the clinics to faculty, staff, and students. Throughout the spring, almost 90 campus and community volunteers assisted with 26 vaccination clinics.

Additional campus service projects in the spring semester took place on campus, and included packing 270 Go Packs Spring Break and Summer boxes, writing notes to local seniors at the O'Neill Center, and partnering with Marietta Main Street to support their Love Local Boxes in which students packed 200 boxes that generated over \$17,000 in revenue for participating businesses. We adapted to social distancing and occupancy limits by stretching out the duration of projects to be completed by smaller groups over a longer period of time. In the case of our Go Packs boxes, rather than completing boxes in a couple of hours with over 100 volunteers, the same number of boxes were completed over the course of about a month through small groups of three to ten volunteers at a time.

## OCE Partners with the Office of Diversity and Inclusion for Education, Reflection and A Campaign of Hope

OCE worked close with the Office of Diversity and Inclusion and offered an ambitious slate of fall and winter programming focused on issues of diversity, equity, and inclusion. As we worked to continue building relationships with community partners throughout pandemic restrictions, OCE organized Transformation Tuesdays – Skills for Stewardship (October 6th, 13th, 20th, and 27th) Weekly 45-minute workshops to build knowledge and skills in key areas for social change, including exploring identity, facilitating dialogue, and more. These workshops were co-facilitated by the Office of Diversity and Inclusion and open to students, faculty, and staff. OCE and the Office of Diversity and Inclusion also co-hosted a virtual speaker event: The Business Case for Generational Diversity & Inclusion with Raven Solomon.

**MLK Day 2021 “A Campaign of Hope”:** Since COVID restrictions prevented hosting a large indoor gathering and classes were held on Dr. Martin Luther King Jr. Day, OCE re-envisioned our one day MLK celebration as launch of six weeks of service partnerships, discussion and educational activities, and reflection opportunities that asked our campus community to commit to active service, reflection, and hope. Building on the momentum of successful fall projects and workshops, over 170 members of the campus community pledged their participation in one or more programs or events that honored Dr. King’s legacy during January through April, 2021.

Events to commemorate the day included a virtual vigil on MLK Day (38 registrations), as well as links to view celebrations from across the country (45 registrations). OCE also worked closely with the Education Department to support and sponsor student-led virtual book discussions on MLK day and partnered with Professor Jolene Powell to assist with the creation and promotion of an interactive “Privilege Audit” exhibit in Gallery 310 that opened in March (56 registrations).

Finally, we partnered with the Office of Diversity and Inclusion to promote a series of virtual education and reflection events open to all students, faculty, staff, and community members. Our ability to share these programs as recordings after the fact increased our reach and engagement as well.

OCE worked in consultation with the Office of Diversity and Inclusion to implement an email based 21 Day Racial Equity Challenge in both fall and spring, with a total engagement of almost 300 registrations. We also offered “Transformation Tuesday” workshops that built skills in key areas for social change.

We also formed a new internal collaboration with Marietta College Education department to engage local school personnel in partnership with our campus community for conversations on diversity and educational access. The Education Department and The Office of Community Engagement offered a social justice and education themed book discussion on MLK Day. Education interns—students trained by faculty in the department—led these small group discussions. Discussions were held via Zoom from noon to 1:00 p.m. on Monday, January 18, and all students, faculty, and staff as well as community members were invited to participate. All participants were provided with a box lunch as well as a free copy of the book they chose to discuss.



### NATIONAL SOCIETY FOR LEADERSHIP AND SUCCESS

OCE also launched the Marietta College Chapter of the National Society for Leadership and Success (NSLS), a national honor society. 113 students joined NSLS this year. 75 of these students completed the Foundations of Leadership training program to achieve full induction. We also recruited and trained a three-member student executive board who will continue to promote and develop NSLS programming opportunities across the campus. This fall, we are hopeful that group events will be able to be safely organized and that the NSLS will be able to host live-streamed viewings of the speaker broadcast series that will be open to any member of the campus community. Speakers this year included actor Jack Black, King Center Director Dr. Bernice King, Microsoft founder Bill Gates, and former President George W. Bush.





## Author Ann Mei Chang Provides Keynote Address

On June 15<sup>th</sup>, 2021 Nonprofits LEAD welcomed Ann Mei Chang, the author of *Lean Impact: How to Innovate for Radically Greater Social Good* to the virtual stage for a keynote address. “This virtual address took the place of our in-person conference this year,” said Dr. Amy Elliott, Nonprofits LEAD Program Director. “We were extremely pleased to bring in such a big name and a wealth of information for our nonprofit audience.”

Ann Mei Chang is a former Silicon Valley engineer and executive with over 20 years’ experience at companies such as Google, Apple and Intuit. She was on the team for a number of for-profit startups before moving over to the social sector (nonprofit) to serve as Chief Innovation Officer at USAID. She has since been hired as the new CEO of Candid, the company that houses the now combined forces of Foundation Center and Guidestar. Her unique perspective and rich stories of inspiring lessons that span the sectors including case studies of real nonprofits help us rapidly adapt to the changing world and create programs and services that will move forward any mission-driven organization.

After the address, the Social Enterprise Ecosystem team from Ohio University’s Voinovich School, lead the participants in breakout rooms for discussions on the key strategies outlined in the book and how the processes and concepts can be applied in the organizations in which we work and volunteer. Those conversations brought forth some really enlightening stories and points of view from the participants that were then shared in a follow-up report out with the whole or the participants when brought back together.



Two lucky organizations each won a half hour consulting call with Ann Mei Chang herself in a random prize drawing that was held at the end of the event. Those organizations were Habitat for Humanity of the Mid-Ohio Valley and GoPacks, a Marietta based organization that fights food insecurity. “Ann Mei Chang’s presentation was timely for our organization and gave us the nudge we needed. *Lean Impact* encouraged us to just get started. Her message that social impact can be achieved by starting small was important. As a result, Habitat is piloting a small-scale owner-occupied home repair program this fall. Starting with a pilot helps us manage the risk involved with a new program and allows us to tweak and grow the program as we learn,” said Robin Stewart, Development Director for the Habitat for Humanity of the Mid-Ohio Valley. Heather Warmer, the Executive Director of GoPacks, added: “Not only does Nonprofits LEAD foster local collaboration and support, they empower organizations by bringing in national experts and cutting-edge ideas, such as Ann Mei Chang.”

Thanks to the generosity of The Parkersburg Area Community Foundation, everyone who registered for the program received a free copy of *Lean Impact*. The program was also sponsored by James Wilson ’69 and his SLOFT Consulting Group, Huntington Bank, The Ohio University Center for Campus and Community Engagement and The Athens County Foundation. The Marietta College Entrepreneurship Program provided marketing and outreach to its audience as well making the program a huge success.

## Nonprofits Shift Organizational Culture

As the great need for employee wellness has become more apparent, Nonprofits LEAD programming was developed to be responsive to that need. “We wanted to shift the nonprofit organizational culture in the ways that all signs pointed to the need for change,” said Amy Elliott, Nonprofits LEAD Program Director, “from one of work-until-you-burnout to one of team wellness, by changing what we know, what we pay attention to and what we reward.”

The United Way Alliance of the Mid-Ohio Valley co-designed and sponsored this program, which allowed Nonprofits LEAD to team up with the best resources for the mission by bringing in Nonprofit Wellness, LLC. and Ethos Leadership Group. The program was delivered virtually over the course of 6 months to a cohort of nonprofit leaders ready to become Wellness Coordinators for their workplaces. Ethos Leadership group provided the cohort with information and tools for changing the culture of an organization while Nonprofit Wellness, LLC. provided the science behind wellness and its connections with improved productivity and outcomes in the workplace. Nonprofit

Wellness, LLC. taught the cohort of coordinators techniques for creating a well workplace. To ensure that the program supported the new coordinators in getting their staff invested in the new wellness culture, Pamela Santer, Program Coordinator for the Wellness Center at West Virginia University, Parkersburg, provided group wellness activities for all of the staff at the participating organizations.

“The results of a program like this one need to be measured in terms of long-term impact”, said Elliott, “but we love what we are seeing so far.” One new wellness coordinator from a nonprofit that works with neglected and abused children said, “I can say going through the program has offered much insight to myself and others on how to build a wellness program. I have gained more knowledge on providing for my own wellness. It has given our agency the opportunity to allow individuals to take ownership of better self-care practices ... We are also working to increase our vulnerability with each other to build trust within the entire organization.”

## NextGen Students and Alums featured on MC Day of Giving

Each February 14 — Founders Day — we celebrate the love we have for Marietta College by hosting our annual Day of Giving. In 2021 we also highlighted the love we have for our larger community by offering an online panel discussion between NextGen students and nonprofit leaders from throughout the region.

This unique opportunity allowed alumni and friends of the College to learn more about the myriad ways today's Pioneers are active in the greater Marietta community, and to hear directly from the nonprofit partners who benefit from partnering with these emerging leaders.

Twenty members of The Long Blue Line joined us for the online event which was followed by a "Pioneer Power Hour" in which each gift was matched with an additional \$50 donation. That particular hour was the most active during the two-day campaign, with 94 donors contributing more than \$10,000 to the College.

Student, alumni and community participants in our Love for the Community Panel included:

- Susan Allender is the Executive Director of Washington County Harvest of Hope.
- Rowan Henderson-Bernard '23 is majoring in International Leadership Studies with a double minor in Organizational Social Responsibility and Gender Studies.
- Elle Kemp '20 was a NextGen student and she has been serving on the board of directors for The Right Path for Washington County since 2019.
- Dr. Heather Kincaid is Dean of Health & Sciences at Washington State Community College, and has been a member of Harvest of Hope for five years and serves as a mentor to our NextGen students on that board.
- Cole Longcor '23 is a Journalism, International Leadership, & Political Science Triple Major.
- Megan Marshall '23 is majoring in Environmental Science and minoring in Marketing and Leadership, as well as a Lacrosse player.
- Marcus McCartney is the Agriculture and Natural Resource Educator at the Ohio State University – Extension in Washington County.
- Abbey McNaught '22 is a Middle Childhood Education Major from Heath, Ohio. She is obtaining a certificate in Teacher Leadership through the McDonough Leadership Program.
- Emily Vigue '19 is the Program Manager at the Foundation for Appalachian Ohio. Emily was a student in the Nonprofit LEAD program and served on the Harvest of Hope board during her time at MC.
- Kerry Jean Waddle serves as the Director at the Betsey Mills Club
- Dr. Tasha Werry founded Building Bridges to Careers in 2012 to further connect students, teachers, and parents to business and community adults in order to increase career awareness for students. She currently serves as its Executive Director.

"Our annual Day of Giving is an important fundraiser for the College, but it's also a celebration of all we love about Marietta College and our community. This was a wonderful opportunity to highlight the many ways in which today's Pioneers show that love by supporting the nonprofit organizations in our region. The Long Blue Line was truly inspired by their passion, and excited to invest in the future of these emerging leaders."

– Kathryn Gloor, Senior Director of Annual Giving

## Learning Group focuses on Anti-racism

"We have always told our nonprofit community that if they ask for it, we will provide it to the best of our ability," said Amy Elliott, Nonprofits LEAD Program Director, "and we were asked to provide a space for learning and open exchange about race issues in our country." The result was a learning group based on the book *How to be an Anti-Racist* by Ibram X. Kendi that ran from January to June of 2021. The participants were all provided with the book and the accompanying workbook. Much of the work was done on an individual level, but the learning group came together on a monthly basis to share thoughts, feelings, experiences and ideas. Leading the discussions was Monica Jones, former Director of Diversity and Inclusion at Marietta College. "Monica was wide open. It was obvious that her only agenda was the development of the people in the group at their own comfort level and own pace," Elliott said.

The participants themselves were also very open to the points of view of Kendi, Jones and one another. The shift from 'racist' as indelible pejorative label on an individual to 'racist' as adjective for each separate action, thought and policy was monumental to many in the group. "My understanding of systemic racism was a dramatic overhaul for me personally," said one participant. "The call to take action and need to become anti-racist and share this knowledge with others has become a significant and exciting challenge for me to continually pursue on a daily basis!"

And while some participants came out of the experience determined to share their knowledge, others felt more prepared to act. "The anti-racist learning group has widened my understanding of the deeply rooted structures that uphold and prolong racist policies and systems in the U.S. Whether we know it or deny it or ignore it, we are all affected by these structures and it is up to us, individually and collectively, to make changes that can bring us closer to a more equitable society. I learned that it starts with the person, with me and with you. My involvement with the Racial Equity Coalition ... has been integral for my growth as a person of color and as a resident of the Mid-Ohio Valley, and this learning group has shown me how I can be a more participatory agent of positive, radical change not just as a member of the coalition but also of the human race."









## McDonough Student Studies Abroad

Alexis Scadden '22

This past Summer, Alexis Scadden traveled to Seoul, South Korea, to study at Korea University for six weeks. While there, she took classes, traveled to various parts of the country, and blogged for the Office of Education Abroad. Alexis said, "Truly connecting with the culture of Korea was amazing despite the restrictions placed due to COVID-19, and I hope to be able to visit again in the future." Alexis will graduate this spring with majors in International Leadership Studies and International Business.



## Selamta Update

By: Rowan Henderson-Bernard '23

I began working with Margaret Hoffer and The Selamta Family Project in the Spring of 2020, not long after the beginning of the COVID-19 Pandemic in the US. The Selamta Family Project is an Ethiopia-based non-profit organization focused on giving children stable and loving families for youth in Ethiopia who have lost their families or homes. The vast majority of Selamta's work involves offering programs and resources to these children to ensure their personal, mental, and physical development. At the time the Volunteer and Trip Coordinator, Margaret Hoffer '06, brought me on board, she was looking for help in facilitating Selamta's (now virtual) Summer English Camp for some of their school aged children seeking to better their English skills as well as the development of some mentorship/secondary school mentoring programs for their high school students. When I joined Selamta, I hadn't really expected much besides something to keep me busy and make myself useful during the COVID lockdown; what I gained was far more than that.

Working with Selamta was unlike any other project I had taken on in that I had never experienced the sort of relationship being modeled by Selamta's American and Ethiopian branches before. It reminded me of a lesson our former Director of Community Engagement, Maribeth Saleem-Tanner, taught us in LEAD 240 about the importance of intentional altruism in this line of work and how it looks in practice: in other words, the difference between helping and thinking you are helping. In order to avoid falling into an ignorant (albeit often good-intentioned) savior mindset, one must assume a position of remarkable intentionality when engaging with change making organizations. On the surface it appears to be a time consuming and nuanced way to move through life; however, working with Selamta, it became clear that the benefits of this model far outweigh whatever costs there may be.

There was a firm understand amongst everyone I worked with at Selamta that the Americans operated in a strictly supportive role to the Ethiopian Headquarters. Any decision we made or program we put forth had to be cleared by the Ethiopian directors, and rightfully so. This sort of intentional relationship is one of the main factors contributing to their success as an organization because it preserves the integrity and authenticity within the communities they are attempting to aid. In using this philosophy, Selamta is able to have a remarkable partnership with a number of international community members that enables them to create change in holistic way that is in line with their organizational values. Working with Selamta in this capacity showed me the practical application of this lesson I learned in the classroom and the undeniable importance of taking the time and effort to do the work in a thoughtful manner.







## McDonough Partners with the Honors Program

**T**he McDonough Center partnered with the Marietta College Honors Program in hosting a trip to Washington, D.C., October 9-11, 2021. Fifteen students went on the trip, which was subsidized by both programs. Dr. Robert McManus, Interim Dean of the McDonough Center, and Dr. David Brown, Director of the Honors Program, served as the trip leaders. The students attended a performance of the National Symphony Orchestra, visited the Smithsonian museums, and explored Arlington National Cemetery and various monuments on the National Mall. In a particularly poignant moment, Tyler Walker '22, President of the Marietta College chapter of the ATO fraternity, found the name of one of his fallen brothers on the Vietnam Memorial and made a rubbing to bring back to the members of the fraternity. The McDonough Program and Honors Program will offer a trip to students to New York City in the fall of 2022. Historically, about 70 percent of the students in the Honors Program are also in the Leadership Program.





## McDonough Scholar Presents at National Conference as Part of Investigative Studies Fellowship

Andrew Novak '22 presented his work on Trauma-Informed Leadership at the Annual American Philosophical Association Conference in January of 2021. Andrew's work, which he began to explore as part of his LEAD 201 course, was part of a one semester Investigative Studies fellowship that awards students who focus on a mentored research project. Andrew developed an innovative approach to leadership that suggests that leaders have an obligation to become trauma-informed in order to successfully engage with and serve their followers. Trauma-Informed Leadership builds on Maslow's Hierarchy of Needs and has five factors: safety, education, mutuality and empowerment, cultural and historical obstacles, and maintenance. In his APA presentation, Andrew gave an overview of Trauma-Informed Leadership, and talked about how it could be applied in the context of high school education. Andrew was the only undergraduate presenter in the conference's main stream.



## Honors Thesis

Leah Seaman '21 recently wrote an honors thesis examining the depiction of female emotion as seen through the work of Italian Renaissance artists Artemisia Gentileschi. The 149-page thesis analyzed the perspectives on the Italian Renaissance's gendered norms utilizing feminist criticism and historical analysis. Seaman said:

*Actively completing an honors thesis was one of the most challenging and rewarding projects of my collegiate career. Not only was this task both mentally and intellectually rigorous, but it also required a level of dedication and persistence that I had not previously known I possessed. I am forever grateful for how this thesis increased my academic capacities . . . Getting to learn about and tell the story of Artemisia Gentileschi was a game changer for me in my personal journey as a woman artist. As Gentileschi wrestled with the patriarchal constraints of her day, so too did I wrestle with the self-awareness I gained from my research of her life. I interact with this world quite differently after learning more about feminism and the ways my foremothers fought for equality and a voice.*

Seaman's thesis committee was composed of Professor of Art, Jolene Powell; Associate Professor of Gender Studies, Dr. Dawn Carusi; and Professor of Leadership and Communication, Robert McManus. Seaman graduated with the rare distinction of College Honors for having completed both the honors curriculum and an honors thesis.





## Petroleum Engineering/Leadership student receives John Applegath Scholarship

**D**aniel Dougherty '23 was recently honored by the Appalachian Basin American Association Drilling Engineers (AADE) with the John Applegath Scholarship, which is valued at \$7,500.

Majoring in Petroleum Engineering and pursuing the Engineering Leadership Certificate, Dougherty has been very involved in service to the greater Marietta area.

"I am grateful to everyone with AADE who determined I was worthy of this scholarship," Dougherty said. "I must also thank the amazing faculty members in the Petroleum Engineering Department, and Sue Hiser (Administrative Coordinator) who emails us continuously with opportunities to apply for internships and scholarships."

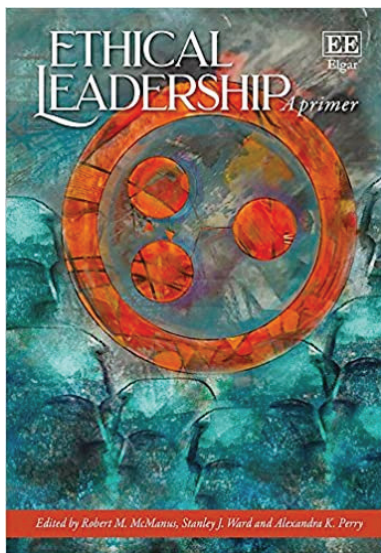
Dougherty, who is a defender on the men's soccer team, is also deeply involved in the McDonough Leadership Program and Next Gen. Through Next Gen, Dougherty served as a board member of the local Red Cross and completed a capacity building project in hopes to strengthen the non-profit.

He interned with Columbia Gas of Ohio in 2021 and Dougherty said that has strengthened his passion to work in the oil and gas industry, especially in the Appalachian Basin. Sponsored by Columbia Gas of Ohio, he was able to donate \$1,000 to the Red Cross. He believes his next internship was secured because of his volunteer work in the community.

"I am excited about my future, and there have been many people at Marietta College who have helped me along the way," Dougherty said.



## McDonough Faculty Publish Second Edition of *Ethical Leadership: A Primer*



**M**cDonough Center faculty Dr. Robert M. McManus and Dr. Alexandra K. Perry will publish the second edition of their edited textbook *Ethical Leadership: A Primer* in the summer of 2022.

"We were honored when our publisher – Edward Elgar – requested a second edition of the book. I understand that colleges and universities in North America and Europe have adopted the book in a variety of classes," McManus said. "It is always rewarding to see your work be of value to students as well as scholars."

The book presents a number of approaches to ethics, such as virtue ethics, Kantianism, and utilitarianism, but it also details the leadership implications of these approaches using the Five Components of Leadership Model. The Five Components Model was developed by Robert M. McManus and the late Dean of the McDonough Center, Dr. Gama Perruci, in their book *Understanding Leadership: An Arts and Humanities Perspective*.

Perry noted that the book will feature all new case studies that are designed to be relevant to ethical dilemmas leaders face today, such as our global response to COVID-19, Critical Race Theory, and Facebook/Meta's response to child safety.

McManus and Perry also brought McDonough Center faculty members Emily Schuck and Dr. Jon Rogers on board as contributing authors for the second edition of the book.

## McDonough Students Study in Cambridge, England

Every summer the Jepson School of Leadership Studies partners with the Law School at University of Richmond to send a small group of students to study law in Cambridge, England. The Jepson School generously reserves spaces for one or two students from The McDonough Center.

This summer, McDonough Scholars Elizabeth Stern '23 and Alexander Lersch '23 will attend the program.

"At Marietta, my favorite courses have been those that involve comparative politics," Lersch said. "... [This experience] provides an opportunity to see how people from different places deal with the same problems. The capacity to notice and understand differences between different cultures and political systems is an attribute that could prove invaluable for me if I go to work for the State Department upon graduation," which is Lersch's career goal.

"The opportunity to study at Cambridge is once in a lifetime," Stern said. "I would be partaking in two classes I would not get the opportunity to at Marietta College in a prestigious setting."

Possible courses include Legal History and Comparative Public Law of the U.K and U.S.

The students will live and study at Emmanuel College, Cambridge, and will participate in classes, lectures, and out-of-town trips to examine law and leadership in an international context and to experience the rich intellectual and cultural history of England.



Elizabeth Stern '23



Alexander Lersch '23



## McDonough Associate Professor earns tenure

President Bill Ruud, in consultation with the Renewal, Tenure and Promotion Committee and Provost and Dean of the Faculty Dr. Janet Bland, and with the approval of the Board of Trustees, has recently promoted and awarded tenure to six faculty members, including McDonough Associate Professor Alexandra Perry. Fellow professors Brandon Downing (History), Andy Francis (Music), James Karan (Accounting), Linda Lockhart '94 (Communication) and Susan Peterson '83 also received tenure.

"Faculty at Marietta College take the granting of tenure very seriously, as it is a career-long commitment to employment and support," Bland said. "All candidates for tenure at Marietta College face a rigorous, multi-year review process from Renewal, Tenure, and Promotion (RTP) committee, and must meet our high institutional standards for teaching, scholarly activity, and service to the College."

Perry arrived in Marietta in 2013 and was on the faculty for a short period before leaving to conduct some post-doctoral work. She returned for the 2017-18 academic year as the Executive-in-Residence. She returned in 2019 as a faculty member at the McDonough Center for Leadership Studies and Ethics. She also serves as the Director of PIO 201 (the sophomore general education course) and is the faculty advisor for the Student Government Association (SGA). She has more than a decade of experience in clinical ethics consultation with several major hospital systems and has served as a leader on projects around perinatal and neonatal supportive care, addiction medicine, and racial justice in healthcare. She earned her Ed.D. in Philosophy and Pedagogy from Montclair State University.



# Alumni Roundup

In this year's edition of Tower Notes, we reached out to our Alumni to update us on their professional lives. Below are the folks that responded:

- **Emily Vigue '19** joined the Foundation for Appalachian Ohio (FAO) in 2019 and was recently promoted to Program Manager.
- **Kay Shanda '17** moved to California to become the Environmental Outreach Coordinator: Public Education Specialist with GreenWaste of Palo Alto.
- **Bethany McFarland Leslie '12** joined the Advancement team back "home" at Marietta College.
- **Michelle Lund Mercuri '07** is in a Global Talent Management role supporting 40,000 employees in over 90 countries at a leading pharmaceutical company.
- **Julia Moskaluk Tilton '17** has finished her Master's Degree in STEM Leadership and took her Middle School Science Olympiad Team to the Ohio State Tournament.
- **Michael Templeman '00** is a Foreign Service Officer, currently assigned to the U.S. in the State Department's Operations Center as a Watch Office.
- **Taylor Myers '15** is now serving as Teach for America North Carolina's Managing Director for State funding.
- **Diana Hackenburg '09** started a new position this past August as Climate Security Program Communications Specialist with Sandia National Laboratories. She is based in Santa Fe, New Mexico, and is also working on her dissertation as a Ph.D. candidate in natural resources at the University of Vermont.
- **Lauren McKiernan '10** is working as a certified Physician Assistant for AdventHealth Group in Orlando, Florida.
- **Michael Hart '08** accepted a job this year with Team NEO, Northeast Ohio's regional economic development team.
- **Marissa Merriman '17** is working for Angel Publishing and was promoted to a Junior Copywriting position.
- **Blake Szkoda '16** is getting his Ph.D. in biochemistry at The Ohio State University, defending it in spring 2022, and working in the gene therapy field in Columbus, Ohio. Blake would be happy to speak with any McDonough folks interested in pursuing their in the future, especially in the sciences.
- **Alison Ruff Stoute '04** serves on the Board of Directors for Amate House Chicago, supporting the nonprofit's mission to develop young adult leaders into like-long social justice advocates.
- **Megan Lockhart Varani '01** currently serves as an Assurance Managing Director in the Financial Services Office of Ernst & Young (EY). EY is always recruiting and would love the opportunity to have individuals start of continue his/her career here. Email [megan.varani@ey.com](mailto:megan.varani@ey.com) for details.
- **Sarah Salamon '08** is currently working as an Engagement Manager for Search Inside Yourself Institute a global organization based out of the Bay Area, California.
- **Megan Bache '13** graduated from The University of Missouri College of Veterinary Medicine in May 2020 and now a practicing small animal and exotic pet veterinarian in Hannibal, Missouri.
- **Monica Short Krebs '15** was promoted to Data & Quality Improvement Manager for the Polaris-operated National Human Trafficking Hotline. She is also serving a three-year term on the Human Trafficking Prevention Coordination Council in Howard County, Maryland.
- **Jakob Loukas '09** was confirmed as a career member of the U.S. Foreign Service by the United States in May 2021.
- **Gene Neill '16** works at Macy's Inc. as a Senior Learning and Leadership Designer, and is a graduate student at Xavier University in Mental Health Counseling.
- **Tom Mazurek '18** works with TC Energy.
- **Lauren Currie '18** developed her own consulting business - Lauren Currie Consulting.
- **Alexandria Martin Laird '14** was selected as one of Retail Touchpoints 40 under 40 for 2021. The online publishing network recognizes young professionals in the retail community.
- **Bryce Goldbach '11** is a Vice President at Goldman Sachs and obtained the Chartered Financial Analyst (CFA) designation.
- **Valerie Tharp Byers, EdD '04** transitioned her career from academic to rare disease advocacy following the diagnosis of her son, Will, with Sanfilippo Syndrome in 2015. She is a columnist for BioNews Services and sits on the Board of Directors of the international non-profit, Cure Sanfilippo Foundation.
- **Heather Boomer Ginsky '09** works for Make-A-Wish in San Diego.
- **Crystal Hunter '04** earned her MS in Instruction from Drexel University in Philadelphia and is working for a clinical trial company.
- **Nicole Focareto '00** serves as Senior Vice President of Product Strategy at 3 Enrollment Marketing.
- **Emma Burger '14** teaches K-5 general music in the Teays Valley District (West Virginia).
- **Michael Joliat '06** has recently launched into the Virtual Events Space with the creation of Entertainment LIVEstyle.

# HIGHLIGHTED ALUMNI:

## Bryn Perkey '13

Upon graduating from Marietta College in 2013, I began my professional career in business and technology consulting. Now approaching a decade of experience, my path has included stops at major global companies including Capgemini, Accenture, and Ernst & Young.

Often in consulting I am in a position where I must project expertise on a subject matter while also rapidly learning that subject at the same time. The ability to learn new material quickly, maintain a sense of confidence in uncertain or challenging situations, and build trusting relationships with your stakeholders is critical to success. I am also regularly tasked with leading a group of people through significant cultural changes and mitigating any resistance to that change. Having an understanding and appreciation of each individual change that contributes to the collective organization change is crucial. All of these are skills and subjects I learned and developed while studying at The McDonough Center.

Minor in Leadership set me up for success both as a student and as a young adult entering the working world. People are at the heart of everything, regardless of what line of work you may find yourself in. Studying Robert Greenleaf's "Servant Leadership," James MacGregor Burns' "Transformational Leadership," and Barbara Kellerman's "Followership" educated me on the dynamics of identifying the need/opportunity for leadership, making a change through example, and remembering that leaders and followers sometimes change roles.

To use McDonough terms, I "give back the gift" because I was given so much. On my first day of work back in 2013, I was surrounded by people from high profile and prestigious schools. I felt intimidated and was unsure if I belonged in the same room. That is the moment my education from McDonough and Marietta College kicked in. I had been working hard the last four years to build a "toolkit" of knowledge and skills that I could tap into and utilize. I quickly discovered that I was just as prepared, if not more prepared than anyone else. I truly believe I would not be where I am at today without the distinctive curriculum, exceptional faculty, and unique experiences McDonough provided. As a student, it can be hard to realize just how valuable your involvement in the program can be, but speaking as a proud alumnus I promise you it is something I draw on every day.



## Joshua Maxwell '11

I'm currently the Associate Director for Housing & Administration at Bowling Green State University's Office of Residence Life. I am set to graduate this spring with a Doctor of Education in Leadership Studies following the defense of my dissertation. My dissertation explores how the aspects of a crisis, the environment, and oneself inform the work of entry-level residence life crisis managers in higher education.

The McDonough Leadership Program gave me a robust set of both interpersonal and scholarly skills that continue to serve me well. I would not have been nearly as well prepared for the dissertation process had it not been for the rigorous coursework and experiences that McDonough provided me throughout the years.

The program also changed how I view the world around me, so much so that some of the core insights of my dissertation study connect back directly to concepts I learned in my LEAD 101 class. For this and many other reasons, McDonough will always have my full support.







# Marietta College

**MCDONOUGH CENTER FOR  
LEADERSHIP AND BUSINESS**

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