Franciscan Leadership

Serving, Learning, Leading

June 12–14, 2012 at Viterbo University, La Crosse, Wisconsin
Welcome Messages

Dear Colleagues,

On behalf of our university community and our founders and sponsors, the Franciscan Sisters of Perpetual Adoration (FSPA), it is a pleasure to welcome you to Viterbo University and La Crosse, Wis.

Our doors and hearts are open for you to enjoy our beautiful community and to experience the joy of Franciscan fellowship these next few days. Thank you for participating in this symposium.

Our steering committee has been actively planning this conference since the conclusion of the 2010 symposium in Fort Wayne. I’m grateful for their efforts to plan a meaningful and enjoyable learning experience for us.

Viterbo University is proud to be your host and to share with you the resources of our community. Please enjoy your stay.

Pax et Bonum,

Richard B. Artman
Viterbo University President

Welcome to AFCU Symposium 2012.

It is very good for us to be here together. Our presence at this important Franciscan gathering is a strong testimony that Franciscan higher education is alive and flourishing in the U.S. Our work together at this conference signifies that the institutions of the AFCU are assuming primary responsibility for perpetuating and developing the Franciscan intellectual tradition. The relationships that we cultivate here not only bring us closer together as individuals and institutions, they are vital resources for the future of Franciscanism. When Franciscans gather, it is more than a meeting of minds. We are compelled by the spirit of Jesus Christ, who shapes our minds and enlivens God’s life within us. Let us be open and joyful!

AFCU is very grateful to Viterbo University for undertaking the momentous tasks of planning and hosting Symposium 2012. Special thanks to President Richard Artman and to all members of the Viterbo community for their hard work and commitment to the legacy of St. Francis of Assisi and his devoted followers.

Kevin Godfrey, Ph.D.
Executive Director
Association of Franciscan Colleges and Universities
Tuesday, June 12

1–5:30 p.m. Registration – Fine Arts Center Lobby
5:30–6:15 p.m. Light Supper – Marian Hall Dining Room
6:30–6:45 p.m. Welcome – Mary of the Angels Chapel
6:45–7:15 p.m. Opening Prayer – Mary of the Angels Chapel
7:15–8:30 p.m. **KEYNOTE ADDRESS: SERVING** – Mary of the Angels Chapel
   **Tom Thibodeau**, Distinguished Professor of Servant Leadership, Viterbo University
8:30–10 p.m. Opening Reception – Reinhart Center Board Room
   *Featuring A Taste of Wisconsin*

All sessions take place in the School of Nursing building unless otherwise indicated. See pages 17–19.

Wednesday, June 13

7 a.m.–6 p.m. Registration/Information – Fine Arts Center Lobby
7:15–7:40 a.m. Morning Prayer – San Damiano Chapel
7:45–8:45 a.m. Breakfast – Marian Hall Dining Room
9–10:15 a.m. **SESSION 1 – CONCURRENT SESSIONS ON THE THEME OF SERVING**

**Room 101** 9–10:15 a.m. Learning to Serve and Serving to Learn: Leading Students to the Waters of Servant Leadership
   *Learn how one school—the University of Saint Francis in Fort Wayne—is building a culture of service through education, experiences, and civic partnerships with a recently established Center for Service Engagement.*
   Panel Presenters: Katrina Boedeker and Anita Holzmer, OSF, University of Saint Francis

**Room 104** 9–9:35 a.m. Servant Leadership through Action Research
   *Action research allows educators to create new options or new approaches to old problems by working with and through others to effect the change. In this presentation, participants will begin to make the connections between servant leadership, generative leadership, and action research as a practice for continuous improvement.*
   Presenters: Susan Hughes and Rhonda Rabbitt, Viterbo University

9:40–10:15 a.m. St. Clare of Assisi: A Franciscan Servant Leader
   *This presentation will relate the findings of an examination of the life and works of St. Clare of Assisi in light of the 10 characteristics of a servant leader as identified by Robert Greenleaf and Larry Spears.*
   Presenter: Georgia Christensen, FSPA, Viterbo University

**Room 195** 9–10:15 a.m. Serving, Learning, Leading: One Institution’s Mosaic
   *This presentation will guide attendees through a series of video clips showing how students, faculty, staff, and administrators at Our Lady of the Lake College have engaged with and learned from the numerous activities and experiences that include serving, learning, and leading and the presenters will discuss how they are using what they have learned to define and practice Franciscan leadership on their campus.*
   Panel Presenters: Jennifer Beck, Glenn Blalock, and Kitty Krieg, Our Lady of the Lake College

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| Room 196 | 9–10:15 a.m.| Communications and Recruitment Strategies for Franciscan Universities | How do we distinguish a Catholic, Franciscan university in communications, marketing, and recruitment of students, the media, or the general public?  
Panel Presenters: Kate Dillon Hogan, St. Bonaventure University; Chuck Beutel, University of St. Francis; Pat Kerrigan, Viterbo University |
| Room 201 | 9–9:35 a.m. | St. Francis’ Theological Foundation for True Leadership of Service     | This presentation will use Francis’ writings to articulate how his principles of leadership are derived from the person of Jesus Christ and how these principles are manifested and sustained by the New Covenant and the Eucharist.  
Presenter: Richard Nicholas, University of St. Francis |
|          | 9:40–10:15 a.m. | St. Francis and Martin Luther in Love with the Cross | This presentation will look at how “the foolishness of the Cross,” the message of the redemptive work of the god-man, Christ Jesus on the Cross, and the Church’s message of the cross are woven through the life’s work of St. Francis and Martin Luther.  
Presenter: Bill Reese, Viterbo University |
| Room 203 | 9–9:35 a.m. | Service at the International Level                                   | This presentation will provide information on how a member of the college community benefitted by serving in a leadership role for the world’s largest service organization, Lions Clubs International (LCI).  
Presenter: Jo Marson, Viterbo University |
|          | 9:40–10:15 a.m. | Using Service to Inform Learning among Undergraduate Students | The presenters will describe their experience in developing an honors course to help students think about being a responsible citizen and to raise awareness about society’s response to those in need.  
Presenters: Michael Weuste and Lori McMeel, University of St. Francis |
| Room 204 | 9–9:35 a.m. | Finding Francis in an Urban Desert                                   | A joint presentation by a Neumann staff member from the department of Campus Ministry and a Neumann student who participated in a spring break immersion trip/experience in Camden, N.J.  
Presenter: Melissa Hickey, Neumann University |
|          | 9:40–10:15 a.m. | Opening Minds: Bringing Learning, Reverence, and Service to Life in Community-based Nursing Experiences | This presentation will describe the development of community clinical sites over the last five years in two clinical courses, Psychosocial Nursing and Community Nursing, and will serve as a springboard for discussion about the strategies involved in developing sites and providing experiences to further leadership development among students in the Franciscan tradition.  
Presenters: Mary Anne Kubat and Robin Hamm, Lourdes University |
| Room 301 | 9–10:15 a.m. | Clare of Assisi: Follower or Leader? An Exemplary Model of Servant, Learner, and Leader | Clare’s leadership will be examined from within the medieval context of her life and through application of her life to contemporary culture. Participants are encouraged to bring their resources on Clare to share with others as together we learn more about this incredible model of servant, learner and leader, Clare of Assisi.  
Presenter: Jean Moore, FSPA, Viterbo University |
| Room 396 | 9–10:15 a.m. | Serving, Learning, and Leading in Rural Laos: Implementing the EducAsianal Community Engagement Model | Introducing the EducAsianal Community Engagement model through discourse and a short film about Poom Loom’s work, this presentation will... |
include an overview and an interactive portion, followed by a question and answer period. The presentation will showcase both the theory and praxis of servant leadership, describing the evolution of a conceived idea of servant leadership in education that has been realized into a service-learning grassroots development movement in one of the least developed countries of the world.

Presenter: Marcia Harr Bailey, Founder of the Poom Loom Project

10:15–10:45 a.m. Break – Fine Arts Center Lobby

10:45 a.m.–noon SESSION 2 – CONCURRENT SESSIONS ON THE THEME OF SERVING AND LEARNING

Room 101 10:45 a.m.–noon Our Journey in Articulating the Franciscan Dispositions We Hope to Foster in Students, Faculty, and Staff

Presenters will describe their efforts to encourage and measure the unique dispositions of a Franciscan education. This session will outline Franciscan University at Steubenville’s current progress in this endeavor, invite input from other campuses and explore how such dispositions could be assessed in an educational framework.

Presenters: Joe Friona and Stephen Lewis, Franciscan University

Room 104 10:45 a.m.–11:20 a.m. Stewards of a Legacy Not Our Own: Servant Leadership from the Board Room to the Classroom

Inspiring stories and critical reflections upon servant leadership from a trustee and a teacher.

Presenters: Gerald Baldner and Thomas Thibodeau, Viterbo University

11:25 a.m.–noon Kissing the Lepers: Who Do Franciscan Universities Serve?

This presentation will use St. Francis’s post-conversion encounter with the lepers as a template for thinking about the communities that Franciscan universities serve. The presenter will argue that Franciscan universities must serve the intellectual lepers of our time and outline how that might be applied with respect to our admissions, financial aid, and fundraising operations.

Presenter: David Whidden, Our Lady of the Lake College

Room 195 10:45 a.m.–noon Serving First Generation College Students by Helping Them Meet Real College Expectations

In this interactive session, the panel will discuss the steps involved in the creation of the Summer Academy, the various components of the academy, and how the Franciscan values of compassion and service are integrated into this experience for these students new to college life.

Presenters: Christine Zielinski and Robert Barwa, University of St. Francis

Room 196 10:45 a.m.–noon From Freshman to Franciscan in Fort Wayne: A Panel Discussion on Integrating Franciscanism in the Undergraduate Curriculum at USF

Faculty from across the university who have built specific Franciscan values or themes into coursework will share best practices and discuss new strategies to connect the Franciscan content from I-Connect (USF’s first year experience course) with discipline-specific instruction.

Panel Presenters: Matt Smith, Jenny Fawbush, David Johnson, Joseph Steensma, Anita Holzmer, OSF, and Lance Richey, University of Saint Francis

Room 201 10:45 a.m.–noon Rediscovering Musical Masterpieces through a Spiritual Paradigm: A Franciscan Perspective for Music Appreciation

Is it possible to build a music appreciation course around St. Francis of Assisi’s radical discipleship? This presentation is an example of how one university faculty member created a course with a unique pedagogy for teaching music from a Franciscan perspective.

Presenter: Mary Ellen Haupert, Viterbo University

Continued on next page
Room 202  10:45 a.m.–noon  From Margin to Mainstream: Competencies for Senior Mission Leaders in Catholic Higher Education—A Modified Delphi Study

If Catholic colleges and universities intend to replace senior mission leaders when they retire or step down, what knowledge, skills, and abilities will future candidates need to assume the position's primary duties and responsibilities? This presentation will review the findings of a two-phase dissertation research study aiming to identify the competencies (knowledge, skills, and abilities) that senior mission leaders need to fulfill their primary duties and responsibilities.

Presenter: Joe Lehman, TOR, St. Francis University

Room 203  10:45–11:20 a.m.  Integrating a Retreat for Leadership Discernment in an Undergraduate Senior Seminar Course

The senior seminar courses at Neumann University are seen as opportunities for students to look back on their education and synthesize their learning in a semester-long project that will position them for commencement onto the next stage in their development. This presentation will describe how this is accomplished, in part by looking at a three-hour retreat at the Franciscan Spiritual Center designed to complement coursework.

Presenters: Jim Kain and Michael Martin Jr., Neumann University

11:25 a.m.–noon  Franciscanizing a Largely Non-Franciscan, Franciscan University

Does it make sense for a bunch of non-Franciscans to teach Franciscanism to a bunch of non-Franciscans? This presentation will relate the story of the creation of Briar Cliff University’s Franciscan Core course from its development through its second iteration before classes of intrigued, yet often befuddled, first-year and transfer students.

Presenter: Sam Shanks, Briar Cliff University

Room 301  10:45 a.m. –noon  Using Sources from the Leaders of the Franciscan Intellectual Tradition for Cross-disciplinary Learning

This session will introduce materials which come from a relatively new project known as Custodians of the Tradition: Reclaiming the Franciscan Intellectual Tradition. The origin, purpose, and utility of this project will be presented and, using several of the summaries, participants will be invited to learn together and serve each other by developing creative activities and approaches for curricular infusion.

Presenters: Jean Moore, FSPA, Viterbo University, and Kathleen Moffatt, OSF, Franciscan Charism Services

Room 396  10:45 a.m.–noon  Franciscan Ecotheology: Adding Motivational Hope to Sustainability Education for Action

Franciscan theology is an ecotheology that calls for the addition of spirituality to the Three E's or P's of sustainability education. This presentation will advance theoretical arguments and practical educational experiences that take sustainability education to this Franciscan stewardship level.

Presenters: Lucy Slinger, FSPA, and Glena Temple, Viterbo University

noon–12:30 p.m.  Mass – San Damiano Chapel

noon–1 p.m.  Lunch – Marian Hall Dining Room

1:15–1:30 p.m.  Afternoon Prayer and Announcements – Fine Arts Center Main Theatre

1:30–2:30 p.m.  KEYNOTE ADDRESS: LEARNING – Fine Arts Center Main Theatre

Aurelie Hagstrom, Associate Professor of Theology at Providence College

2:30–3 p.m.  Break – Fine Arts Center Lobby
SESSION 3 – CONCURRENT SESSIONS ON THE THEME OF LEARNING

Room 101 3–4:15 p.m. Living Out Loud and the Joy of Teaching: Healthy Teachers/Healthy Classrooms
Want to just “sit and listen”? This presentation is not for you. The presenter will provide an entertaining, interactive, and humorous look at the current research on the relationship among personal mental health, productivity, and, most importantly, student learning, reminding participants of the importance of joy and laughter in our educational institutions.
Presenter: Robert Barwa, University of Saint Francis

Room 104 3–4:15 p.m. A Synopsis of the Office of Church and Sport’s Three Symposia and the Effect Franciscanism Can Have on Sport at Our Institutions
This presentation will include a brief overview of three international symposia held by the Pontifical Council of the Laity and more specifically, the Office of Church and Sport to discuss the role of the Church in sport. The discussion portion will be an opportunity for others to share best practices at their institutions.
Presenter: Patrick Clemens, Cardinal Stritch University

Room 195 3–4:15 p.m. Integration of Servant Leadership into a Competency-based Liberal Arts Curriculum
At Silver Lake College of the Holy Family, a class-based liberal arts program was replaced with a competency-based curriculum entitled “The Franciscan Way of Knowing.” In this forum we will discuss the development of this new liberal arts structure, how liberal arts classes were integrated to ensure that they adequately addressed these competencies, and the development of three “signature classes.”
Panel Presenters: Erik Hoyer, Marcolette Madden, FSCC, Vicki Ansorge, Melissa Martiros, Kayln Nelson, Silver Lake College of the Holy Family

Room 196 3–4:15 p.m. A Franciscan Model of Teacher Education
This presentation will trace the history and evolution of the Viterbo Franciscan Model of Teacher Education and illustrate how the elements of the model are evaluated.
Panel Presenters: Susan Batell, Lynda Fernholz, and two program graduates, Viterbo University

Room 201 3–4:15 p.m. Faculty, Staff, and Students’ Perceptions of Diversity at Madonna University
This presentation will examine the implications of an exploratory study undertaken by the sociology department of Madonna University in collaboration with the Office of Diversity and Multicultural Affairs, Title III, and students in the social research methods and capstone classes at a Catholic University in Livonia, Mich., in April 2010.
Presenter: Jerry Charbonneau, Madonna University

Room 202 3–4:15 p.m. The Researcher as Servant: Going Above (and Below) the Institutional Review Board
Should researchers have to demonstrate that the research projects they pursue are attentive to the growth of the persons and communities affected by the research? Should servant-led institutions prioritize research that benefits the least privileged in society? This paper examines the implications for researchers at institutions that identify servant leadership as integral to their mission.
Presenter: Matthew Bersagel-Braley, Viterbo University

Continued on next page
Room 203  3–3:35 p.m.  Maximilian Kolbe: A Single Act of Love Makes the Soul Return to Life
Maximilian Kolbe is most generally known as the priest who voluntarily entered an Auschwitz starvation cell in the place of another. His Franciscan affiliation and his work prior to that defining event are less well known.
Presenter: Victoria Holtz-Wodzak, Viterbo University

3:40–4:15 p.m.  The Hybrid Course: Franciscan Values in Established Courses
This presentation will describe a course on Franciscan Values and an Introduction to Christian Theology course, comparing the outcomes of the two courses and providing examples of how the two courses come together and feed off of each other.
Presenter: Michael Lopez-Kaley, Viterbo University

Room 301  3–3:35 p.m.  Educational Exercises to Help Leaders Understand Economic Consequence: Positive Analysis of Normative Theories
This presentation offers examples of basic positive analysis (prediction of what will occur) from what seems to be a “just” or creative normative policy (what should occur). The purpose is to provide an educational methodology to illustrate the predictability of unintended consequences so that future leaders may be able to predict the consequences on society (and especially the marginalized) of decisions they make.
Presenters: Charles Coate and Jeffrey Peterson, St. Bonaventure University

3:40–4:15 p.m.  Business School Education and Catholic Social Teaching: A Luca Pacioli Motivated Perspective
The purpose of this presentation is to suggest an alternative approach to teaching Catholic Social Teaching, following the lead of Pope Benedict, asking students to reflect on issues from two separate roles: the role of a business person and the role of a citizen of a community and to understand their responsibilities in each of these roles.
Presenter: Charles Coate, St. Bonaventure University

Room 396  3–4:15 p.m.  Franciscan Leadership as a Student Life Experience: A Student Affairs Initiative at Saint Francis University, Pennsylvania
This presentation will address how the F.L.A.S.H. initiative, utilizing a Franciscan approach, has developed multiple sources of leadership and team development at Saint Francis University; including outdoor adventure, a leadership-in-residence experience, an extracurricular “school” of leadership, a servant leadership conference for high school students, and a uniquely Franciscan and spiritually-centered Greek Life experience.
Presenter: Bobby Anderson, Saint Francis University

4:30–5:30 p.m.  Franciscan Activities
• Mary of the Angels Chapel Tour – see page 16
• Heritage Tour of a Franciscan Neighborhood– see page 16
• Franciscan Art Exhibit – see page 16

5–6 p.m.  Social – Fine Arts Center Lobby (cash bar)
6–7 p.m.  Dinner – Marian Hall Dining Room
7:30–9 p.m.  Free Time – See page 16 for suggestions

Thursday, June 14
7 a.m.–6 p.m.  Registration/Information – Fine Arts Center Lobby
7–8:30 a.m.  Mississippi Explorer River Tour with Morning Prayer (must have prepaid)
(See transportation information and directions on page 15)
7:15–7:40 a.m.  Morning Prayer – San Damiano Chapel
8–9 a.m. Breakfast – Marian Hall Dining Room

9–10:15 a.m. CAFE SESSIONS (while breakfast is served) – Marian Hall Dining Room

Table 1  Cultivating Campuses for Creation: A Dialogue to Enhance Collaboration

During this Cafe Session, Franciscan Action Network (FAN) Director of Care for Creation Christy Elliott invites symposium participants to contribute to a conversation which will explore ongoing opportunities for collaboration between FAN and Franciscan colleges and universities. Participants are welcome to share best practices in Franciscan care for creation and describe their plans and interests for the next two years.

Christy Elliott, Franciscan Action Network

Table 2  Integrating E-portfolio into Liberal Arts Curriculum

In this session the presenters will discuss the technological and curricular aspects to integrating an electronic portfolio into school “signature” classes which connect the Franciscan intellectual tradition to the liberal arts and throughout the liberal arts program.

Erik Hoyer, Silver Lake College of the Holy Family

Table 3  Creating Leaders in Addressing Issues of Social Concern

This presentation will describe “Inside-Out,” a prison exchange program that increases opportunities for men and women, inside and outside of prison, to have transformative learning experiences. It emphasizes collaboration and dialogue and invites participants to take leadership in addressing crime, justice, and other issues of social concern.

Constance Korteland, Neumann University

Table 4  A Model for Student-initiated Leadership: St. Bonaventure University SIFE International Service Learning Program

This presentation will focus on how to develop student initiated leadership teams for service learning programs. A variety of student service leadership programs will be introduced using the SBU SIFE Student Leadership Model as part of the Franciscan mission at St. Bonaventure University.

Paula Scraba and Todd Palmer, St. Bonaventure University

Table 5  A Mind for Excellence, a Spirit for Peace and Justice, a Heart for Service: Franciscan Leadership in Action

In this discussion, the presenters will share insights and lessons learned from their experience of Saint Francis University’s Franciscan Leadership Group and will engage participants in discussion about the promotion of Franciscan leadership at their own campuses.

Patricia Serotkin and Christina Baughman, St. Francis University

Table 6  Empowering Students to be Servant Leaders Through Service Learning and Civic Engagement Collegiate Experiences

This presentation will focus on 1) the transformative effects of service-learning and civic engagement collegiate experiences that enhance the development of qualities of a servant leader, 2) the importance of integrating community-engaged experiences and emphasizing characteristics of servant leadership throughout the curriculum, and 3) promoting life-long servant leadership.

Phyllis Simpson and Rhoda Reddix, Our Lady of the Lake College

Table 7  Pilgrimage Leadership: Rekindling the Pilgrim Fire

For more than 10 years, Cardinal Stritch University has sent staff, faculty, administrators, and students on a Franciscan Pilgrimage to Assisi and Rome. The pilgrimage is a “leadership” pilgrimage. But, as time goes on, their visit to Assisi seems to be more of a distant memory of time in a beautiful space, than a motivator to act as a Franciscan servant-leader. This presentation will describe the work of the Pilgrim Board to institute regular events on campus meant to rekindle the pilgrim fire experienced in Italy.

James Gannon, OFM, Patrick Clemens, Barbara Spies, OFS, Cardinal Stritch University

Table 8  Emerging Servant Leaders: First Year Experience Franciscan Infusion

Cardinal Stritch University offers first year students a means of becoming servant leaders from the moment students arrive on campus. This presentation will offer an examination of the steps involved in this program that works to create emerging Franciscan leaders.

Kathy Herrick, Jonathan Metz, Barbara Spies, OFS, Cardinal Stritch University

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Table 9  Practices, Perspectives, and Products: Using Cultural Analysis to Enhance Leadership Opportunities

The journey the servant leader takes from serving in a community to learning about its culture and then leading in the community can be hampered when the culture of the community remains somewhat unknown. This discussion is designed to help participants use the 3 P’s of culture (practices, products, and perspectives) to better analyze the community in which they serve (or would like to serve).

Marian Woyciehowicz Gonsior, Madonna University

Table 10  Introducing the Academy of American Franciscan History

Come learn about the Academy of American Franciscan History which has existed since 1943 and is dedicated to research concerning the Franciscan presence in the Americas.

Jack Clark Robinson, OFM, Chairman of the Board of the AAFH

Table 11  Authentic Assessment for Finding the Franciscan’s Charism in Education

In this presentation an artwork exemplifying the Franciscan Charism Project at Franciscan University at Steubenville, as well as as one instance of qualitative assessment of appropriation of that charism, will be shown and explained.

Tom Wilson and Tom Kelly, Franciscan University

10:15–10:45 a.m.  Break – Fine Arts Center Lobby

10:45 a.m.–1 p.m.  Academic Vice Presidents and Deans Discussion and Lunch – Fine Arts Center Hospitality Suite

Pre-registration is required for this special interest group hosted by Barbara Gayle, Vice President for Academic Affairs, Viterbo University

10:45 a.m.–noon  SESSION 4 – CONCURRENT SESSIONS ON THE THEMES OF LEARNING AND LEADING

Room 101  10:45 a.m.–noon  Is Franciscan Leadership Political?

Francis is famed for his acts of charity to the poor, but he seems never to have given serious thought to the possibility of using political means for relieving poverty—“empowering the poor,” as we would say. These considerations raise the question whether there is not a fundamental difference between Franciscan leadership and the leadership characteristic of political leaders—further, whether there is not a salutary lesson for politicians, political thinkers, and citizens in Francis’s doubts about political power.

Panel Presenters: Richard Kyte, Viterbo University; Lewis Pearson, University of Saint Francis; Thomas Schneider, University of Saint Francis

Room 104  10:45 a.m.–noon  Leading with Promise

If you had 30 minutes to tell an outsider everything he or she needs to know about your organization, what would you say? What if you had only three minutes? An organization’s promise is, in simple terms, that which is differentiating, compelling, and true about the organization.

Presenter: Thomas Ries, Concordia University

Room 195  10:45 a.m.–noon  The Heart of the Teacher: A Program to Help Develop Compassionate and Effective Teachers

This presentation provides an entertaining, interactive, and humorous look at the current research on the relationship among personal mental health, productivity, and, most importantly, student learning. It provides information on dealing with stress, ways to improve communication, and the power of love and encouragement in our roles as teachers and servant leaders.

Panel Presenters: Robert Barwa, Lauren Holland, Cindy Wrobbel, University of St. Francis

Room 196  10:45 a.m.–noon  Developing and Implementing Servant Leadership Qualities in General Education: Viterbo University’s Mission Seminar Serving the Common Good

This presentation has two parts to its presentation. First, the panel will
discuss the development and implementation of the year three “Serving the Common Good” seminar. In the second part of the presentation, individual panelists will provide examples from their mission seminars taught in the 2011–2012 academic year.


Room 201 10:45–11:20 a.m. The Augustus Tolton Honor Society: A University’s Response to Promoting and Fostering Leadership in African American Students

The objectives of this presentation are threefold: 1) to discuss the cause for canonization of Father Tolton; 2) to outline the creation of ATHS at the University of St. Francis as a response to the need to recognize academic achievement and personal abilities of gifted African American students as they become conscious leaders in their communities; and 3) to provide the audience with recommendations on working together to learn about the needs of students of color as a response to issues surrounding retention and inclusion.

Presenter: Alicia McLaughlin, University of St. Francis

11:25 a.m.–noon Learning to Launch: Perfecting Servant Leaders in a Capstone Course

The newly redesigned Senior Seminar at Cardinal Stritch incorporates service and offers the student a chance to walk away with more useful experiences and products to share in a portfolio with prospective employers. In conjunction with the mission and identity of this Franciscan university, students are putting into practice works of compassion and creating a caring community. They are learning the elements of becoming servant leaders.

Presenter: Barbara Spies, OFS, Cardinal Stritch University

Room 202 10:45 a.m.–noon Leaders on the Road to Oz

FUN…this is a fun workshop which will reinforce the traditional qualities of effective leadership. This is a fascinating program which looks at the themes of leadership and servant leadership through the characters and actions of the classic movie The Wizard of Oz.

Presenter: Kathleen McCauley, Neumann University

Room 203 10:45–11:20 a.m. Faculty as Servant Leaders in the Classroom

How does this fit into the role of the professor who is also promoting the Academy and its rich Socratic heritage? Serving the community of students, becoming aware of their world and their needs, and leading the college student to embrace the values of education in the Franciscan tradition is best done through ordinary acts. This talk will share how the faculty of one Franciscan University apply Franciscan Values within the classroom, simply, directly, and sometimes with words.

Presenter: Janet Thiel, Neumann University

11:25 a.m.–noon Aging GRACE-fully and Redefining Servant Leadership within Academia

Experts say the keys to “aging gracefully” include accepting changes and finding other meaningful activities, but university professors are a unique group in that many don’t fit this mold. This presentation is about new ideas and exploring other models in how faculty can still participate in servant leadership within academies of teaching and learning.

Presenter: Martha Meyer, University of Saint Francis

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In the hagiography of science, the Franciscan friar Roger Bacon looms much larger than does Bonaventure, whereas, in the Franciscan Tradition, Bacon is often viewed as a brilliant curmudgeon who brought periods of exile on himself and not a major contributor to the Franciscan Tradition. The session will examine these three individuals and explore if Bacon should be considered far more important to Franciscan philosophy.

Presenter: Michael Wodzak, Viterbo University

In November 2011, a systematic examination of athletic programs in 22 Franciscan colleges and universities was undertaken. The schools to be assessed were those with membership within the Association of Franciscan Colleges and Universities (AFCU). Data will be reported for: total of men’s and women's sports teams, types of sports at the 22 schools, athletic affiliation (conference and national association), athletic leadership (e.g., athletics director qualifications), mission statement of the athletics programs, and school mascot.

Presenter: David Waters, Viterbo University

This presentation will describe the contemplative tradition within a Franciscan context, consider how contemplative prayer transforms the one praying, and show how contemplative prayer provides an essential foundation for Franciscan servant leadership. Centering Prayer, a form of contemplative prayer, will be introduced and practiced.

Presenter: Karen Spear, Marian University

Drawing from the successes of historical diplomacy, the person of Francis, his teachings and philosophy, the Franciscan peace legacy, and meaningful, effective examples of conflict cessation, this presentation will...
provide a model for service, learning, and leading, with the aim of global, regional, and local peace in mind.

Presenter: Tim Weldon, University of St. Francis

Room 195 3–4:15 p.m. A Little Play of St. Francis
This dramatic reading will explore the themes of serving, learning, and leading through scene cuttings from The Builders, a play from Laurence Housman's Little Plays of Saint Francis (1935). Be a part of the initial creative process that will introduce these long-forgotten plays to audiences in need of laughter, active contemplation, and hope.

Presenter: Krista Clements Orlan, Viterbo University

Room 196 3–4:15 p.m. Sponsorship: A Relationship of Serving, Learning and Leading
This session will provide an overview of the sponsorship relationship between Viterbo University and its founding congregation, the Franciscan Sisters of Perpetual Adoration (FSPA). The panel members will present various aspects of this sponsorship relationship.

Panel Presenters: Jean Moore, FSPA, Barb Gayle, Paulynn Instenes, FSPA, Mary Ann Gschwind, FSPA, Glena Temple, and Julie Tydrich, FSPA, Viterbo University

Room 201 3–4:15 p.m. Six Wings of the Seraph: A Medieval Treatise on Franciscan Leadership for Today
This panel presentation will provide a brief background and synopsis of Six Wings of the Seraph and share how the treatise helps inform the panelists’ work as Franciscan leaders at Quincy University.

Panel Presenters: Robert Gervasi, John Doctor, OFM, Bill O’Donnell, Quincy University

Room 202 3–4:15 p.m. A Franciscan Formula for Leadership Development
This presentation will explain the five tenets for leader development and results of action research from programs delivered to date. An interactive dialogue will ensue about the feasibility of this framework, and how it can become the basis for leadership development in the Franciscan tradition.

Presenter: Patricia O’Connell, Lourdes University

Room 203 3–3:35 p.m. The Servant Leadership Attitudes Inventory (SLAI): Evidence About Those Who Follow Servant Leaders
This session reports the results of eight experiments about servant leadership. A new instrument measuring attitudes toward servant leadership is introduced and validity studies are presented.

Presenter: Ray Preiss, Viterbo University

3:40–4:15 p.m. Servants with a Smile: Integrating Servant Leadership and Positive Psychology to Build Effective Leaders
This is an overview of leaders who integrate both servant leadership and positive psychology concepts, behaviors and research into their work with followers. The idea behind it suggests that servant leaders are the happiest leaders because they serve others and benefit from the reward of helping others excel through the relationships they build.

Presenter: John Race, Viterbo University

Room 301 3–3:35 p.m. Franciscan 13th Century Leadership: Travelling to Mongolia
St. Francis of Assisi and Genghis Khan were contemporaries. Shortly after each man died, Franciscans travelled to Mongolia as emissaries of the Papacy, directed to represent Western Christendom as the flock trembled at its seemingly inevitable destruction at the hands of the “Golden Horde.” The accounts of this initial mission show that its leader, Father John of Piano di Carpine, bravely engaged the AFCU conference’s “serve, learn, and lead” theme to engage in servant leadership.

Presenter: Keith Knutson, Viterbo University

Continued on next page
Program Schedule

3:40–4:15 p.m.  A Leadership Institute  
National studies and assessment surveys indicate that college-age students are deficient in the necessary leadership skills needed for the workplace and success. This workshop will provide a model of a Leadership Institute which empowers and educates students in a co-curriculum forum while incorporating the many leaders active on campus.  
Presenter: Kathleen McCauley, Neumann University

Room 396  3–4:15 p.m.  Father Nathaniel and the Greenwood Movement: The Cost of Leadership  
This presentation will invite conference participants to consider the circumstances that contribute to the emergence of effective leadership for social change, the resources needed to be an effective leader, and the personal costs of working for change.  
Presenter: Paul Murray, Stiena College

4:30–5:30 p.m.  Closing Mass – Mary of the Angels Chapel

6:30–8 p.m.  CLOSING BANQUET  – Cargill Room, Downtown La Crosse  
(See transportation information and directions on page 15)

8–8:30 p.m.  Closing Remarks – Cargill Room, Downtown La Crosse

Executive Planning Committee

Georgia Christensen, FSPA, co-chair  
Vickie Unferth, co-chair  
Patrick Andera  
Sandra Bartel  
Emily Dykman  
Scott Gabriel  
Debra Kappmeyer  
Rick Kyte  
Jo Ann Marson  
Natalie McGarry  
John Metelko  
Tiffany Morey  
Laura Nettles, FSPA  
Michael Ranscht  
Chris Sanger  
Naomi Stennes-Spidahl  
Fr. Conrad Targonski, OFM  
Tom Thibodeau

SAVE THE DATE

2014 AFCU Symposium June 3–5  
Neumann University, Aston, Penn.

Come for the symposium—spend Friday exploring Philadelphia or beyond.

In Philadelphia
• Independence Hall and Liberty Bell  
• Franklin Institute  
• Constitution Center  
• Philadelphia Art Museum  
• Philadelphia Zoo  
• Penns Landing

Nearby points of interest
• Camden Aquarium  
• Pennsylvania Dutch Country  
• Brandywine Historical Sites  
• Longwood Gardens  
• Winterthur  
• Atlantic City

www.visitphilly.com • www.neumann.edu • www.osfphila.org
and a member of the graduate faculty. He has been appointed Distinguished Professor of Servant Leadership, the first person at Viterbo to hold that post. A popular teacher and presenter, Thibodeau is the recipient of Viterbo’s Teacher of the Year award. He is also the director of Viterbo’s Master of Arts in Servant Leadership program.

Thibodeau earned a B.A. in psychology and English at St. John’s University in Collegeville, Minn., and an M.A. in human and religious studies at St. Mary’s University in Winona, Minn. He is a doctoral candidate at the Consortium of Theological Schools, St. Paul, Minn. Thibodeau has served as the director of youth ministry at Mary, Mother of the Church Parish for more than 20 years and is co-director of the Diocesan Pastoral Education Program in La Crosse. In addition, he has served on a number of community boards and committees and is a co-founder and active community member at Place of Grace, a local Catholic Worker House.

Thibodeau’s past speaking engagements include: International Habitat for Humanity, Lands’ End Corporation, Archdiocese of Portland, Diocese of Green Bay, University of Louisville, and Wisconsin School Nurses Association.

Keynote Speakers

### Serving

**Tom Thibodeau, M.A.**

**Tuesday, June 12 – 7:15 p.m.**

Tom Thibodeau is a member of the Viterbo University faculty in the Department of Religious Studies and Philosophy and a member of the graduate faculty. He has been appointed Distinguished Professor of Servant Leadership, the first person at Viterbo to hold that post. A popular teacher and presenter, Thibodeau is the recipient of Viterbo’s Teacher of the Year award. He is also the director of Viterbo’s Master of Arts in Servant Leadership program.

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### Learning

**Aurelie Hagstrom, S.T.L., S.T.D.**

**Wednesday, June 13 – 1:30 p.m.**

Aurelie Hagstrom is associate professor of theology at Providence College in Rhode Island. She earned a B.A. in theology and philosophy from Providence College, an M.A. in Biblical Studies from Boston College, a S.T.L. and S.T.D. in dogmatic theology, from Pontifical University of St. Thomas Aquinas in Rome, Italy.

Hagstrom is the author of *A Pilgrim’s Guide to Rome and the Holy Land for the Third Millennium*, with Irena Vaisvilaite (Allen, Texas: Thomas More Press, 1999) and *The Vocation and Mission of the Laity* (San Francisco: Catholic Scholars Press, 1994). She has also published numerous articles on the mission and theology of laity. Her research interests include the theology of laity in the Church, the ancient tradition of Roman pilgrimage, the theological and philosophical concept of hospitality, and the theology of ecology.

Hagstrom’s teaching philosophy includes: “In teaching and learning, being intellectually hospitable means being open to the different voices and idioms of others as potential agents for mutual enhancement, not just oppositional conflict. Hospitality in the classroom includes intellectual generosity and reciprocity and it promises the possible transformation and fulfillment of both teacher and student-host and guest…And when committed relationships of mutual welcome between guests and hosts are realized, these can be moments of grace.”

### Leading

**Kent M. Keith, Ed.D.**

**Thursday, June 14 – 1:30 p.m.**

Dr. Kent M. Keith is the chief executive officer of the Greenleaf Center for Servant Leadership. He has been an attorney, a state government official, a high tech park developer, a university president, a YMCA executive, and a full-time speaker and author. Keith earned a B.A. in government from Harvard University, an M.A. in philosophy and politics from Oxford University in England, a Certificate in Japanese from Waseda University in Japan, a J.D. from the University of Hawaii, and an Ed.D. from the University of Southern California. He is a Rhodes Scholar and is the author of *The Paradoxical Commandments*, which he first published in 1968 in a booklet for student leaders. During the past seven years he has published four books related to the commandments, including, *Anyway: The Paradoxical Commandments*, which became a national bestseller and was translated into 17 languages. Over the years, Keith has given more than 900 conference papers, presentations, and seminars. He has been featured on the front page of *The New York Times* and in *People* magazine, The Washington Post, The San Francisco Chronicle, and *Family Circle*. He has appeared on dozens of television shows and more than 100 radio programs in the U.S., the United Kingdom, and Australia.
TRANSPORTATION

DAILY SHUTTLE SERVICE
- From and to the Fine Arts Center Atrium entrance (unless otherwise noted)
- From and to the downtown hotels (Radisson, Holiday Inn, and Courtyard, in this order)

Tuesday, June 12
- Shuttle to Viterbo from downtown hotels will begin at 4:30 p.m.
- Evening shuttle to downtown hotels will leave at 9:30 p.m. and 10 p.m.

Wednesday, June 13
- Morning shuttle will begin at 6:55 a.m. and 7:30 a.m.
- Evening shuttle to downtown hotels will leave at 7 p.m.

Thursday, June 14
- Morning shuttle will begin at 6:55 a.m. and 7:55 a.m.
- Evening shuttle back to hotels will leave at 5:45 p.m. (from Franciscan Way)

EVENT SHUTTLE SERVICE

Mississippi Explorer River Tour
- Bus will leave from Franciscan Way at 6:30 a.m. regardless of weather
- Back to Viterbo from Riverside Park at 8:30 a.m.

Closing Banquet at Cargill Room, Downtown La Crosse
- Bus will leave from Franciscan Way at 6 p.m.
- Back to Viterbo at 9 p.m.

Shuttle to La Crosse Airport or Amtrak Station
- Rides to the La Crosse Airport or Amtrak need to be prearranged and will leave from Franciscan Way.

For any transportation needs during the conference visit the table in the Fine Arts Center Lobby or contact:
- Chris Sanger, 608-796-3070 or 608-317-3126
- John Metelko, 608-796-3840 or 608-630-2283

AMIE L. MATHY CENTER

The university’s fitness center will be available for symposium attendees’ use. Hours are Monday, Wednesday, Friday 7 a.m.–4 p.m. and Tuesday, Thursday 11 a.m.–7 p.m. Cost for attendees is $5 per day payable at the front desk. Identification in the form of driver’s license or symposium name badge will be required for entry. Waiver forms will be required and individuals will be asked to comply with all facility policies and procedures. Areas of use and policies can be found at: www.viterbo.edu/mathycenter.aspx?id=14706.

FRANCISCAN ACTIVITIES

Mary of the Angels Chapel Tour
The Motherhouse of the Franciscan Sisters of Perpetual Adoration, Mary of the Angels Chapel, is recognized as one of the most beautiful in the U.S. Since Aug. 1, 1898, at least two Franciscans have maintained a 24-hour prayer vigil for the Church, community, and world.

The interior of the chapel is an architectural and artistic treasure. It is Romanesque in style, with Corinthian pillars and windows of Bavarian stained glass. Altars of Italian marble are decorated with gold bronze, onyx pillars, and inlaid mosaics of Venetian glass and mother of pearl. Visitors will receive a guided tour which highlights the unique features of this exquisite chapel.

Sign up for tours in the registration area of the Fine Arts Center Lobby.
Heritage Tour of a Franciscan Neighborhood
A 10-block walking tour of the combined Franciscan campus contributing to the religious, social, health care, and educational environment in the area. The legacy of the later 19th and 20th century is architecturally and historically significant in the La Crosse area.

Sign up for tours in the registration area of the Fine Arts Center Lobby.

Franciscan Art Exhibit
Jean Moore, FSPA, mission integration coordinator, visited Assisi and brought back several art reproductions of traditional Franciscan art by famous painters. These items were purchased for the Viterbo art collection in recognition of the core values of Viterbo University. While these works are normally distributed throughout campus, they will be on display in the Library Art Gallery during the AFCU Symposium. Visit the exhibit by entering Murphy Center through the south entrance (closest to the Fine Arts Center) and walking down the main library hallway to the gallery. More information on the works can be found at www.viterbo.edu/franciscanart.

Out and About in La Crosse

La Crosse Concert Band Performance
Welcome to the Jungle! – Chris Werner, conductor
Wednesday, June 13, 7:30 p.m.
Riverside Park, Downtown La Crosse
Located on the Mississippi River at the north end of Riverside Park, west of the Radisson Hotel and north of the Courtyard by Marriott Hotel.

The La Crosse Concert Band has been a proud symbol of the Seven Rivers Region since 1917 bringing free, quality, multigenerational concert music to La Crosse’s beautiful riverfront, and in so doing, providing educational opportunities both for the audience and for student and adult performers.

“It’s totally relaxing with a beautiful breeze off the river, and it just makes me proud of my city. It’s one of the best things about La Crosse, and there’s not a better way to spend a summer evening.”

There is a freewill collection during the concert. For more information: www.lacrossconcertband.org.

La Crosse Queen Cruise
The La Crosse Queen is a modern-day replica of the grand river boats that plied the Mississippi River in the late 19th century. Cruising out of La Crosse, she is one of the few authentic Mississippi River paddlewheel river boats still in operation in the U.S. The La Crosse Queen is U.S. Coast Guard inspected for safety and is licensed to carry up to 149 passengers.

During your time in La Crosse for the AFCU Symposium, they will be offering a public cocktail cruise on Wednesday, June 13. This cruise runs from 5:30–7 p.m. at a cost of $18.95 per person. It is a 90-minute scenic Mississippi River cruise with complimentary pizza, beer, and soda. Registration prior to the cruise is required. Call 608-784-2893. Boarding for the cruise is at the north end of Riverside Park in downtown La Crosse. For more information: www.lacrossequeen.com.

Grandad Bluff Park
Approximately five miles east of the Viterbo University campus, Grandad Bluff is the largest bluff in the La Crosse area and is well-known for its scenic overlook of the city. The city officially reopened the park in April of this year, after a year-long $1.4 million renovation. Main Street, which is about nine blocks north of campus, becomes Bliss Road, which leads up the side of the bluff to the park. For more information: www.cityoflacrosse.org/index.aspx?NID=1674.

Pump House Regional Arts Center
The Pump House Regional Arts Center invites you to explore the works of Kari Hogden, Bonnie Murray, and Barbara Shafer. Hogden’s vibrant oil paintings of rural Wisconsin depict structures representing man’s connection to the land whether it is practical or recreational. Murray, in her exhibit “Biffons In Wymo Woods, Scene to Seen,” originally created for a book, develops the characters’ personalities with scenes in bold color and strong movement, while Shafer’s paintings, in the Kader Gallery, allow viewers to engage in dance through the figuration of motion and reveal a certain degree of graceful struggle.

The Pump House is located at 119 King Street in historic downtown La Crosse (northwest of the Marriott Hotel and south of the Radisson Hotel), open Tuesday through Friday from 11 a.m.–7 p.m., and noon–4 p.m. on Saturdays.
In case of emergency, call:
• 608-796-3741 (registration table in FAC)
• 608-796-3670 (School of Nursing building office)
• 608-796-3911 (24-hour Campus Security)

Handicap accessibility information is available at the Student Union desk or the registration table in the Fine Arts Center Lobby.
AFCU Member Institutions

(Year of founding in parentheses)

Alvernia College, Reading, Pa. (1958)
Briar Cliff University, Sioux City, Iowa (1930)
Cardinal Stritch University, Milwaukee, Wis. (1937)
   Felician College, Lodi, N.J. (1942)
Franciscan School of Theology, Berkeley, Calif. (1968)
Franciscan University of Steubenville, Steubenville, Ohio (1946)
   Lourdes University, Sylvania, Ohio (1958)
   Madonna University, Livonia, Mich. (1947)
   Marian University, Indianapolis, Ind. (1936)
   Neumann College, Aston, Pa. (1965)
   Our Lady of the Lake College, Baton Rouge, La. (1923)
   Quincy University, Quincy, Ill. (1860)
   Siena College, Loudonville, N.Y. (1937)
Silver Lake College of the Holy Family, Manitowoc, Wis. (1935)
   St. Bonaventure University, St. Bonaventure, N.Y. (1858)
   St. Francis College, Brooklyn Heights, N.Y. (1885)
   Saint Francis University, Loretto, Pa. (1847)
   University of St. Francis, Joliet, Ill. (1920)
   University of Saint Francis, Fort Wayne, Ind. (1890)
   Villa Maria College of Buffalo, Buffalo, N.Y. (1925)
   Viterbo University, La Crosse, Wis. (1890)