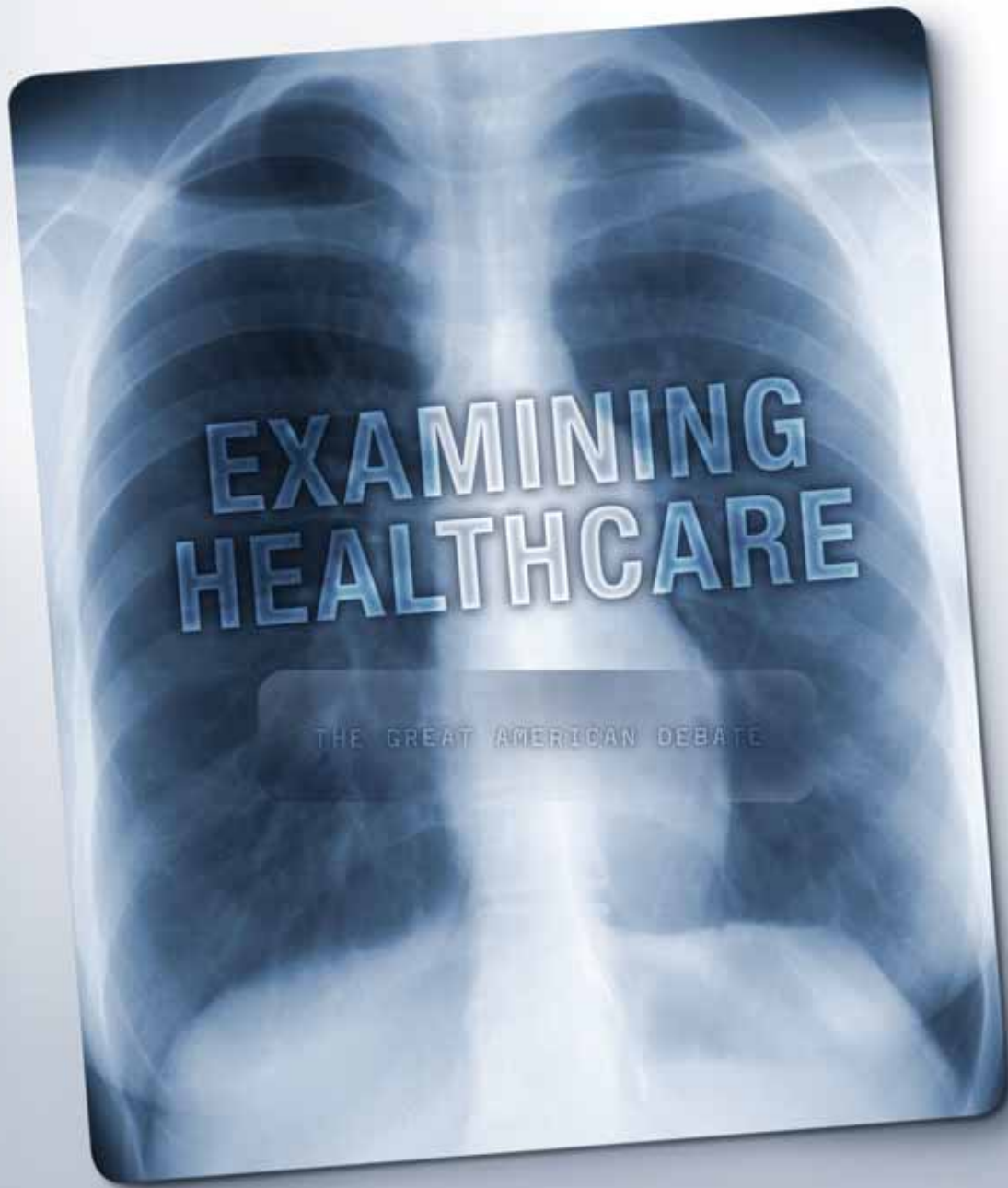


LAKELAND

THE MAGAZINE OF LAKELAND COLLEGE



FALL 2009
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Lakeland College, a liberal arts college related to the United Church of Christ, is committed to educating men and women of diverse backgrounds, enabling them to earn a living, to make ethical decisions, and to lead purposeful and fulfilling lives distinguished by intellectual, moral, and spiritual growth.

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Cover Story: The Great American Healthcare Debate

Everyone, it seems, has an opinion when it comes to the healthcare debate. We asked some experts to share their perspective - and we hope you'll share yours. [[Page 2](#)]

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A HEALTHY DEBATE



As opinions mount in our nation's healthcare debate, we provide some additional food for thought.

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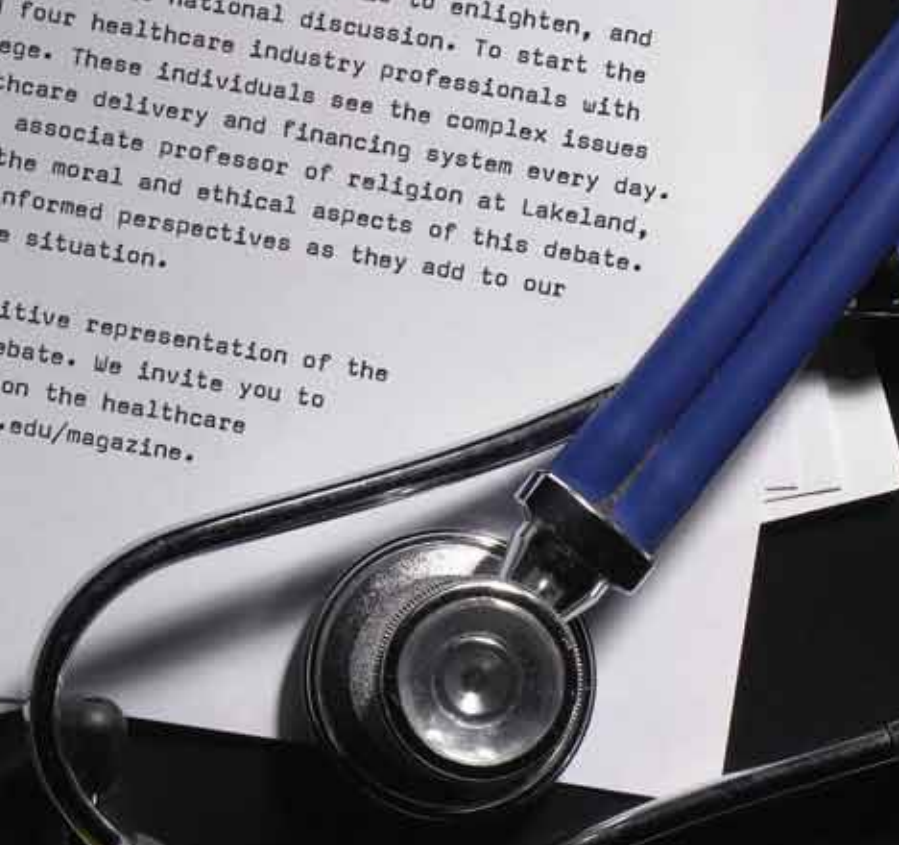
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 -HIPPOCRATES-

As this issue of Lakeland went to press, the debate over the future of U.S. healthcare was at a fever pitch.

President Obama and lawmakers in Washington, as well as special interest groups, were making the case for their ideas. Emotions were running high at many town hall meetings across the country, including some here in Wisconsin. The discussion is dominating newstalk shows, watercooler chats and dinner tables.

The healthcare debate may well be the most important public policy issue of our generation. As an institution dedicated to the fostering of knowledge and stimulating rigorous debate, our goal is to enlighten, and inform and inspire you to join in this national discussion. To start the conversation, we interviewed four healthcare industry professionals with connections to Lakeland College. These individuals see the complex issues surrounding our current healthcare delivery and financing system every day. We also invited Karl Kuhn, an associate professor of religion at Lakeland, to write an opinion piece on the moral and ethical aspects of this debate. We hope that you enjoy their informed perspectives as they add to our collective understanding of the situation.

These are, by no means, a definitive representation of the thoughts and opinions in this debate. We invite you to share your story or perspective on the healthcare debate online at <http://lakeland.edu/magazine>.



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FAMILY PHYSICIAN

Dr. Cliff Woodford is a family physician with over two decades of experience practicing in the public and private sectors. He teaches in Lakeland College's healthcare management degree program, and is married to Adina Schwartz, associate professor of economics at Lakeland.

Dr. Cliff Woodford ranks healthcare as a basic human need – right up there with food, clothing and shelter.

“Whatever comes out of this debate, we need something that gets insurance in the hands of the 48 million people not insured,” Woodford said. “Some basic level of healthcare is something everybody should have access to here in the 21st century.”

“We’re the richest country in the world – we can afford this. Not everybody likes hearing that, because it means somebody has to pay for it. The fact is, we can afford it, and we should be providing it.”

Woodford isn’t pitching any one particular system that would fill the gap, but he’s well aware of the issues standing in the way of meeting such a goal.

One is the lack of primary care doctors and nurses entering the field. “The lack of access to primary care is absolutely breaking the bank,” Woodford said. “People go to the emergency room for minor illnesses because it’s their only source of care.”

The current healthcare model needs to be changed. Primary care physicians should be rewarded for improved health outcomes at levels similar to specialists’ rewards.

“In specialties, you can be comfortable quickly out of training, get your medical school bills paid and live nicely and not have to kill yourself,” Woodford said. “Primary care doctors work like dogs and make a quarter what radiologists make, and I’d argue what they do, in a big-picture scenario, is more important.”

Additional training opportunities, more residencies and reducing productivity pressure by putting more people in the primary care field are all possible solutions, Woodford said.

Woodford noted the Patient-Centered Medical Home model, which builds a long-term relationship between physicians and patients and emphasizes ongoing primary and preventative care in an effort to cut down on chronic medical problems, as another possible solution.

But these are issues the medical profession can and should tackle on its own, Woodford said, without government intervention.

“It comes back to us getting a better recognition of the problem,” Woodford said. “Unfortunately, organized medicine is dominated by the specialist. If medical students could get a good primary care experience during their third and fourth years, then the primary care professions would be more interesting to them.”

The American Medical Association this past summer formally endorsed the House version of the healthcare bill, which Woodford said surprised him, since doctors are traditionally opposed to government intervention in healthcare.

“If you took a bunch of physicians in practice for 30 or 40 years, they’ll tell you the golden age ended in the early- or mid-1980s,” Woodford said. “If a doctor said a patient needed something, it got paid for. Since then there’s been more scrutiny, which, frankly, I think is a good thing.”

While some argue that tort reform could control the huge awards given in malpractice cases and thus hold down medical spending due to the practice of defensive medicine, Woodford said, “Malpractice suits and expenses constitute less than 1 percent of our healthcare expenditures. It doesn’t seem reasonable to me to hold 48 million people hostage over this relatively small component of the system. ❏



HOSPITAL ADMINISTRATOR

David Kuehn is administrator for cardiovascular services west and northwest division, Marshfield Clinic, and an instructor in Lakeland College's healthcare management program. He has served in leadership roles in hospitals and the insurance industry for over 20 years.

David Kuehn takes exception when he hears the phrase healthcare “crisis.”

“We in the U.S. are blessed with the finest acute care healthcare system known to man,” Kuehn said. “We develop most of the new procedural things, life-saving equipment and drugs for the world. It’s an expensive proposition. There’s a crisis in financing the finest acute care healthcare system in the world.”

Kuehn is concerned that politics are driving a quick-fix that might ultimately do more harm than good, and he’s hopeful that discussions about real solutions will replace the politics.

“If we do want some other kind of healthcare, it has got to be something that is not defined as a political prize,” Kuehn said. “You get the impression from the President and his party that the political prize is, ‘No one else has been able to do this for you, so we are.’ That’s the problem with the debate – it’s a quick fix, it’s another program, instead of actually sitting down and saying, ‘How are we going to fix this thing? We have issues coming in the future – are we dealing with those properly?’”

With the Baby Boomer generation slowly aging and needing more healthcare services, Kuehn said it will put a tremendous strain on Medicare, creating a whole series of new issues.

“Medicare and Medicaid drive reimbursement and drive decisions about new procedures and what is acceptable,” he said. “It’s a government-regulated and mostly-paid-for system. If you accept my premise, healthcare is not broken, the financing of it is.”

Kuehn noted that the average lifespan in the U.S. has been climbing since the advent of Medicare in 1965, and the bulk of Medicare reimbursement is spent on the last years of a person’s life.

“Medicare is probably one of the few programs you can walk into any facility in the U.S., flash a card and get services – no restrictions,” Kuehn said. “That probably will have to be curtailed. It is going to hurt. Medicare could bankrupt us if we try to help all the Boomers who are quickly moving into retirement.”

“The question is, do you perform a bypass on a 92-year-old woman? Can we do that for them in lieu of not covering young

people? Medicare and Medicaid won’t be able to withstand the sheer numbers of the Baby Boomers coming through the system. We have to take time to ponder how it’s going to look.”

Kuehn acknowledges that there is a major fiscal challenge of getting the uninsured access to healthcare, but he worries that those stories are being exploited for political purposes. In Wisconsin, Kuehn said, hospitals and clinics operate at a lower cost than other states, equipping Wisconsin with a variety of solid private, public and nonprofit healthcare systems.

“You can find some sad, very tragic stories, but I see those more as a political move to drive an agenda,” Kuehn said. “We typically don’t see that here – people not getting care. It’s more of a political animal than an actual animal here in Wisconsin.”

Kuehn said more people need to visit primary care doctors instead of sub-specialists so that chronic conditions can be identified and treated. He said the Medicare and Medicaid reimbursement systems pay specialists better than family practitioners, further compounding the problem.

“The system has a garage mechanic mentality,” Kuehn said. “We love it when someone comes in and we take a piece out of them or put a piece into them and they walk out all fixed, instead of looking at long-term care.”

Kuehn said he hopes any new system will reward quality healthcare operations that are controlling costs, and that find ways to ensure that people won’t be facing bankruptcy if they need catastrophic healthcare.

“Everybody wants to save money on healthcare, but when everybody accesses healthcare, they want the latest machine. That makes it difficult to deal with. The issue here is the uninsured and the fiscal challenges of trying to get those people care and having them access healthcare where it’s least expensive.”

Kuehn noted research that says 75 percent of people in the U.S. are happy with their current health plan, so the potential for fallout is high if any new program proves unpopular.

“Our physicians save lives every day,” Kuehn said. “Twenty years ago, these procedures weren’t available and people died of, in our case, heart attacks. It’s incredible what doctors can do in a matter of minutes, how they can change the course of somebody’s health.”

“I don’t think we want anything less, and that’s my fear. If we try to do everything for everybody and be hasty about it, when Boomers get halfway through, we won’t be able to tax people enough to be able to pay the Medicare tax.” ❖



HEALTHCARE EDUCATOR

Nita Stika owns CWTD Consulting, a provider of healthcare education and practice management services. She is also an instructor in Lakeland College's healthcare management degree program and is a former healthcare administrator.

Nita Stika sees healthcare as a three-legged stool: cost, quality and access. If one of the three legs isn't in balance, the stool may topple.

"The constant challenge in healthcare is to keep those three factors in balance," Stika said. "If there is an increase in access, the cost is higher and the quality is at risk. If we're trying to keep quality at a high level, the cost goes up and access may go down."

And Stika points to data that says that the legs of the current U.S. healthcare stool are not in balance.

According to the National Coalition on Health Care, in 2008, the United States spent 17 percent of its gross domestic product (GDP) on health care. It's projected to reach 20 percent by 2017.

"That is a crisis," Stika said. "When we talked about how many millions of people are without coverage, I view it as a crisis. It's a crisis when people who have always been employed have lost their job and do not have the income to afford their own individual policies."

Stika said it takes the average person more than three unemployment checks to afford the COBRA benefit, leaving little remaining for life's basic necessities. People get removed from healthcare plans and access emergency rooms for basic care, and the cost is shifted to everyone else. "We're paying for it one way or another," she said.

The CIA World Factbook puts the U.S. at 46th in the world on the infant mortality rate list. Evidence, Stika says, that there is plenty this country can learn about improving quality from other nations.

"My concern is we get so caught up here in the U.S. that our healthcare is the best in the world, and it's not," Stika said. "We could be learning from other countries and what they're doing right. Not all of them are doing everything right, but we certainly aren't doing everything right either."

Stika says any long-term solution has to begin with a reduction in administrative waste and better communication among physicians.

"Physicians don't talk to each other as well as they should," Stika said. "Often, pharmacists have to intervene and say, 'Does your other doctor know you're taking this, because these two medications don't work together.'"

"If they're not talking to each other, there's a lot of duplication of service. 'I just had that blood test with my other doctor.' 'Yes, but I want my own results from my own lab.' Is that because they want to make the money, or for their own liability reasons they want to document that they did their own test?"

Adoption of electronic medical records and changes in medical coding – the process of assigning numerical codes to a physician's medical diagnosis or procedure that are used by insurance companies to determine reimbursement – could aid in better communication, Stika said. But the cost of those changes is steep, and history suggests the adoption of new systems is slow.

Stika said any new healthcare program must also account for a population that's living longer and suffering chronic healthcare issues.

"The onset of chronic illness is happening earlier and earlier

because we've got the trends with obesity, diabetes, heart disease," Stika said. "Why? Because of poor lifestyle habits and stressors. People are getting sicker earlier, but because of technology, which is also expensive, we're keeping people alive longer. That adds to the cost, too."

Compounding the problem, she said, is a shortage of new prospective physicians and nurses interested in entering primary care.

"If this new healthcare reform does go through and more people are insured, there are going to be volumes of people getting treatment they were avoiding," Stika said. "There won't be enough workers to support the increased need for care."

People don't need to wait for the healthcare industry or government to make changes. Individuals can positively impact healthcare, Stika said, by taking better care of themselves and by educating themselves to make better consumer decisions.

"When we have insurance, we think all I have to do is go to the doctor and insurance will cover it and I won't have to worry about it," Stika said. "When we have a very minimal co-pay of \$5 or \$10 and we have a sore throat, we'll probably get treated for that sore throat because it's annoying and we don't want to deal with it. But if I've got a \$50 or \$60 co-pay, I'm more likely to pick up a package of those vitamin C drops and tough it out."

"This debate is also about personal responsibility. We see a lot of people who have not been educated in how to care for themselves. If they get the education they need, they know that if they have an ingrown toenail or a little ache, you don't access the emergency department in a hospital for that."

One indicator of progress would be a reduction in the childhood obesity rate, Stika said.

"If parents who are not taking care of themselves are at least instilling good health in their children by saying, 'No, you don't need that bag of Doritos, and why don't you go outside and toss the ball around instead of playing another video game,' that will teach them to have a healthier lifestyle," Stika said.

"If people are living healthier lifestyles, their healthcare costs are likely to be significantly less." ❧



INSURANCE ADMINISTRATOR

Bill Bathke '72 is executive vice president and chief operating officer with Wisconsin Physicians Service Insurance Corporation (WPS). He has worked for the Madison-based health insurance provider for 27 years. Prior to that, he worked in law enforcement and industrial relations. Bathke has been a member of the Lakeland College Board of Trustees since 2001.

A common battle cry in the national healthcare debate is the need for change. But when Bill Bathke reflects on the healthcare landscape during his nearly 30-year tenure at the state's only not-for-profit insurer, all he sees is change.

"I don't know of another industry that has had as much continuous

change over such a long period of time," Bathke said. "Stop and think how much has changed in the delivery of healthcare services and in coverages, options and alternatives for financing of those services."

For example, Bathke's father was diagnosed with heart disease and died at age 49. Today, the care that he would have received would no doubt have extended his life and is considered routine.

"Look at the cholesterol medications that are relatively new that have had tremendous positive impact on curbing heart disease," Bathke said. "Look at the different medications for arthritis and diabetes and improvement in disease management that never existed a dozen years ago."

"Look at the imaging and surgery techniques, even robotics, that are reducing costs and improving outcomes. I see medical procedures and practices in constant change and constant improvement."

Agreeing on an affordable system that provides healthcare for all is a common objective, but Bathke cautions that the solution isn't shifting costs around. Medicare and Medicaid, two large government-funded programs, pay, at best, 50 cents on the dollar for services to the provider network. Thus, to recoup expenses, healthcare providers shift the shortfall in fee reimbursement to their private sector clients.

"When this happens, the premiums in the private sector go up," Bathke said. "When premiums go up, it makes it even harder for people to participate in the private financing of healthcare. If you look

at it in that context, government is the problem."

"For insurance principles to prevail, you've got to pool and account for risk. You certainly don't insure a house after it's on fire. On the other hand, a person that has insurance on a home that later incurs a fire can expect reimbursement for their losses."

"If we can pool health insurance and we can account for the risk and demographically project out experience, we can fund for it on a responsible basis. People need to be part of insurance pools for it to work and to impact large numbers of people."

Government already plays a major role in healthcare with the Medicare and Medicaid programs, but Bathke sees a number of other areas where government can offer some solutions, including:

❧ **PROGRAMS LIKE THE HEALTH INSURANCE RISK-SHARING PLAN (HIRSP),** which offers health insurance to Wisconsin residents who either are unable to find adequate health insurance coverage in the private market due to pre-existing medical conditions or who have had a significant increase (50 percent) in renewal of their present premium, are good options for some people.

❧ **ANTI-TRUST AND MONOPOLY PRACTICES.** "We see this massive movement toward bigger is better within hospitals and healthcare systems across the nation. I don't think that's the answer. I think healthcare is very much localized. The government should take a serious look at anti-trust and monolithic practices and intervene where they see such practices occurring."

❧ **RESEARCH AND DEVELOPMENT.** "The private sector is able to take on known risks and to actuarially account for those going forward. But the government is in a far better position to work cooperatively with healthcare providers and society on the research and development aspects of healthcare."

❧ **TORT REFORM.** Bathke said some doctors order tests to cover themselves should they be sued. "That can work as a preventative measure against a lawsuit, but it can also add unnecessary costs and act simply as an additional revenue factor for clinics or labs," Bathke said. "Any expense done for either one of those purposes alone is an expense that needs to be looked at a second time. Those dollars can be much better spent in terms of delivery of needed healthcare. Think of the number of procedures that a physician wouldn't have to go through if it wasn't for the fear of malpractice."

❧ **EDUCATION** that will help people to improve personal wellness. So much can be done to prevent problems related to obesity, smoking, diabetes, high blood pressure, drug/alcohol abuse, etc. "Today it seems that health education is delayed and is left to the workplace and many times after problems/behavior have already set in," Bathke said. "If it was part of the process from birth through life, I think it would have far greater success."

"We need to understand the positives as well as the weaknesses of the current healthcare system and know how it is impacting our society," Bathke said. "Then we can focus our energies on turning the weaknesses into strengths."

"I don't think it's the insurance companies themselves that are at fault. Somebody has got to ask 'Where are the charges originating? What's the fairness of those charges? Is there a check and balance in relationship to services provided, benefits achieved and cost being charged?'"

Plenty of people identify insurance companies as a culprit when it comes to the cost of healthcare, but Bathke said he gets letters almost weekly from families thanking WPS for its role in the care of a loved one.

"Those stories are more characteristic of what's happening," Bathke said. "I think the debate itself is very positive and should take place, but it's emotional. People really value their healthcare and they want to be able to have family members seek out quality care and have a choice in that care." ❧

THEOLOGY EDUCATOR

Karl Kuhn, an associate professor of religion, is entering his 11th year as a Lakeland faculty member. His second book, "The Heart of Biblical Narrative: Rediscovering Biblical Appeal to the Emotions," was published this spring by Fortress Press. In 2008, he authored "Having Words with God: The Bible as Sacred Dialogue."

The recent debate over health care has revealed at least two particularly troubling things about us as Americans. First, as a nation, we can only manage timid, faltering and begrudging steps when it comes to caring for the least among us. Second, we often fail to achieve even a basic level of civility and respect towards one another when we engage in contentious conversation.

To put it in simplest terms, our reluctance to assist the millions of our fellow Americans who lack sufficient access to health care is symptomatic, it seems to me, of insufficient compassion. When such reluctance to care is held and promoted by American Christians, it is also indicative of our tendency to separate the demands of our faith from economics and public life. The Old Testament prophets would have found both of these dispositions exceedingly problematic.

When many of us think about the biblical prophets, what likely comes to mind are a bunch of fire and brimstone kind of guys who announced God's imminent judgment condemning God's people for their idolatry and immorality. Indeed, idolatry is a concern of the prophets. But equally troubling to them, and a form of immorality on which they often focused, was the abuse of and disregard for the poor and disadvantaged. In their view, a lack of compassion for one another signaled a people whose hearts were far from God. Yet what the prophets targeted with their inspired invective was not simply callous negligence towards the needy by individuals, but a whole system of economy that perpetuated the exploitation of the underclass and consigned many to a desperate existence (see, e.g., Amos 2:6-7; 5:10-12; 8:4-6; Micah 2:1-3; 7:3; Isa 5:8-23). The prophets claimed that those who nurtured these exploitative, uncompassionate, economic policies would find themselves on the wrong side of history. Their time and way of life would come crashing down into a heap of ruin, giving way to a new, more abundant future for the oppressed and all those who stood on the side of truth. Or, to put it in the words of Mary, speaking centuries later as she rejoiced in the new age arriving with the birth of her son,

"He has shown strength with his arm,
he has scattered the proud in the thoughts of their hearts.
He has brought down the powerful from their thrones,
and lifted up the lowly;
he has filled the hungry with good things,
and sent the rich away empty." (Luke 1:51-53)

Mary's son would go on to bear witness to a way of life filled with compassion, one that would lead those who lived it more deeply into God's own kingdom. At the heart of this way of life, at the heart of God's saving reign, was a ministry of love and care often manifested in acts of healing and prophetic speech against oppression. It thus comes as no surprise that among Jesus' final words to his disciples in

Matthew's Gospel is his parable of the sheep and goats (25:31-46). Here, he instructs his followers "what you do for the least of these, you do also to me." You have a choice, Jesus tells them. You can live as most do—too timid and afraid and self-focused and greedy to reach out to those in need. Such as these belong to a world too diseased to survive much longer. Or you can live and serve as I did, and become part of a kingdom of life and blessing for all, and one that has no end.

To be sure, compassion for the disadvantaged does not automatically lead to a specific plan of action on how to address the health care crisis. Even the most caring among us will disagree over the best way forward, and faithful discernment may and sometimes should involve vigorous debate. However, it is a sign of our lack of maturity and



respect for one another when our disagreement regarding health care descends into the kind of angry and hurtful (hateful?) rhetoric that has characterized much of our recent discussion. It was not without some irony that as the debate over healthcare reached a fevered pitch in early August, and scenes of tumultuous town hall meetings infected with spit-flying castigation were replayed by our media, that the following passage from Paul's letter to the Ephesians was featured in the Revised Common Lectionary.

"So then, putting away falsehood, let all of us speak the truth to our neighbors, for we are members of one another. Be angry but

do not sin; do not let the sun go down on your anger, and do not make room for the devil. Thieves must give up stealing; rather let them labor and work honestly with their own hands, so as to have something to share with the needy. Let no evil talk come out of your mouths, but only what is useful for building up, as there is need, so that your words may give grace to those who hear. And do not grieve the Holy Spirit of God, with which you were marked with a seal for the day of redemption. Put away from you all bitterness and wrath and anger and wrangling and slander, together with all malice, and be kind to one another, tenderhearted, forgiving one another, as God in Christ has forgiven you. Therefore be imitators of God, as beloved children, and live in love, as Christ

loved us and gave himself up for us, a fragrant offering and sacrifice to God." (Eph 4:25-5:2)

"Be imitators of God," Paul says, "as beloved children, and live in love, as Christ loved us, and gave himself up for us." Of all of the sources inspiring our perspectives on healthcare and our dialogue with one another, we might do well to turn to the witness of the prophets, the instruction of Paul, and, above all else, the example of Jesus. For him, the "least of these" matter. And our compassion for them and one another is a direct measure of the health of our collective, and individual, hearts. ☺

Aspects of the healthcare discussion can be found in several places in Lakeland College's curriculum.

Lakeland offers a course for upperclassmen in its general education curriculum entitled Global Health issues. Kathy Rath Marr '76 taught the course last spring. Students discussed the current U.S. healthcare system and compared it to other countries, and students discussed the plan being proposed by President Obama.

"It didn't solve any problems, but it sure brought up a lot of interesting comments," Marr said. "It gets their eyes open. Most of our students here assume they will be covered if they get injured."

Students researched their own healthcare coverage plans and compared them with the plans of their classmates. Students also conducted a dietary analysis of themselves for a day, counting calories and evaluating their choices.

"It sounds like elementary school, but sometimes college kids need to talk about what they're eating more than elementary school kids," Marr said.

Lakeland launched a healthcare management degree this summer. A bachelor's degree in healthcare management, which is available to students in the college's Kellett School of Adult Education, provides a management emphasis for students who already completed an associate of arts degree in a healthcare-related field at a two-year college or technical school.

The healthcare management degree is designed to provide employers with a new crop of qualified healthcare managers, as well as provide additional education for health care workers who aspire to be supervisors or managers.

Lakeland's program responds directly to employer feedback requesting education that builds upon technical expertise in healthcare fields earned through specialized two-year programs and work experience. The program also provides a new educational opportunity statewide for health care professionals interested in advancing to a management position.

As of 2006, healthcare was the largest industry in the U.S., providing approximately 14 million jobs. Healthcare also contains seven of the 20 fastest growing occupations in the U.S. and will create three million new jobs between 2006 and 2016 - more than any other industry.

State of Wisconsin projections mirror national projections. According to the Office of Economic Advisors, Wisconsin Department of Workforce Development, the broad category of "education and health services" (which includes nurses and other practitioners) will lead job growth in Wisconsin from 2004-2014.



BEYOND THE BOOKS

When Lakeland College president Stephen Gould named Meg Albrinck, an associate professor of literature and writing, to be the college's interim vice president of academic affairs and dean of the college in 2008, there was a mountain of evidence explaining why she was a great fit.

But as she enters her second year as the leader of Lakeland's academic program, Albrinck finds she's still trying to convince one person that she is the right person for the job – herself.

When looking at her record of accomplishments outside of the classroom, you see a person with a deep care for students and the institution. Since coming to Lakeland a decade ago, she has:

- Chaired Lakeland's General Studies and Humanities Divisions, the Assessment Committee and the Hayssen Academic Resource Center task force.
- Taken a leading role in revising Lakeland's general studies

curriculum, the honors program and the freshman transition program.

- Worked extensively in leading efforts to secure Lakeland's continued accreditation with the North Central Association (NCA).
- Led numerous search committees and college task forces.
- Won (in 2003) the Underkofler Excellence in Undergraduate Teaching Award.

Maybe any hesitancy on Albrinck's part stems back to her own undergraduate experience at Marquette University when she seldom spoke up in class. "I would rather listen," Albrinck said. "I don't like being in the spotlight. I don't think I have anything more special to say than the next guy."

How ironic then that she now uses a group format in her classroom that gets students engaged in meaningful discussions.

While she has no aspirations to take the job of Lakeland's academic dean on a permanent basis (a search is being conducted to fill the

position), Albrinck isn't just keeping the seat warm.

This past year, she played a key role in preparing for and hosting a visit from the Higher Learning Commission of the NCA for a comprehensive evaluation of the college, an occasional, but critically important event. The team that conducted the visit has recommended that Lakeland be reaccredited for 10 years, the maximum allowed by the NCA.

Her time as the college's interim vice president of academic affairs and dean of the college has been eye opening.

"I get to see how the college runs in a way I never saw before and appreciate the work of so many people I never had a chance to work with," she said. "That's inspiring."

And while she didn't need convincing, the role has further demonstrated to Albrinck that Lakeland, her first full-time job after graduating from the University of Wisconsin-Madison in 1999 with her doctorate in English, is anything but a "first job."

"I've been offered opportunities here that I wouldn't have been offered in other places or gotten as soon in other places," Albrinck said. "Maybe it's the flipside of my own college experience where I never said anything. I've gotten to teach classes that I might not have in other places. I've developed more new courses than I thought I had in me. That constant variety is very appealing.

"Lakeland is a good fit personally. I like my colleagues and my students. I like being able to follow them from when they come into my expository writing class or Core I class to when they graduate. You really get to see that growth."

Albrinck loves learning. An Ohio native, she started reading when she was 2, and at Lakeland she's found a learning community that feeds both students and faculty.

"I'm learning something new every day," said Albrinck, a married mother of two younger children. "Lakeland supports that hunger. Here, the approach is 'What else do you want to teach? What do you want to learn next?'"

Albrinck admits the dean's office is further removed from the day-to-day issues of her students than she would like, but it's put her in a leadership position that impacts student-focused programs and services.

"I like being able to help people," Albrinck said. "We put our heads together and we're able to make some improvements in how the college serves its students. It's not always an easy path, but there is a satisfaction in saying, 'We solved that.'"

The dean's role has reinforced her faith in Lakeland's faculty governance system. It has broadened her perspective to see that good decisions that benefit the college aren't exclusive to the faculty. She is also still coming to grips with the impact of her new role, especially among her peers.

Along with some of the challenges of the job have been the affirmations of Lakeland's culture. There are the little things Lakeland people do for each other, which Albrinck said can brighten an otherwise mundane day.

"So many people have said 'Thank you for doing this', or they'll send you a birthday note. How did this person know it was my birthday? It's just a community," Albrinck said.

"You're not just worried about the four people whose hallway you share. You're worried about the people who are in a different department, in a different building. You benefit from having those people care about you, too. It's a great life raft in an otherwise chaotic modern world." ✍️

Maybe it's the fact that Meg Albrinck and Virginia Woolf share the same birthday – January 25.

Of Albrinck's many areas of scholarship and expertise (20th century British, American and Anglophone literature, women's writing and feminist theory, war literature and theory), she continually returns to the life and written works of Woolf, a prolific English writer regarded as one of the foremost modernist literary figures of the 20th century.

Albrinck was drawn to 20th century writing as an undergraduate, and she got hooked on Woolf in graduate school when she read her long essay "A Room of One's Own" in a course on modernist women writers. It's a work that deals with women's access to higher education and the right to study and have a professional career, which were timely concepts for Albrinck.

"I had always heard from the Edward Albee play that you're supposed to be afraid of Virginia Woolf so I'd never

really sought her out on my own because I always thought she would be pretty scary and hard to read," Albrinck said. "I was delighted to find how funny and how on point it was, and it struck a particular chord with me."

She later took a course devoted entirely to Woolf, opening the door to her novels, letters and diaries. Albrinck has not read all of Woolf's work – she wonders if she'll ever have the time to consume the volumes of published diaries and letters and Woolf's reviews and essays for the "Times Literary Supplement."

Albrinck has presented her own research on Woolf at several conferences, including earlier this year when she presented a paper at the 19th Annual International Conference on Virginia Woolf, held at Fordham University in New York City. She has written an article that will be published this fall in the Modern Language Association's "Approaches to Teaching 'Mrs. Dalloway.'"

In 2007, Albrinck mentored three Lakeland undergraduate students who presented papers on Woolf's novel "Mrs. Dalloway," which were written based upon their research in Albrinck's 20th century British literature course. They were the only undergraduate participants in a program that included faculty, graduate students and independent scholars from around the country.

Woolf led a troubled life marred with bouts of depression that finally ended when she committed suicide. Albrinck said many researchers are drawn to Woolf because of her intriguing personal issues, but her interest has focused on Woolf's work.

"She's right at the center of the aesthetic revolution in London in the early 20th century," Albrinck said. "I've always been more interested in her writing than her person. There's always something new in it. You can read the same novel 12 times and still turn over a new leaf."

With a growing list of Fortune 500 companies as customers and acknowledgment from President Obama earlier this year, Orion Energy Systems, Inc., based in Manitowoc, is becoming a major player in the energy industry. And a growing number of Lakeland College graduates are involved in Orion's success.

BRIGHT FUTURE

The driving force behind Orion's growth is company president and chief executive officer Neal Verfuert, who, this past May, accepted an invitation to join the Lakeland College Board of Trustees. Verfuert founded Orion in 1996, and under his leadership the company has grown to annual sales exceeding \$80 million and more than 250 employees.

There are over a dozen Lakeland graduates working in a variety of roles for Orion, including executive vice president Michael Potts MBA '94.

"We try to do as much business as we can locally at every level," Verfuert said. "Lakeland College is a great local resource. Why not recruit young talent from a local college as opposed to going to one of the coasts or Chicago? I find that the young people that come from Lakeland not only have the book smarts, but the work ethic is there.

"Without exception, everyone I've met that's going through school at Lakeland or has just graduated has the same work ethic we look for here. They're well grounded and understand that they will not come in as a vice president. It's worked out well for both sides."

Orion recently created a scholarship/internship program for Lakeland business majors. Each year, two students receive \$5,000 scholarships and work as interns at Orion. The scholarship is renewable.

"We have to give back – we can't just go there and take from the college," Verfuert said. "A way to give back is through scholarships. When asked to be a trustee, how can I say no when you see all of the value I am receiving from the students who've come here as interns and ultimately turned into Orion employees?"

In Verfuert, Lakeland has acquired the expertise of a successful and entrepreneurial business leader. Following a roundtable on clean energy efficiency at the White House that Verfuert attended,

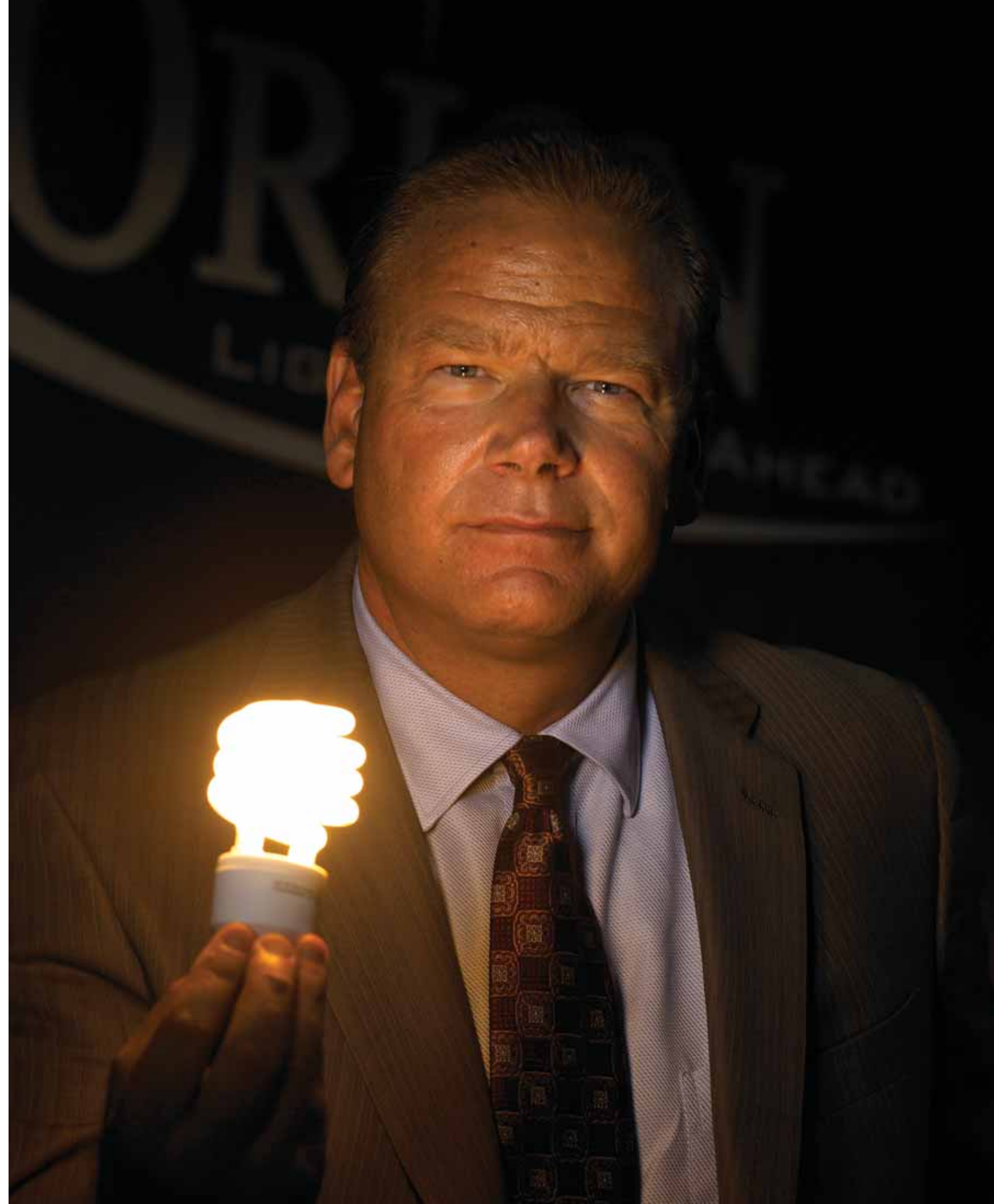
Obama talked up the need for clean energy and energy efficiency, saluted Orion's work in those areas and recognized Verfuert.

In 2004, Verfuert received the Ernst & Young Entrepreneur of the Year Award for Wisconsin, and in 2006 Orion was named to the Inc. 500 list of fastest growing companies. Verfuert's accomplishments as a business leader and innovator have earned him the Manufacturer of the Year Award three times by the Wisconsin Manufacturers and Commerce Association.

Verfuert has created many patented products, and his energy-saving technology was recognized in 2008 with a Platts Global Energy award for the single most innovative and sustainable technology of the year. In December of 2007, Orion Energy Systems began trading on the NASDAQ under the symbol OESX.

When Verfuert reflects on the days when sales were just getting off the ground and he was struggling to secure bank financing, he admits the recent string of success feels surreal.

"So much of my DNA is in this company," Verfuert said. "I love it, I love the company. I'm at it 16 hours a day, and if I didn't have to sleep, I'd be at it 24 hours a day. I'm gratified in building something that's going to be here long after I'm here. I think we're creating good jobs and good benefits and opportunities for people. I think we all have a responsibility as corporate citizens to do that and keep jobs here." ☺



ENERGIZING OPPORTUNITIES

For a guy who insists he doesn't know what he wants to do with his life, Ryan Holl '06 sure seems to have things in order.

At 25, Holl is director of market development at Orion Energy Systems, Inc., in Manitowoc, and he's traveling the country spreading the word about the company.

Holl, who earned his bachelor's degree with a double major in business administration and marketing, thrives on competition, and he's hungry for new ideas that will help him get ahead of the curve.

The son of a business owner, Holl was turned off by the larger public schools he visited in his native state of Indiana and selected Lakeland College because of the small class sizes and the chance to play college soccer. On his campus visit, he sat in on a science class and answered three questions. It was a sign of things to come.

By his senior year, Holl was taking a full academic load, serving as captain of the soccer team, working internships at Orion and Kohler Co. and working on the college's recruitment team, calling prospective students for the admissions department.

He maintains that furious pace today, mixing in some soccer on the weekends and constantly reading up on the energy industry. The job

THE FOLLOWING LAKELAND COLLEGE GRADUATES ARE EMPLOYEES AT ORION ENERGY SYSTEMS, INC.:

- Ashleigh Becker '07, business development
- Steve Belongie '03, information technology
- Devin Doyle '08, business development
- Ashley Eick '08, business development
- Eric Gnadl '08, business development
- Ryan Holl '06, director of market development
- Matt Holm '09, business development
- Marc Meade '09, business development and government affairs
- Jared Petrie '08, marketing
- Michael J. Potts MBA '94, executive vice president
- Girts Rubenis '08, business development
- Mariya Simidchieva '08, internal audit
- Rachel Young '08, public relations



gives him a lot of variety – recently, he was working on a utility initiative in New Jersey, integrating Orion's new technologies into existing sales channels and selling capacity to utilities.

While the travel can get tiring, Holl does love meeting and talking to new people.

"I'd stack Ryan up against anyone I've met anywhere coast to coast," said Neal Verfuert, Orion's president and CEO, in discussing the quality of the many Lakeland graduates now working at Orion.

Orion manufactures light fixtures, but employees are quick to tell you the company is in the energy business, which poses its own unique set of challenges. Holl relishes those opportunities.

"Give me the most impossible task and I'll figure it out," Holl said. "Just let me try. It's fun because it's a challenge and somewhat of an adventure to go do it. We have a serious energy problem in this country. What I want to do is help solve that problem, and that's why I like being at Orion."

At Lakeland, Holl found an environment that fostered his own natural curiosity, which has equipped him well for his current role at Orion.

"Lakeland is very open, a place where you can ask questions," Holl said. "A lot of Lakeland's professors have real-world experience, and you get a good sense of that in the classroom. (Accounting professor) Rick Gaumer is going to tell you how accounting works because he was an accountant and he knows what he's talking about."

"I've always been curious to know why things are the way they are. At Lakeland, you can have that dialogue with people, and together you try to figure out the answers." ☀



AHEAD OF THEIR CLASS

Admira Ibisevic and Jamie Rabe spent last summer getting a leg up on the competition by serving internships at Orion Energy Systems, Inc.

Both are Lakeland business students who are current recipients of Orion Energy Systems, Inc., Scholarships, which includes an internship at Orion, headquartered in Manitowoc.

Ibisevic, who lives in Sheboygan, will graduate this December with a double major in business management and marketing. Rabe, a Kiel native, will graduate in December of 2010 with an accounting degree. Both started working at Orion part time in April, and full time in May. They stayed on part time once classes started this fall.

Rabe has spent her time in a number of areas, and not all of them are related to accounting. She has worked with architects while researching new construction to get Orion in the mix for bidding on projects, she created a roofer database and has done quality control work on past sales to ensure customer satisfaction. She's also worked in payroll and on Orion's fixed asset audit.

"I want to be a cost accountant, so this is letting me see all sides of the business," Rabe said. "When I go down and talk to someone in the accounting department, I understand the terminology and the concepts we are discussing thanks to the classes I've taken at Lakeland. I'm able to participate in a professional accounting conversation."

Ibisevic has spent most of her time working in market development, doing research and working with customers to put together proposals and to fill orders. She's had a lot of customer contact, which has given her opportunities to spread Orion's message.

"It's exciting to see that the company is focused on energy efficiency," Ibisevic said. "It's not just 'Here are our lights.'"

Like Rabe, Ibisevic has relied on her classroom experiences, including Lakeland's business protocol class, taught by J. Garland Schilcutt. The class introduces students to domestic and international business etiquette through a variety of real-life scenarios.

"A lot of it was common sense, but I see it every day because now I'm doing it," said Ibisevic, who has also worked as a teller at Kohler Credit Union. "It's that real-world interaction. You learn a lot more by actually doing the work."

Rabe said she's used her internship experience this summer to inform some of her discussions in her business leadership, ethics and decision course.

Orion employs a number of Lakeland graduates, which made the transition from the classroom to Orion easier for Rabe and Ibisevic.

"It's great to walk around and see all these people you recognize," Ibisevic said. "You have to remember this is not school."

It might not be school in the traditional sense, but there's still a lot of learning happening. ☀

A sold-out ballroom of over 500 guests were wowed by a spectacular night of celebrity dancing at the second annual Movers & Shakers Gala, a benefit for Lakeland College and the Sheboygan Symphony Orchestra held May 30 at Lakeland.

This star-studded night featured nine well-known area celebrities in a glamorous setting complete with red-carpet glitz and gourmet cuisine. Lakeland College's Todd Wehr Center was once again transformed into a beautiful ballroom that let a who's who of Sheboygan County showcase their best moves.



THE GLITZ. THE GLAMOUR. THE GALA.



The celebrities were each paired with a professional dancer, and after months of training they competed to win the support of four judges and the guests, who were busy buying votes both in the ballroom that evening and online for weeks leading up to the event.

In an effort to spread the wealth and have more impact on the community this year, each of the nine dancers selected a local charity or nonprofit organization that also benefitted from their efforts. Half the proceeds from the votes sold for each dancer went to those special organizations.

Cindy Brotz gracefully performed the waltz and took home the title, topping a field that included some of Sheboygan County's biggest names.

It was a full evening that alternated between celebrity dancing, a multi-course gourmet meal and a number of unique live auction items, including the first two dancer spots in the 2010 Movers & Shakers Gala (scheduled for May 22 at Lakeland) and an opportunity to sing with the Sheboygan Symphony Chorus during the Hallelujah Chorus of Handel's "Messiah."

The meal was prepared by Lakeland's food service and nearly 140 enthusiastic, hard-working volunteers from Lakeland, the SSO and the community helped make the evening a success. Guests sat at beautifully-decorated tables surrounding the dance floor.

Major sponsors of the 2009 Gala were the Frank G. and Frieda K. Brotz Family Foundation and Sargento Foods Inc.

To see the full list of dancers, as well as a complete photo gallery from the evening, visit www.moversandshakersgala.org.

ALMA MATTERS

1956

William Schroeder recently celebrated 50 years of ordination in ministry, plus he and his wife, Shirley, celebrated their 50th wedding anniversary.
E-mail: billshirl@sbcglobal.net

1961

Dr. Charles Strub recently passed phlebology specialty boards. This is a newly recognized specialty in the diagnosis and treatment of varicose veins. He said he enjoys this field and finds it challenging.

1969

Carol Newport received the Teacher of the Year Award for all schools in Hialeah (Miami), Fla., from Mayor Julio Robaino. She earned the award for presenting workshops to parents and teachers and involving students in community projects like the Humane Society and The Adopt-A-Grandparent Program.
E-mail: cnewport50@aol.com

1979

Jan Aikens was named Employee of the Month for May at Girl Scouts of Citrus Council in Orlando, Fla. She is the development and website administrator where she oversees the council's technology needs and maintains its website.
E-mail: jea74@att.net

Enjoy reading about your former classmates? They would love to hear what's happening in your life, too! Have you moved, been promoted, changed jobs, retired, gotten married, had a baby? Let us know, so we can spread your news. Send your update to Lisa Vihos, director of alumni relations, at vihoslb@lakeland.edu or mail it to Lisa at Lakeland College, P.O. Box 359, Sheboygan, WI 53082.

Anthony Larson, of Brownwood, Texas, retired from the Kohler Co. this past May after 37 years.

1981

Cindy (Pollatz) Blakely began a new ministry with the Greenfield Presbyterian Church in Berkeley, Mich., this past summer. She lives with husband, Robert, and daughters, Lydia and Abigail, in Bloomfield Hills, Mich.
E-mail: cindyblakely@gmail.com

1990

Constance (Johnson) Haskins, of Manitowoc, married Mark Haskins on July 7.

1996

Mohammed Sami-Al Hafiz works in Dhaka, Bangladesh, as a corporate sustainability and communications manager at HSBC Bangladesh. He and his wife recently celebrated the birth of their second son.
Email: shafiz@hsbc.com.bd or msahafiz@yahoo.com

1997

Tim Brandt was ordained into the priesthood in June at St. Francis Xavier Cathedral in Green Bay.

2000

Sukhdeep Gill (MBA) and Sukhvir (Mann) Gill '09 welcomed a baby girl on July 13, 2009.

2001

Paula Damp is an associate SAP business intelligence architect/DBA at Sargento Foods.
E-mail: paulaann@wi.rr.com

2002

Olena Mykhaylova recently earned a doctorate degree. She is an assistant professor of economics at the University of Richmond in Virginia.
Email: olena7@hotmail.com

Curt Weber recently took a new job as a database administrator at the Experimental Aircraft Association in Oshkosh. He also just completed his master of business administration degree.
E-mail: cnbweb@new.rr.com

2007

Heather Nitsch, of Sheboygan Falls, was recently hired as the director of camp and program for the Girl Scouts of Manitou County. She writes, "I am working for an organization that has always been part of my life. I am now running the summer camp that I went to as a child, and worked at throughout my college years. It's truly a blessing."
Email: heather@gsmantou.org

2008

Patricia Cox was hired on as a public relations/fund development associate at IndependenceFirst in January after completing an internship there in the fall.
Email: pdsmscox@aol.com

Gina (Massey) Staskal, of Fall River, works as a foundation accountant at St. Mary's Hospital in the fundraising branch of the hospital.

IN MEMORIAM

Lakeland College has been notified of the following deaths of alumni and friends of the college:

Calvin Boedecker '31
of Sheboygan on July 6, 2009

Marie L. Norenberg '36
of Manawa on June 3, 2006

Elwood Brickbauer '42
of Middleton on June 28, 2009

Henry Heinbuch '46
of Burnsville, Minn., on August 15, 2009

Carl Ibe '52
of Seymour on August 24, 2009
Carl was inducted into the Lakeland Athletic Hall of Fame in 2000

Stephen Chavlovich '58
of Appleton on July 15, 2009

Richard Furst '71
of Traverse City, Mich., on June 14, 2009

Shereen Beaulieu '98
of McFarland on July 14, 2009

Lynn M. Myers '99
of Sheboygan on June 14, 2009

Robert Beaulieu '01
of Madison on July 14, 2009.

LCAA SELECTS HOMECOMING AWARD WINNERS

Each year, the Lakeland College Alumni Association (LCAA) has the honor of acknowledging deserving alumni for their contributions to the college and to the community. The following individuals will be recognized during Homecoming at the Alumni Awards Banquet on Saturday, Oct. 10. Please make it a point to attend Homecoming this year and reserve your place at the banquet when we celebrate these illustrious alumni:

Will Mathes '61, Service to the Community Award

Will Mathes served in the U.S. Army from 1954-56. During his time at Lakeland, he excelled in football, basketball, baseball, tennis and track, and he was inducted into Lakeland's Athletic Hall of Fame in 1980 and continues to be an active HOF supporter. Mathes served as athletic director at Kiel High School for 20 years, and officiated basketball for 50 years. The Service to the Community Award goes to an alumnus who has carried forward the mission statement of Lakeland College through volunteer work in the community. Mathes served as the supervisor on the Town of Eaton board for six years, was a member of Big Brothers for 10 years and participated for 25 years in Heart-A-Rama, a Heart Association fundraiser in Manitowoc. He has also served as a lay preacher at area churches for 35 years and wrote and produced numerous plays over the years at Bethlehem UCC. In 1985, he became self-sufficient by raising his own vegetables and chickens, tapping maple trees and heating his home with wood. He generously has shared the bounty of his garden with the local food pantry, and has been a joyful steward of God's beautiful earth, having planted over 9,000 trees on his property.

Allen Wangemann '55, The President's Richard C. Preuhs '65 Award

Allen Wangemann joined Lakeland College's science faculty and served for 41 years as a biology professor and chair of the natural science division. He was named an emeritus professor of biology in 1997. In retirement, he served as curator of the

college's museum. The President's Richard C. Preuhs '65 award goes to an alumnus of the college who become an employee of the college and who has shown extraordinary commitment to the mission of the college by making noteworthy contributions to student success, campus community or stewardship of campus resources. Wangemann touched the lives of many students over the years in profound ways, and his legacy continues as his students, including current faculty members Kathy Rath Marr '76 and April Arvan '93 MED '95, continue to make significant contributions to the Lakeland community. Earlier this year, Wangemann received the Distinguished Friend of Muskie Athletics award, which will be called the Al Wangemann Award.

Joel Schuler '80, Service to the College Award

The Service to the College Award is given to an alumnus who has demonstrated excellent service to the college in at least two or more of the following: student recruitment, financial support, leadership in the LCAA, volunteer support of college programs, internships and/or job placement. Joel Schuler has served several terms on the LCAA Board of Directors, including a term as board president. He led efforts to rekindle the alumni auction, was an outstanding volunteer during the Legacy for Lakeland campaign and has been a strong support of the college's Annual Fund campaign. Joel has played in or helped out at the Blasters Golf Tournament for many years, he has volunteered at the Movers and Shakers Gala and has been a supportive mentor to his Zeta Chi fraternity brothers.

ATTENTION EDUCATION GRADS:

If you graduated in 2002 or earlier and wish to receive the contents from your credential file, contact the Lakeland College Career Development Office at (920) 565-1483. We will dispose any files after the end of October.

Bob Hanson '58 (second from left) recorded his second career hole-in-one July at The Golf Club at Camelot located just east of Lomira. He used a 7-wood to ace No. 13, a 166-yard par three. He was golfing that day with Gene Thieleke '58, Frank Wierman '57 and Floyd Henschel '60, all former athletes at Lakeland.



ALUMNI, FRIENDS ENJOY 22ND ANNUAL BLASTERS GOLF TOURNAMENT

Lakeland College graduates and community friends competed in the 22nd Annual Blasters Golf Tournament at The Bull at Pinehurst Farms in Sheboygan Falls on June 12. The tournament drew over 100 alumni and friends of the college throughout the day. ★ The Blasters is the primary fundraiser for Lakeland's Alumni Legacy Scholarship endowment fund, which offers financial aid and book awards to relatives of Mission House/Lakeland College alumni. The fund has awarded over \$72,000 to deserving students. ★ Corporate sponsors of this year's event were Bella's Custom Design, Inc. and One Source Technologies. ★ The winner of the Open Division was team Fab 4, which included 1974 graduate Dave Voskuil, Jake Schrum, Chris Sanchez and Lyle Kraft. ★ U.S. Bank won the Corporate Division title. The winning team was made up of Jim Gallimore, Reed Schmitt, Todd Schaap and Terry Strittmater. ★ Four students were selected to receive the Alumni Legacy Scholarship. To be eligible for this scholarship, students must be a blood relative of a Lakeland graduate, have a minimum 2.5 grade point average and have financial need. ★ This year's winners are: Megan Kuhn, a junior majoring in business management and accounting; Koecher Vue, a senior majoring in computer science with a criminal justice minor; Emily Rendall, a senior majoring in voice performance and business management; and Jacob Heinemeyer, a senior majoring in criminal justice.



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To... you@yourcomputer.com

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Subject: ECHO Newsletter

Send

A pair of former Mission House alums is making sure campus stories and memories from the 1940s and 1950s are staying part of the Lakeland lore.

Dr. Carroll Olm '48 and his wife, the former Marilyn Rittershaus '47, are the creators of MH/Lakeland Echo, an email newsletter they've been compiling at their Whitewater home since 2007.

The growing distribution list, which includes over 50 readers (primarily graduates from the 40s and 50s) started as an email to a small group of their close friends from Mission House. But as word of their work spread and technology made it easy to branch out, Carroll and Marilyn, better known as "Olmie" and "Blondie," started adding people to Echo's distribution list.

Most readers receive Echo via email, but they do mail hard copies to some graduates who don't have a computer. It is distributed at least once a week, and was named Echo by former Mission House Seminary faculty member Eugene Jaberg.

The content comes from readers, and it's a wonderful mix of memories and stories that collectively make up an impressive collection of the oral history of the college during those two decades.


"We get this news and I can hardly wait until we send it on for others to hear about," said Carroll Olm, a member of the Lakeland Athletic Hall of Fame. "We're only as good as the information we get fed. It's been so well received. We keep in touch with our friends and we support each other as we grow old together. Echo helps to bind us together."

Echo also includes news about alumni events, what's happening on campus, scores from Lakeland's athletic teams and biographies about new college employees. As much as Echo keeps this group of graduates connected, Olm said it helps keep alumni connected to the college.

"When we were on campus there was a camaraderie that existed," Olm said. "We were a family. This is evidence that the spirit of Lakeland and Mission House lives on in the lives and careers of people who went to school there, and even friends who were not students. The college made a difference in our lives. We all appreciate and want to support the college because of it."

If you are not on the distribution list and you want to receive Echo, simply email Carroll and Marilyn Olm at olmie@idcnet.com. You will be asked to send a brief update on your life since graduation and send periodic updates for inclusion in Echo.

Dr. Carroll Olm '48 and his wife Marilyn (Rittershaus) '47



scene on campus

Lakeland welcomes three new faculty to main campus

Lakeland College welcomed three new full-time faculty members to its ranks this fall.

Russell Pettitt is Lakeland's new instructor of instrumental music and director of bands. Pettitt is working toward a doctor of musical arts from the University of Oklahoma, and he has a master of music in euphonium performance from the University of Arkansas (2001) and a bachelor of music in music education from George Mason University (2000).

Pettitt comes to Lakeland from Oklahoma where he worked for the University of Oklahoma as a conducting associate, which included conducting performances and rehearsals with the wind symphony and symphony band, teaching and logistical assignments with the Pride of Oklahoma Marching Band and teaching group and individual conducting lessons.

Cynthia Lindstrom joins Lakeland as a new assistant professor of computer science. She has a doctor of education in computing and information technology from Nova Southeastern University in

Florida (2008), a master of science in systems analysis from the University of Wisconsin Green Bay (1998) and a bachelor's degree in management information system from Michigan Technology University (1984).

Lindstrom was an adjunct instructor for Lakeland's Kellett School of Adult Education for a dozen years from 1993-2005. She designed and developed courses at Lakeland's Green Bay Center and taught a variety of different courses in systems analysis and design, database management and various programming languages.

Lindstrom comes to Lakeland from The Manitowoc Company where she worked as business systems analyst for nearly three years. She was system engineer for Humana in Green Bay from 1989-2006, designing, developing and supporting Humana's e-commerce applications.

Lisa Huempfer joins Lakeland as a visiting assistant professor of Spanish. She has a doctor of education in educational leadership and policy studies from the University of Vermont (1998), a master's in Hispanic literature from the University of Arizona (1989) and a bachelor's in journalism

and Latin American studies from Arizona (1987). She was a Fulbright Scholar in Madrid, Spain, in 1995-96 conducting doctoral research, and she has a diploma from Universidad de Barcelona following a one-year of intensive course in Hispanic studies.

Huempfer comes to Lakeland from Illinois State University where she was assistant professor of Spanish and director of the Foreign Language Teacher Education Program. She started at ISU in 2001. She has also worked as a Spanish test development specialist and educational consultant, and was a visiting Spanish professor at Purdue University Calumet from 1998-99.

Private college veteran to lead Lakeland's admissions efforts

Nick Spaeth, a veteran of the Wisconsin private college scene, joined Lakeland in June as director of admissions. Spaeth is responsible for all admissions and recruitment activities related to Lakeland's traditional-age undergraduate student population.

Spaeth comes to Lakeland from Cardinal

Stritch University in Milwaukee where he served as admissions counselor for a year before being named assistant director of admissions in the summer of 2006. At Stritch, he managed much of the college's transfer student recruiting and admissions processes, worked closely with the international student and athletics programs and mentored new counselors.

"We are excited to have Nick join the admissions team at Lakeland," said Nate Dehne, Lakeland's vice president for student development. "His personal roots and professional experience are in the state of Wisconsin. His knowledge of the profession, especially in this market, combined with his competitiveness and desire to be successful will undoubtedly be a winning combination."

Spaeth is a member of the National Association for College Admission Counseling and the Wisconsin Association for College Admission Counseling. In 2007 he was named the first-ever recipient of the WACAC Rising Star award, given to the member with less than five years of college admissions experience who is striving to make a difference in the profession.

Spaeth graduated from Ripon College in 2004 with a bachelor's degree in German, and he earned a master of science in management from Cardinal Stritch in 2007.

Summer program hosts students, educators from South Korea and China

Lakeland's English Language Institute hosted 42 visitors on campus this summer. The group included 14 students from Ansan College near Seoul, South Korea, 20 students from Kojé College, located on an island off the southern coast of South Korea and eight professors and administrators from the East China Institute of Technology, headquartered in Fuzhou City. All three institutions are sister schools of Lakeland. Many students who have participated in the ELI program, which started in 1998, later enroll as full-time students at Lakeland. While Ansan students have had this opportunity for many years, Kojé students will begin studying at Lakeland for the first time after this summer. Kojé and Lakeland signed an agreement in December that officially linked the two as "sister" institutions.

Tim Fojtik, ELI director, said this year's program was especially exciting.

"We did a number of things to encourage our visitors to get out into the community, interacting with local people and businesses," Fojtik said. "We held a downtown Sheboygan scavenger hunt, an activity involving eating at and reviewing



STUDENTS ENROLLED IN SCOTT NIEDERJOHN'S MAY TERM ECONOMICS OF SPORTS CLASS GOT AN INSIDER'S LOOK AT TWO OF WISCONSIN'S MOST POPULAR SPORTS VENUES. THE CLASS TOURED MILLER PARK, HEARD A PRIVATE LECTURE ON THE PUBLIC FINANCING OF STADIUMS AND ATTENDED A GAME. THE CLASS ALSO TOURED LAMBEAU FIELD AND HEARD A PRIVATE LECTURE ABOUT THE SALARY CAP. THE CLASS ALSO HEARD A LECTURE FROM A REPRESENTATIVE FROM KOHLER CO. DISCUSS THE ECONOMICS OF BIG EVENTS LIKE THE PGA CHAMPIONSHIP, WHICH WILL BE PLAYED AT NEARBY WHISTLING STRAITS IN 2010.

STUDENTS ENROLLED IN RICK DODGSON'S HISTORY OF ROCK & ROLL CLASS, OFFERED DURING MAY TERM, HAD A UNIQUE OPPORTUNITY TO MEET WITH THE MEMBERS OF THE POPULAR METAL BAND TESTAMENT PRIOR TO ATTENDING THEIR SHOW IN MILWAUKEE. STUDENTS ASKED QUESTIONS OF THE BAND MEMBERS, AND GAVE THEM SOME LAKELAND T-SHIRTS AND A MUSKO DOLL, WHICH SAT ON THE DRUM KIT DURING THE SHOW THAT EVENING.



Sheboygan restaurants and the students kayaked on the Sheboygan River."

The ELI summer program includes morning classes for all participants taught by Lakeland professors. The classes cover a variety of topics intended to familiarize visitors with American history and customs. Afternoons and evenings are spent participating in activities on campus or on trips to different sites such as Kohler-Andrae State Park, a Milwaukee Brewers game, Six Flags Great America and a day-long trip to Chicago.

"We want our visitors to become immersed in what life is like in American communities, and we hope these experiences will help our international students, and the Americans they encounter, get beyond stereotypes," Fojtik said.

May Term class helps Sheboygan Food Pantry

Lakeland College students and employees helped the Sheboygan Food Pantry thanks to a project in one of the college's May Term courses.

Pam Engebretson's "When Religion Becomes Evil" course created the service project out of a discussion centered around Charles Kimball's book "When Religion Becomes Evil: Five Warning Signs," which is the centerpiece of the

class. Kimball, who spoke at Lakeland a few years ago, wrote his book in reaction to the terrorist attacks on Sept. 11, 2001.

"As we examined what it meant to, as Kimball put it, transcend narrow self-interest in pursuit of higher values and truths, we moved into a discussion of what it means to be a person of integrity," Engebretson said. "That led to a discussion of what it means to be a class of integrity, which led to the idea that we must act on our convictions, and this service project was born."

"We concluded that religion is not evil, but rather the choices that individuals sometimes make by not heeding the warning signs Kimball offers."

Students enrolled in the class reached out to fellow students who were moving home for the summer following the three-week May Term and were interested in lightening their load to take home by cleaning out their kitchens for a good cause.

Faculty and staff also got in on the giving, and the project netted 85 nonperishable food items and just over \$150 for the Sheboygan Food Pantry.

Lakeland's May Term is a three-week mini-semester at the end of the spring semester for teaching and learning that does not fit the structure of the college's regular 14-week semester.

FROM LEFT, CHRISSIE CHISAMBA '08, CATHARINE AND LAURA STAYER



Since the start of Lakeland College's Malawi Teacher Education Program (MTEP), 40 participants have earned their teaching degrees. This past summer, Don Francis, professor of sociology and nonprofit organization management, and Jeff Elzinga, the founder of MTEP and a Lakeland professor of writing, both spent a week in Malawi.

Francis taught three workshops in project planning, grant seeking and grant management for 28 Lakeland alums who graduated from the MTEP. The goal was to develop strategic project plans, grant proposals and grant management systems in six teams covering school building, teacher housing, community libraries, water well development, reading programs and math & computer literacy programs.

"Several of the alums work in the same teacher training colleges, so they talk frequently," Francis said. "They hear reports about completed projects and it energizes them. They want to be in touch and supportive of each other.

They see what their action plans can do for the community and, when supported by people like Catherine Stayer and Peter Bemis, they say, 'Look what can happen in the villages we came out of.'"

Francis and Elzinga both had an opportunity to re-connect with the Lakeland alums who have returned to work in their native Malawi.

Peterson Moyo '02 recently completed a master's degree in mathematics from the University of New Mexico. He is committed to making math

By the time the vehicle carrying the group from Lakeland College came within a few hundred yards of Nkhwali School, many of the children were already assembled.

Catharine and Laura Stayer were miracle workers, and they were paying a visit to the school that their funding created. The students, seeing no need to hide their excitement and enthusiasm, ran alongside the vehicle as it pulled closer to the school.

"It was very emotional," said Catharine Stayer, a longtime Lakeland College donor and friend. "They were basically saying 'Welcome. Thank you. USA.' in their native language. They were so enthusiastic about the fact that we were there, and that we had come such a long way."

"One of the older kids said, 'You came a long way, why here?' I said, 'Because you count.' I was trying to explain to this boy, 'Because you're worth it.' He had this puzzled look on his face.



Making a Difference

I said, 'You will be one of the leaders of your country some day,' and then he laughed.

"Hopefully he understood there are people in the world that think he counts and that he is worth their time and effort."

At the inaugural Movers & Shakers Gala in 2008, Catharine and her brother, Peter Bemis, a Lakeland trustee and the chief executive officer at Bemis Manufacturing Co., each donated significant funds to build new schools as part of Lakeland's Malawi Teacher Education Program (MTEP).

Catharine and her daughter, Laura, made the trip this past June with Jeff Elzinga, a professor of writing at Lakeland and the father of the MTEP, and Don Francis, Lakeland professor of sociology and nonprofit organization management.

For the Stayers, the trip was an opportunity to see the stunning contrast between the beauty of Cape Town, and the poverty of Malawi, where the average life expectancy is 42.98 years. Their driver, 2004 Lakeland graduate Patrick Tembwe, who works as an instructor at the

Lilongwe Teacher Training College, slowly navigated the dirt roads, which are dotted with deep potholes, which took them to the school.

The school the Stayers funded, with its concrete floor, roof and doors, is a model for its peers, which often don't have those building basics. While visiting, Catharine noticed that the community well, located next to the school, was simply a hole in the ground with no concrete ring or cover to prevent runoff, so the water was contaminated.

"The teacher told me 'I don't even let the kids wash their hands in it,'" Catharine said. "That means someone is hauling water long distances."

In addition to the new school funded by the Stayers, an older school is also located on site. Catharine talked with school officials about adding doors, a roof and a floor to the existing school.

fun for the next generation of teachers in Malawi.

Sellina Kanyerere-Mkweteza '02 has completed a master's degree in public policy and planning at Chancellor College, Malawi, and works for the Malawi Ministry of Education. She recently prepared the budget for the ministry.

Noah Chirwa '03 has completed a master's degree in education from a university in Norway. He has become a channel for relationships between his Norwegian community and a village near where he teaches. He is excited that he has been able to facilitate school and well construction and other economic capacity development projects for the village.

Catherine Kutsaira '04 chairs a community-based organization that provides programs in orphan education, vocational skill training, school building and school lunch gardening. She is proving that if you can do one project successfully, you will be trusted to steward resources for many more.

Stella Stima-Chauluka '07, a teacher at one of Malawi's teacher training colleges, was instrumental in helping get a school built through the support of the church that she attended in Brillion when she was a student at Lakeland.

There is talk of organizing a Lakeland College Alumni Foundation that would channel larger development grants for community based organizations and local school committees.

"The future of Malawi is in good hands," Francis said. "The connections to the Lakeland community are as strong as ever. All the host families, work study supervisors, faculty and staff, classmates and friends, and organizations in the community have done to support these emerging leaders in their education was and continues to be a valuable investment in this nation's advancement.

"Our Malawi alums didn't just graduate from Lakeland College; they graduated from the greater Lakeland Community."

Lakeland's work in Malawi has always interested Catharine, and she said supporting it financially matches her own personal philosophy.

"For years, I've looked for places to donate where I can make a lasting difference," said Catharine, who has spent time in villages in India and the Philippines. "Whether its training Malawi teachers or this school in Malawi, the impact of my gift will be multiplied many times over. In Malawi, it makes sense to build infrastructure that will continue to contribute to the overall well-being of the citizenry."

The 40 Lakeland graduates who have returned to work in Malawi are evidence that Malawians want opportunities to make their lives better. "There is a whole big world out there, and they can be whatever they want to be," Catharine said. "I hope it helps these kids to say, 'I can get an education. I have options.'"

"It's such an incredibly simple concept for us growing up in the United States. We're told from the time we're in kindergarten, 'You can be anything you want to be.' These kids had no concept of having options, and hopefully now they do." 🌱



PAVING A ROAD OUT OF POVERTY

Alicia Helion, an assistant professor of psychology, spent six weeks this past summer in southeast Asia. She spent the bulk of her trip volunteering in a small village in Cambodia, teaching English. Lakeland asked Alicia to share some thoughts about her experience.

This summer, Lakeland students impacted the lives of people on the other side of the world. The Library Project in Southeast Asia donates books and libraries to under-financed villages in the developing world. There was a need for an English teacher in one of the recently-constructed libraries in a small village 40 kilometers outside Phnom Penh, the capital city of Cambodia. The library is located in a poverty-stricken village, which is still economically and emotionally recovering from the Khmer Rouge's rule. Many individuals in this village lost loved ones, saw friends and family brutally killed/tortured and had their families intentionally broken apart by the Khmer Rouge regime. Most educated individuals in Cambodia were killed to prevent people from getting an education, and this village was no exception; children were forced to join the army and were not allowed to receive any sort of schooling. Against this backdrop, I was asked to teach English to help them improve their lives, enabling them to escape poverty by getting better jobs. The founder of the library was a role model – he was able to leave his dilapidated shack in the village by learning English.



In Cambodia, I lived in the village with a host where I was immersed in the village culture. Communication was virtually impossible because I did not speak Khmer, and they did not speak English. In fact, most villagers had never even seen a foreigner before or had ever heard spoken English.

My job was to teach English to 250 Cambodian children, ranging in age from 5 to 21 years old. Prior to stepping in the classroom, I had no idea how much English the students knew. Luckily, they were excited to have me there and were very passionate about learning. The

highlight of teaching for me was when I introduced a project designed by my Lakeland cross-cultural psychology students. Lakeland students learned about the Cambodian culture and, based on their research, they created learning tools to aid in the acquisition of English. Students created a variety of projects including games, flashcards, posters, workbooks and songs. In addition, Lakeland students raised money to reproduce the educational materials and purchase school supplies, and some students donated their own money for the cause.

Because of the ingenuity and hard work of the Lakeland students, learning English was fun and engaging for my Cambodian students. I was thrilled to see students' eyes light up as they saw the learning tools that had been designed just for them by students halfway across the world. As they played bingo, colored flashcards and used workbooks produced by Lakeland students, I passed around pictures of the creators of these projects, telling the children which students created each of the projects they were using. I later hung the pictures of the Lakeland students on the walls of the library, where they will be seen for years to come.

At the end of my five weeks in the village, I left the projects at the library where they will be used regularly. On my final day in the village, the library held an ending ceremony where all the students received certificates from Lakeland College. I explained that my ability to teach them was because of the time, effort and care of many people in the U.S. I was nearly brought to tears as the students threw their hands into the air and simultaneously shouted, "Thank you Lakeland College!" ✨



LAKELAND PRIDE, PASS IT ON. Graduates of Mission House and Lakeland College leave with more than just a degree. They carry life-long memories, forged through classroom experiences and friendships developed. When planning your estate, consider your special memories, then consider Lakeland College as a recipient. Throughout our history, estate gifts have helped develop an increasingly important endowment fund. Today, the Lakeland College Foundation supports student scholarships and many other vital campus programs. To explore how a bequest, charitable annuity or charitable trust can make a lasting difference at Lakeland College, please contact Katie Willinger at (920) 565-1383 or willingerkl@lakeland.edu.





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ALUMNI CALENDAR OF EVENTS

Tuesday, September 22

Brewers vs. Cubs Game
Miller Park

Friday - Saturday, October 9-10

Reminisce, Relive, Renew
with Homecoming
Main Campus

*Please check our website at
lakeland.edu/alumni-events
as new events may be added throughout the year*

Saturday, October 24

"Wine Tasting and Shipwrecks"
4-6 p.m.
Stone's Throw Winery
Egg Harbor, Wis.

Thursday, October 29

"The Power of Image"
4:30-6:30 p.m.
James Watrous Gallery
Madison, Wis.

Sunday, November 15

Chicago Alumni Event
Stay tuned for details!

Wednesday, November 18

Fourth Annual Holiday Entertaining
Main Campus, 5:30 p.m.

Saturday, December 12

Breakfast with Santa
Main Campus, 9-11 a.m.

