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2012 Annual Report to the Pieper Foundation

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Annual Report to the Suzanne and Richard Pieper Foundation: 2012

Submitted January, 2013

Monica Rico, Lawrence University

Executive Summary

Lawrence University continues to advance the values of the Pieper Family Foundation by educating students for lives of responsible citizenship and committed altruism. Ongoing measurement of Lawrence students and alumni indicates continued solid performance on previously established metrics of success.

Award Criteria	Accomplishments
Category 1 Baseline data	Previously awarded
Category 2 Acceptance of SL	Previously awarded
Category 3 Outcomes measures	Data shows results above or similar to peer institutions in most categories
Category 5 Breakthrough venture	Collaborations with Housing Partnership of the Fox Cities and Boys and Girls Club
Category 6 "Excellent year"	Multiple successful initiatives
Category 7 Exemplary servant leader	Kathleen Fuchs

We continue to pursue a *student-centered* approach. Rather than impose servant leadership on Lawrence faculty, staff and students from the top down (power model), we strive to respond to the campus community's requests and needs (service model).

- Connecting formal teaching and learning in the curriculum with service to the broader community
- Commitment to the values of service and altruism, particularly for the least fortunate among us
- Encouraging students to seek to live out their values in college and beyond in their professions and community

Criterion 3: Outcomes Measures

Since the establishment of the Chair at Lawrence, we have surveyed alumni on character and engagement. In this, the fifth year of our tracking, we have continued to employ measures that suggest the impact of our work. Our survey focuses on characteristics defined as desired outcomes by the Pieper Foundation.

1. Graduates will be known for their moral values.
2. Graduates will enrich and lead by serving their community and profession.
3. Graduates will apply their moral values in both their professional and personal lives.
4. Graduates, according to their moral values, will serve those who are the least privileged among us.

For 2012, we again used questions from the Higher Education Data Sharing (HEDS) survey. The survey asks respondents to rate various traits such as “understanding moral/ethical issues” and “functioning well as members of a team” along with evaluating their levels of involvement in community service both as an undergraduate and after graduation. For each question, the respondent chooses a rating from among four possibilities ranging from “not at all” to “greatly” (see Appendix 1).

As previously, we used available Higher Education Data Survey (HEDS) data from alumni from institutions similar to Lawrence to provide comparative data.

We administered the survey to a random sample of Lawrence alumni from three different classes.

The results shown in Figures 1, 2, and 3 suggest that Lawrence University alumni report that their education impacted them at levels similar to, or above, the levels reported by peer institution alumni. A number of alumni also shared narrative responses in the space provided by the survey form (see Appendix 2).

Figures 4, 5, and 6 show alumni survey results over the last 4 years, which is as long as we have been collecting this data. Several points must be kept in mind when examining these charts:

1. Every year’s survey gathers data from *randomly chosen* members of graduating classes from three different years.
2. Data therefore does *not* show the change over time of specific individuals nor of the same group of alumni.
3. Lawrence only began gathering this data in 2009.

4. As the tenets of servant leadership become ever more firmly established at Lawrence, we anticipate seeing an upward trend.

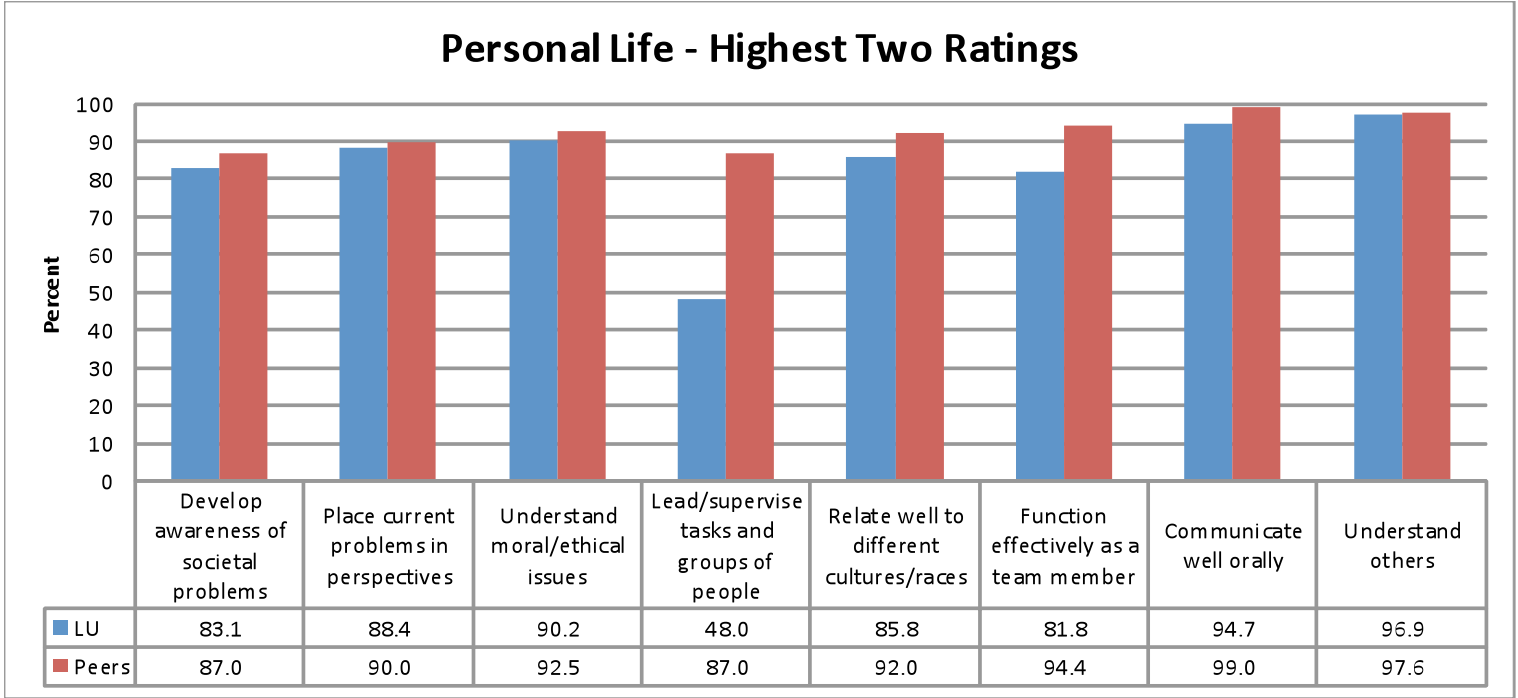


Table 1

* Highest two ratings include Important and Very Important.

Enhanced in College - Highest Two Ratings

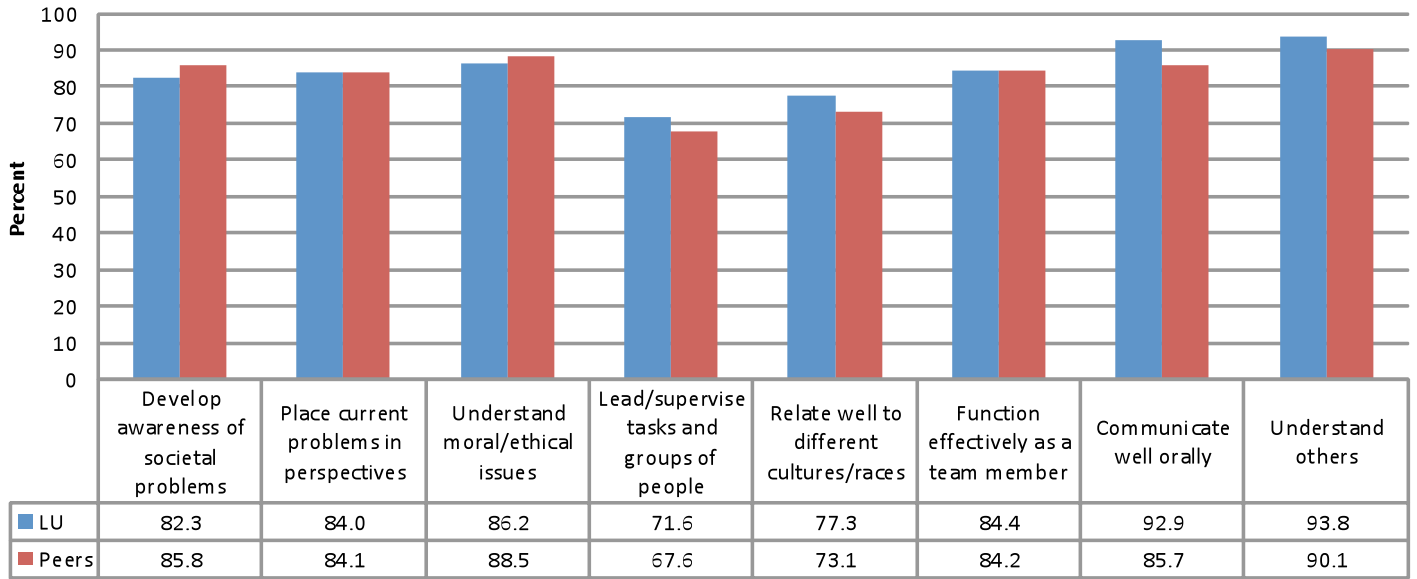


Table 2

* Highest two ratings include Moderate and Greatly.

Community Service - Highest Two Ratings

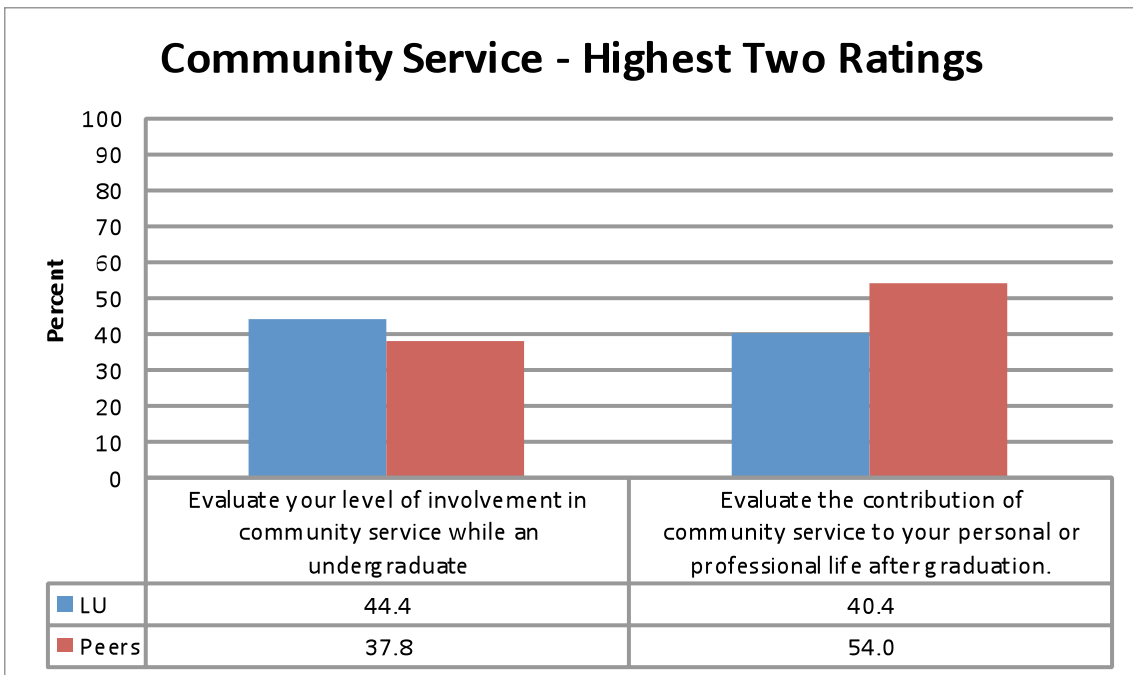


Table 3

* Highest two ratings include Moderate and Extensive.

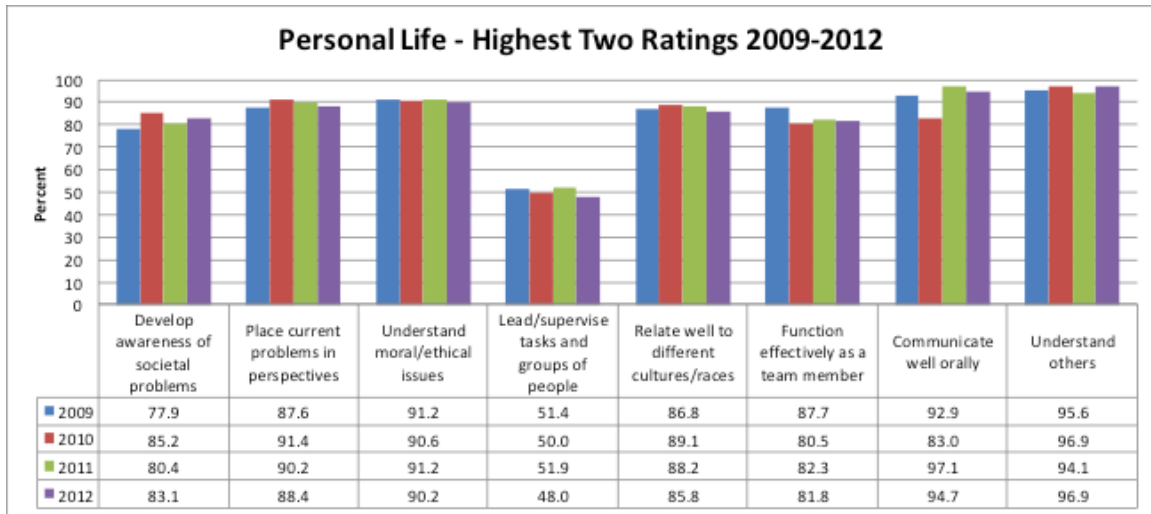


Table 4

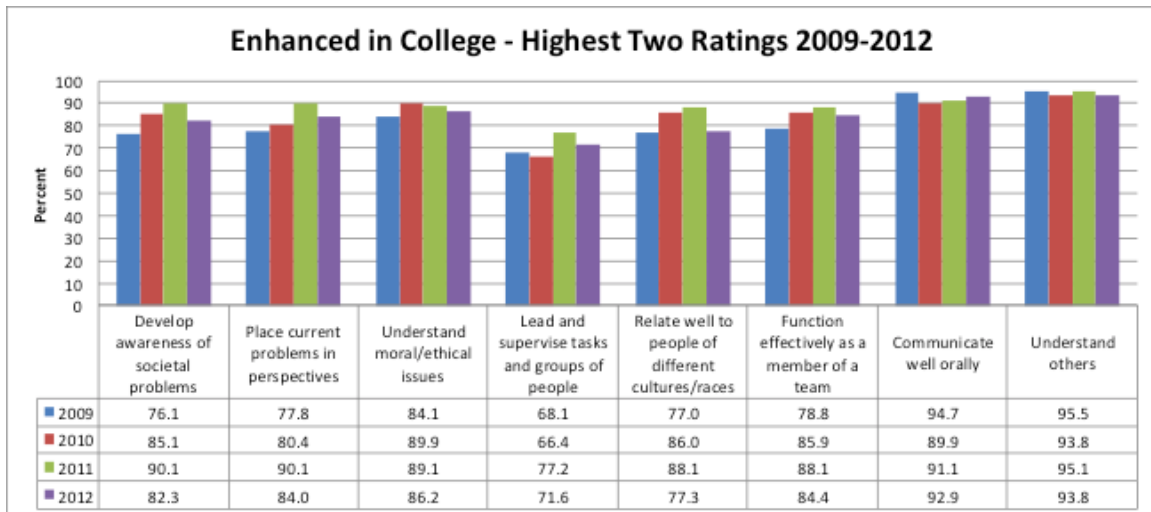


Table 5

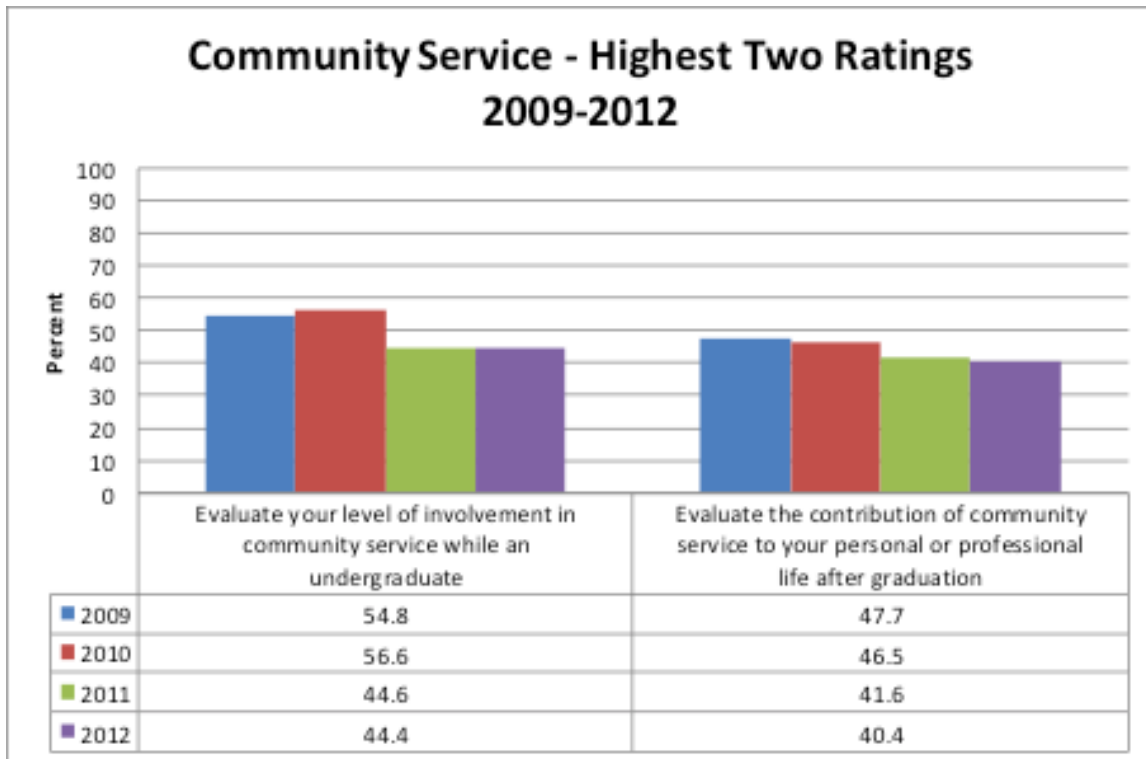


Table 6

The quantitative data presented are valuable, but can tell only part of the story. In this section, we also feature profiles of Lawrence alumni who have graduated since the establishment of the Chair in 2007 and who are showing characteristics of servant leadership.

James Duncan-Welke '09: James served as student body president while completing a double major in German and International Relations. He now is a special assistant in the Department of Homeland Security, US Customs and Border Protection Unit.

Vince Dyer '10: Vince double-majored in Environmental Studies and Philosophy and served on Green Roots, the Lawrence University Campus Sustainability committee. He also was active in student government and his fraternity. He is Technical Director at EnergyMen, Inc.

Laura Streyle '11: At Lawrence, Laura volunteered with Students Working Against Hunger and Poverty and the student organic garden. She developed a program called "Growing Together" in collaboration with the Community Garden Partnership in Appleton. Growing Together worked with teachers, English Language Learner students and their parents to create and nurture part of a garden. They exchanged language and meaning over the common activity of getting hands dirty. Laura has a passion for education, and is currently an English teacher in La Crosse, Wisconsin.

Naomi Waxman '11: Naomi participated in student theater and was a multiple Dean's List recipient at Lawrence. Today she uses her outstanding communication skills as a paralegal for New York Legal Assistance Group, serving the Family and Matrimonial Law unit.

These alumni and others are showing qualities of foresight, compassion, and commitment to others at an early stage, in their career choices and pursuit of excellence.

Criterion 5: Breakthrough Ventures: Community Collaborations via AmeriCorps*VISTA

In the 2011-2012 academic year, Lawrence University began a partnership with Wisconsin Campus Compact's AmeriCorps*VISTA program. We employed the resources of the Office of Engaged Learning and the Volunteer and Community Service Center to pursue this outside grant funding so that we could have a full-time AmeriCorps*VISTA member placed at Lawrence.

The 2011-2012 VISTA, Chuck Demler '11, worked with Housing Partnership of the Fox Cities to advance awareness of homelessness and leverage Lawrence's resources to alleviate poverty in our community.

Lawrence is particularly proud of the "Through the Lens" project. Lawrence student Timeka Toussaint '12 applied her photography talent to tell a visual story of Housing Partnership clients. For her senior project, Toussaint photographed Housing Partnership clients as a way of exploring the individual lives that lie behind socio-economic definitions of poverty. The project, she said, opened her eyes to a world living only blocks away from campus, but much farther away from her own personal experience. "Timeka learned that life is more complex and nuanced than most people realize, while the stories and opinions she heard informed her art and her understanding of individual experience," said Toussaint's Studio Art professor, Julie Lindemann.

The project also brought well-known Minneapolis photographer Wing Young Huie to work with Lawrence art students and Housing Partnership clients. Huie guided students and residents through an intimate conversation that explored probing questions, like *What are you?* and *How do you think others see you?* -- the substance of which, ultimately, became the basis for portraits reflecting each resident's "sense of self." The portraits (along with Toussaint's work and portraits of community members by local photographer David Jackson) became part of the May 2012 exhibit and fund-raising event "Through the Lens: A Look at Poverty in Appleton," which countered stereotypes about homelessness and poverty. As Crystal Lillge, Housing Partnership's Marketing and Development Director, noted: "The student contribution was bigger than just a few photographs, for their involvement affected many people and will continue to do so long into the future. We are truly blessed to

have such a great relationship with Lawrence—in fact, I hope this is just the beginning.”

In July 2012, Chuck’s VISTA year ended. With the support and assistance of the Office of Engaged Learning, Kristi Hill at the Volunteer and Community Service Center applied for a renewal of the grant and was successful. Olivia Hendricks ’12 is currently serving the Fox Cities community by organizing leadership development programs at the Boys and Girls Club of the Fox Cities. Lawrence students serve as mentors and recreational leaders for youth at the club and provide much-needed programming for non-school hours. Several student groups have been involved (see Appendix 4), and Olivia has recruited individuals as well. Tutoring is also part of the program. Olivia will serve until July 2013. A sample of the monthly reports to Wisconsin Campus Compact/AmeriCorps*VISTA have been included in Appendix 3.

Lawrence’s work with Housing Partnership and the Boys and Girls Clubs has consistently worked to promote the following traits of servant leaders among Lawrence students and faculty: listening, empathy, healing, awareness, commitment to the growth of others, and the building of community. Students and faculty joined in reflection sessions and discussions that helped increase understanding not only of *how* to serve, but *why* service is so important.

Criteria 6: Carrying Out the Mission of the Chair in 2012

- Lawrence named to the Presidential Service Honor Roll for the sixth consecutive year. One of only two schools in Wisconsin so honored.
- Sustained ongoing support of KidsGive program in Sierra Leone
 - Pre-trip orientation program to develop cultural awareness, Summer 2012
- Ongoing support of Leaders in Sustainability Action (LISA) with Sustainable Fox Valley (local nonprofit) and Appleton Career Academy (charter school).
- Supervised AmeriCorps*VISTA for 2011-2012.
- Collaborated with Volunteer Center in support of VISTA for 2012-2013
- Faculty development
 - Sponsoring ongoing series of informal “brown bag” discussions of effective teaching
 - Martin Luther King Jr. Day service learning workshop for faculty
- Met with community groups and local companies to discuss future collaborations including
 - Light Up the Fox River
 - COTS (homeless services)
 - Willems Marketing
 - Awakening the Dreamer (environmental leadership)
 - Thrivent Financial
 - ESTHER (interfaith social justice)
 - Sustainable Fox Valley

- Compassionate Fox Cities
- Fox Cities Chamber of Commerce
- Advised students on spring break service trip to Milwaukee focusing on gender-based violence
- Served on selection committee for Mita Sen Award for Societal Impact (new endowed award to fund Lawrence student projects that have the potential to benefit society)
- Joint “summer experience” grant program with Career Services and Volunteer and Community Service Center
 - Single application process = easier for students
 - Consistent standards for grants across college offices
 - Funding for internships
 - Esaana Ink: publisher focused on creating books for minority readers
 - Sustainable Lawrence University Garden

Since Esaana Ink publishes mainly local authors, the fiction I was working with represented the direct needs and concerns of the urban Indianapolis population. In a sense, these authors were creating fiction that was catered to the very needs of their community and population, knowing that it would be written, published, and circulated, within the same community. The authors I worked with were all African American women who wrote about relationships, family, and struggles with self-esteem and autonomy. Since I was reading and working with authors that are in stage of life very far removed from my own (college student, unmarried, without children, etc), it was very interesting to learn about these women author’s concerns, and to see how they addressed and attempted to solve these questions in their writing.

--Kaye Herranen '13 on her internship experience at Esaana Ink

- Senegal Program
 - New service component to Lawrence’s immersion term in Dakar, Senegal
 - Consulted with Professor Eilene Hoft-March about pedagogical best practices in service learning
 - Minigrant covered program expenses in Dakar on service days
 - Students volunteered at four sites
- Biology Senior Experience—increased levels of community engagement supported by consultation with Office of Engaged Learning
 - Four students developed and implemented curricular modules for Science Lab Day 2012 with middle school students. The theme was Animal Communication and the modules were:
 - Xavier Al-Mateen: Bat echolocation
 - Gwen Curtiss and Hannah Lantz: Canine postural communication
 - Madeline Cooper: Frog Vocalizations

- Continuous improvement in knowledge and provision of services
 - Attended Greenleaf Center LIFE conference, Ann Arbor, March 2012
 - Attended Upper Midwest Campus Compact Summit on Civic Engagement, St. Paul, May 2012
 - benchmarking visit to Edgewood College
 - meetings with Deirdre Egan, Faculty Director of Service Learning at St. Norbert College
 - hosting visit from Wisconsin Campus Compact director
 - Lawrence University Community Engagement Council continued to meet quarterly to exchange ideas about collaborating to support service and leadership across the campus
 - planning process to prepare presidential transition in July 2013
- Communication and outreach
 - Redesign and new content for website
 - Facebook page continuously updated
 - Regular email “blasts” to faculty to promote servant leadership and service learning
 - Represented Lawrence at community events: annual Report to the Community Breakfast, Fox Cities Chamber of Commerce “The Event”
- Participated in planning process for TEDx: Lawrence University conference to be held May 2013
- Civic Life Project: A pilot program designed to stimulate engagement among students and the Fox Cities community through short, student-made documentary films about local issues
 - officially launched in January 2012 with the help of renowned author, educator and activist Parker Palmer during an address in the Lawrence Memorial Chapel.
 - modeled after a successful program that award-winning filmmakers Catherine Tatge '72 and her husband, Dominique Lasseur, created for high school students in Connecticut several years ago.
 - Students will be asked to identify a human-scale story in the community that reflects a larger story of the day: one family’s foreclosed mortgage; one person’s loss of a long-time job; one teacher’s special way of encouraging kids who are on the margins.

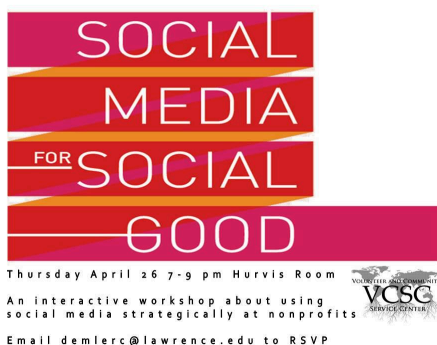


Fig. 1: Poster for workshop on social media for nonprofits organized by Chuck Demler, AmeriCorps*VISTA

- Collaborations with History Museum at the Castle (Outagamie Country Historical Society) exhibit, “Leonardo da Vinci: Machines in Motion”
 - STEM field trip day with Professor Megan Pickett (Physics)
 - Bookmaking workshop in community with Professor Ben Rinehart (Studio Art)



Figure 2: Fox Cities families at “da Vinci’s Studio: Handmade Journals” Appleton Public Library, November 2012

Criterion 7: Exemplary Servant Leader: Kathleen Fuchs, Director of Counseling Services, Lawrence University

No community engagement was required, or even necessarily encouraged, for the SAMHSA GLS grant. This federal grant program focuses on college and university campus suicide prevention. Yet in large part because of the increased focus on community engagement that resulted from our receipt of a Chair in Servant Leadership, Kathleen chose to reach out to a wide community cross-section during the proposal planning stages, to make the community part of our grant planning, and ensure they would be part of its implementation if we got the grant.

The explosion of community engagement that has resulted far, far exceeds anything Kathleen imagined when she took those initial steps. But there was great need in the community — serious structural barriers and shortfalls to meeting the mental health needs of people, and especially youth, in the Fox Cities region, brought to a crisis point by a youth suicide outbreak centered on Kaukauna High School. Kathleen stepped up to be a collaborative partner, and to redefine herself as far more than just a Lawrence staff member but now as a community leader in service to others.

In addition to her own servant leadership, throughout this process Kathleen has sought to engage and inspire colleagues, community members, and students to lead

through service as well. She has done very little alone, but has made it a practice to engage others collaboratively in her work in every aspect of her community service as well as her efforts to build a lasting coalition on the Lawrence campus for mental health and wellness.

The third year of the SAMHSA GLS grant ended in September 2012, but Kathleen secured an extension of the project through the end of the 2012-13 academic year. As of July 1, she retired as director of LU's counseling services (another director has been hired to replace her) and is working part-time focused exclusively on the activities of the GLS project and building sustainable structures to continue the work on campus and with the community after she retires. There is not enough money remaining in the grant to fully fund this extension, but she persuaded Lawrence to help support it — and the central point that won Lawrence's support is that a major focus of Kathleen's efforts in this final academic year will be the building of ongoing opportunities for students to learn and lead through service. It is a critical element of her working plan for the year to collaborate — with the Pieper Chair, as well as the Volunteer & Community Service Center, the campus Wellness committee, student clubs and organizations, and faculty members in a wide range of disciplines — to develop multifaceted relationships between Lawrence and the community that will create *opportunities for students to practice servant leadership on issues of mental health and wellness, both on campus and in the wider community.*

And of course, although Kathleen has retired from her primary position at Lawrence and is working only part-time on suicide prevention projects, she continues to give generously of her time in servant leadership roles in the community, and bringing the campus and community closer together. As one key community leader put it, Kathleen's devoted servant leadership has made Lawrence "a peninsula, instead of the island [it] used to be."

Kathleen became a leader through service, and despite the existence of Lawrence's federal grant, it was and is service — she has expanded her labors far beyond the scope of what is required or even supported by the grant. She has given hundreds of unpaid volunteer hours to community organizations and community needs:

- Local funds secured from J. J. Keller Foundation (\$25K) in 12/09. This allowed Kathleen to expand activities that at Lawrence were supported by the SAMHSA GLS grant — educational, clinical, and QPR instructor training opportunities — with a much broader audience of K-12 and youth-serving community partners. QPR (Question, Persuade, Refer) is an evidence-based program that empowers ordinary individuals to recognize early warning signs of an individual in distress, open a supportive conversation that persuades the individual to accept help, and connect them to mental health services.

The goal of the Keller grant was to train 62 people as QPR instructors, resulting in at least 1500 people being trained as QPR gatekeepers within 18 months. Thanks to Kathleen's outstanding efforts and tireless community collaboration, ultimately 67

instructors were trained, and more than 2,300 people (and counting!) have been trained as gatekeepers.

QPR instructors have been trained at 8 school districts (6 public, 2 private) as well as a wide array of youth-serving organizations: health and mental health providers Affinity, ThedaCare, Fox Valley Children's Mental Health Center, CHAPS Academy, Samaritan Counseling and Reach Counseling; as well as Outagamie County Public Health, Child Protection, and Crisis Intervention supervisors and staff members, and the City of Appleton Diversity Coordinator; and non-profits including Boys and Girls Club-Fox Valley, Center for Grieving Children, Community For Hope (both Fox Cities and Oshkosh), Friendship Place, Girl Scouts of Northwestern Great Lakes, Harbor House, Harmony Café, NAMI-Fox Valley, YMCA of the Fox Cities, and Youth-Go.

Kathleen's time in meeting all the key community people at schools and youth-serving agencies, and organizing activities for them, was above and beyond the scope of her work at Lawrence or for the SAMHSA grant — she donated her time because she felt morally compelled to share the benefits of the SAMHSA grant beyond just the Lawrence campus. She volunteered dozens of hours on these tasks alone, and the effort brought her to the attention of other servant leaders in the mental health stakeholders community, ultimately leading to many of the other service opportunities that Kathleen found and accepted.

The success of this first grant effort led the J. J. Keller Foundation in 2012 to request that Kathleen submit an additional proposal for \$13,500 to carry out additional QPR instructor training, in collaboration with Community for Hope Fox Cities & Greater Oshkosh, to reach more K-12 and non-profit personnel in the community. Efforts continue to seek ways to collaborate with community stakeholders to assure continuation of community QPR trainings, including closer collaboration with Community for Hope-Fox Cities and Community for Hope-Greater Oshkosh.

-Kathleen served on Guiding Coalition for local group of community stakeholders that is planning a Mental Health Summit on access and navigation for mental health consumers. The Mental Health Summit planned by Guiding Coalition was held 3/2011; attended by 150 community leaders; speakers included team from Tarrant County, TX which has been successful in building strong community partnerships to coordinate access and navigation to MH services for citizens.

-A key outcome of summit was formation of non-profit entity titled The North East Wisconsin (NEW) Mental Health Connection. Kathleen accepted a (two year term) seat as voting board member on charter board, and a position on the grants sub-committee. NEW MH Connection (NEWMHC) has achieved 501c3 status, and has secured sufficient membership dues and local funding to hire of a full time executive director in 7/12.

-In 2/11 Kathleen, along with several Guiding Coalition members, met with leaders in Kaukauna, WI, a local community experiencing a suicide cluster within its high

school, and was invited to become part of steering committee, Kaukauna Connected Community (KCC), convened by school superintendent. Kathleen is chair of a research sub-committee which hired American Association of Suicidology (AAS) to conduct a community psychological autopsy study. Lanny Berman, executive director of AAS, visited on April 6th and met with steering committee to begin process which will last several months and include intensive investigation of each case in the student cluster of suicides followed by recommendations for future intervention and prevention efforts.

Results from the AAS psychological autopsy study were received in Jan. 2012 and led to a new community action plan to guide community education and prevention efforts in Kaukauna. The community's effort will be ongoing, and Kathleen remains on the KCC steering committee.

KCC Education sub-committee brought Scott Poland, suicide prevention expert, to town in May 2011 to address teachers, parents, and local media on strengthening support systems for youth. Kathleen attended all Poland events.

- Since the first year of the SAMHSA GLS grant, Kathleen has served on an ad hoc basis Outagamie County Death Review Team (DRT) monthly meetings whenever youth suicides/homicides are reviewed. The DRT reviews preventable youth deaths for the purpose of improving prevention efforts. DRT produced suicide prevention guidelines that recommend the use of QPR gatekeeper training in community and educational settings — a tool Kathleen brought to Lawrence via the SAMHSA grant and expanded to serve the community (with local grant support) to train thousands of people as “gatekeepers” who can open supportive conversations with people in mental health distress or crisis and connect them with appropriate services.

-In Feb. 2012 PD Fuchs was invited to join an ad hoc work group creating a community initiative on education and awareness around LGBT issues, spearheaded by the Community Health Action Team (CHAT), and an outgrowth of a 2011 “Plunge” that educated community leaders on this issue. CT member Chuck Erickson and LU psychology faculty member Beth Haines both involved in the “Plunge” and serve on this work group. The work group is planning a multi-pronged community initiative from January through April 2013.

- In April 2012, PD Fuchs led a panel at the annual national GLS grantee meeting in Baltimore, MD on “Collaborating with your Local Community”, along with GLS colleagues from College of Menominee Nation and Daytona State College. Each campus had found innovative ways to involve the local community in campus suicide prevention efforts. The national Suicide Prevention Resource Center and the program officers of the federal GLS grant program have recognized Kathleen as a leader in building strong bridges between a campus and community on issues of mental health wellness, resources, and programming. She was asked to speak to new GLS grantees as part of their orientation training, and also presented to a national audience of college mental health counseling directors at their annual

conference in 2012.

- LU partnered with community members from Community for Hope-Fox Cities to host an observance of the American Foundation for Suicide Prevention International Survivors of Suicide Day on 11/19/11. There were 26 attendees, 2 of whom were from LU. LU provided refreshments of cookies and lemonade for participants. PD Fuchs was one of 4 counselors present to offer support and comfort following the program. Hosting the program created further good will with a key community partner.

We all wear invisible masks. We wear masks that conceal loneliness and fear, even pain. We wear masks to disguise shyness and shame. Yet, ultimately, no matter the size, shape or color, all masks hide the same universal human emotions. And this is the fundamental idea behind Lawrence's Show Your Face Masque-Making Project, an event comprising both a play that physically interpreted these universal emotions as well as participants constructing their own paper mache masques, as a way of exploring emotion through physical action. The play's imaginative script, which melded together vignettes depicting the gamut of emotional experience, originated from the creative collaboration between Lawrentians and community members. Much of the script evolved, in fact, from an innovative idea to set up a "script suggestion box" at the local Harmony Café, into which community members added their own script ideas, including personal thoughts, memories, poems or quotes—and later these ideas were incorporated right into the script. "It was a powerful experience for everyone involved to share their emotions and feelings—and then see them played out and interpreted on stage, as part of such an inventive play," said Jesse Heffernan, of Harmony Café.

The masque project, one of the culminating events funded by the Substance Abuse and Mental Health Services Administration grant, represents just one example of how wellness continues to play an integral role throughout Lawrence University culture.

