Innovations and Breakthroughs
March 5, 2021
WELCOME TO THE 10TH ANNUAL MILLIKIN ACADEMIC INTERDISCIPLINARY CONFERENCE!

In honor of reaching the tenth conference, the MAIC will continue to look towards the future with this year’s theme: *Innovations and Breakthroughs*. As the Information Age progresses, each of our respective disciplines continues to evolve and break new ground. This year’s conference will showcase how Millikin faculty contribute to advancements in their field.

Possible proposal formats:
- Round table discussions with moderator
- Teaching presentations/demonstrations
- Panel Individual/collaborative presentations
- Workshops/interactive sessions

Conference presentations possibilities include, but are not limited to:
- Presenting a sabbatical project, or awarded projects for professorships (recent or in progress)
- Sharing a recent conference presentation
- Reading from a published chapter/poem/play
- Discussing innovative teaching approaches/subjects
- Study Abroad Programs
- Sharing collaborative projects across disciplines
- Introducing Coleman Foundation Faculty Fellows initiatives
- Exhibiting SURF program grants
- Collaborative projects with local associations/organizations
KEYNOTE ADDRESS
1:00PM – 2:00PM

The Decatur Community Care Campus: Building the Decatur Community through Collaborations, Relationships and Resources

Crossing Healthcare, the Empowerment Opportunity Center (previously DMCOC), and Baby TALK are now located on Decatur's Community Care Campus. On this one of its kind campus, families will be able to access medical, behavioral health and addiction recovery services, adult and early child educational programs, and social service resources at one centralized location. The creation of Decatur's Community Care Campus is an innovative and collaborative approach to supporting the needs of vulnerable populations in Decatur. Only with multiple agency partnerships, creative solution-based thinking and generous donations has this resource-rich campus become a reality. Details will be shared on how authentic relationships and community collaborations supported the creation of the Community Care Campus, the resources and opportunities available on the campus, and opportunities for ongoing community engagement.

KEYNOTE SPEAKERS

Cindy Bardeleben, B.S. - Executive Director at Baby TALK

Tanya Andricks, R.N., B.S.N., M.H.A. – CEO at Crossing Healthcare

Tara Murray, M.P.A., J.D. – Executive Director at the Empowerment Opportunity Center
Cindy Bardeleben has been involved in almost every aspect of Baby TALK since joining the organization 28 years ago. Cindy holds Illinois teaching certificates in both Elementary and Early Childhood education. She began at Baby TALK, supporting pregnant mothers at local prenatal clinics and conducting Newborn Encounters on obstetric units at local hospitals. Over the years she has led outreach programs in prenatal clinics and hospital obstetric units as well as family literacy programs, home visiting, and Baby TALK’s pre-kindergarten. She previously served as Baby TALK’s Director of Local Programming and now is Baby TALK’s Executive Director. Cindy is the site coordinator and faculty member for Decatur Touchpoints and has also served as a trainer for Baby TALK trainings. She has presented at state and national conferences and has been a key contributor in various Baby TALK Research Studies: The Home Visiting Randomized Control Trial and the Newborn Encounter Randomized Control Trial. She is also certified reliable in Brazelton’s Neonatal Behavioral Assessment Scale. Cindy brings special strengths in the areas of community collaboration, training, and reflective practice.

Tanya Andricks graduated from Millikin University School of Nursing in 1995 and immediately went to work at Decatur Memorial Hospital in the emergency department. After several years as a Clinician, Tanya pursued her interest in Nursing Administration in the role of Director of Maternal Child Nursing Services at DMH. Tanya’s passion for community health prompted a role change in 2003 to Administrative Director of Home Health Services for DMH. In 2013 Tanya accepted the role of CEO at Crossing Healthcare (formerly CHIC) a federally grant funded community health center providing comprehensive health services to the medically underserved residents of Macon County. Under her leadership, Crossing Healthcare has grown from providing healthcare to 7000 patients annually to 20,000 residents of Macon County. Tanya serves as Chair-Elect of the Board of Directors for the Illinois Primary Health Care Association.

Tara Murray was born and raised in Decatur, IL, where she resided until she went to college. Tara graduated from Illinois State University in 2005 with her BS in Accounting and her Master of Professional Accountancy. She then moved to Buffalo, NY, where she attended law school and began her nonprofit career. Tara graduated from the University at Buffalo School of Law in 2008 with her JD. While in Buffalo, NY, Tara practiced law at a nonprofit civil legal services agency, where she represented homeless individuals in public benefits matters. She then transitioned to community-based work with a nonprofit human services agency, fulfilling the roles of Program Developer and Finance and Compliance Coordinator. Tara moved back to Decatur, IL, in 2015, when she began her role as Director of Finance and Administration for the United Way of Decatur and Mid Illinois. In 2018, she transitioned to her current role as Executive Director of the Decatur Macon County Opportunities Corporation.
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<td>Structured Brainstorming: Connecting Jazz to the Social Sciences</td>
<td>Engaging in a Pandemic- Campus Life in a Digital Era</td>
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Keynote Address

The Decatur Community Care Campus: Building the Decatur Community through Collaborations, Relationships and Resources

Cindy Bardeleben, B.S. - Executive Director at Baby TALK

Tanya Andricks, R.N., B.S.N, M.H.A – CEO at Crossing Healthcare

Tara Murray, M.P.A., J.D. – Executive Director at the Empowerment Opportunity Center
ABSTRACTS BY TRACK

Track 1

Proposal Title: Student Arts Ventures Pivoting in a Pandemic
Presenter(s): Ms. Jessa Wilcoxen, Johnny Power, and Dr. Mark Tonelli
Summary: Student-run ventures in the arts are hallmarks of the performance learning experiences in the Millikin University College of Fine Arts. Students often choose Millikin in order to work in ventures that require them to make creative content for a paying client and experience the risk and reward in that real business practice. Entrepreneurial courses like these are essential for students studying arts technology, arts administration, or music business within the college. It is of no surprise that these venture courses are built around the use of physical film production studios, live entertainment venues, and technology housed on campus. Over the past several months much of the world has gone online and offsite and yet businesses must move forward in order to be relevant. Join us to hear how faculty and students have pivoted together to continue to produce, serve, engage and occasionally even fail forward. Participants will be asked to partake in facilitated group discussion regarding lessons learned and next steps for arts entrepreneurship education and student-run ventures.

Proposal Title: Bridging the Gap: Analog Conducting Heroes and Digital Natives
Presenter(s): Dr. Corey Seapy
Summary: No matter how far technology advances, nothing will surpass the effectiveness of in-person apprenticeship when it comes to conducting pedagogy. Learning how to conduct is a nuanced individual journey that occurs primarily through rehearsals, performances, private lessons, masterclasses, coursework, etc. Thanks to the internet, however, there is an immense (and rapidly growing) body of artistic insight that is always at our fingertips. As such, there exists a limitless number of opportunities for digital apprenticeship in any art form, including conducting. None of us were lucky enough to study with Leonard Bernstein in person, but thanks to YouTube, we can learn from him at the click of a mouse or touch of a screen! By compiling, organizing, and curating free web-based content that is relevant to the study of conducting, I am trying to bridge the gap between “analog” role models and the digital natives we teach. Currently, my emphasis is on cataloguing excellent video footage of a diverse cross-section of leading conductors in rehearsal and performance. I discover, analyze, and tag short YouTube excerpts using specific musical terminology. This allows students to quickly search for relevant role models and make immediate connections to whatever music they are studying. In this interactive session, I hope to demonstrate what I believe to be an innovative online resource for educating and inspiring the next generation of ensemble conductors.

Proposal Title: Entrepreneurship in Action: A Look Inside the Process of Seven Millikin Professors Writing a Book Together about Student-run Ventures
Presenter(s): Dr. Mark Tonelli, Ms. Kate Flemming, Dr. Stephen Frech, RJ Podeschi, and Ms. Sara Theis
Summary: In January 2021, the book “Entrepreneurship in Action: The Power Of Student-Run Ventures,” was published by Edward Elgar Publishing, a leader in academic entrepreneurship publications. The book is a collaboration by six Millikin professors who each contribute a chapter about their student-run ventures. In addition, Julie Shields contributes a chapter from her perspective as director of The Center for Entrepreneurship. The book is co-edited by Mark Tonelli and Eric Liguori. Mark created the concept for the book and helped shape the writing of the chapters. Eric, executive director of the Rowan Center For Innovation and Entrepreneurship at Rowan University in Glassboro, NJ and a well-known name in academic entrepreneurship circles, edited the completed chapters with Mark. The book also includes contributing chapters on the broader aspects of student-run ventures from Eric, Julie, Mark and entrepreneurship educators Lee Zane of Rowan University and James Zebrowski of the University of Tampa.
Proposal Title: “The Colors of the American Dream: How People of Color are Blocked from Homeownership”
Presenter(s): Dr. Jorge A. Chavez-Rojas
Summary: One of the most critical causes of social inequality in the United States is residential segregation (Aalbers 2016). Regrettably, its influence on people’s lives has been overlooked by the general society and by policy makers. Formally, legal segregation ended over 60 years ago. However, social scientists repeatedly demonstrate that “de facto” segregation is still present today in many U.S. cities. For many Americans, it is common to believe that residential segregation is a “choice” adopted by minorities. However, there is strong evidence suggesting that residential segregation is not coincidental, but imposed and structural. For instance, consider the historical fact that government offices highlighted areas on maps indicating to bankers where they should avoid offering mortgage loans to minorities, also known as, ‘red lining’ (Brown 2010). Many African Americans have been held back from the American Dream due to discriminatory practices in the mortgage lending system that deters homeownership. For example, in 2018, African American homeownership rate was 41.7% compared to 73.1% of white homeownership rate (Herron 2018). It has been proved that homeownership is crucial for wealth creation, improving social mobility and political participation, as well as lowering crime rates (Baumer et. al. 2017). The main goal of this project is to document and analyze the general financial status related to mortgage access of the African American community in the US, and particularly in the city of Decatur, Illinois.

Proposal title: Artificial Intelligence and its Implications in the Academe
Presenter(s): Dr. J. Mark Munoz
Summary: Artificial intelligence or AI is defined as intelligence demonstrated by machines. It uses “intelligent agents” to perceive the environment and acts to achieve established goals. Its application comes in many forms: Enterprise intelligence (i.e., audio, internal data, market, and sensor, visual), Enterprise function (i.e., customer support, marketing, recruiting, finance, security) and Autonomous systems (i.e., aerial, ground, industrial, personal agents). The industry’s market size is estimated to reach $22B in 2022. AI is projected to boost GDP’s of countries by about 26% in the coming years. In a recent survey of executives, 72% believed that AI sets the foundation for the business advantage of the future. This presentation provides an overview of artificial intelligence and its potential implications in the academe.

Proposal Title: Measuring Business Sustainability: A Framework for Quantifying the Triple Bottom Line using the Balanced Scorecard
Presenter(s): Grace Wilken
Summary: Sustainability is expressed in business terms as the triple bottom line (TBL)—considering economic, environmental, and societal well-being. Increased sustainability can lead to competitive advantages, higher customer satisfaction, and increased financial performance for a company or organization. It is becoming increasingly important that companies work towards sustainability in their corporate strategy by addressing their societal and environmental impacts. Despite growing popularity and literature on the subject, there is not yet a consistent, user-friendly framework for measuring the TBL. There are many challenges in measuring the TBL, including indirect impacts of a company (beyond its supply chain) and ambiguity of environmental and social impacts. The balanced scorecard (BSC) was created to measure non-financial leading measures of economic performance, making it a good candidate for measuring the TBL. The proposed framework in this paper offers a conceptual, organized, and adaptable way to measure the TBL using an expanded version of the BSC, called the triple bottom line balanced scorecard (TBL-BSC). The traditional BSC is based on leading factors (knowledge & growth, internal processes, and customer satisfaction) that ultimately contribute to quantifiable economic success by way of increased profits. The proposed framework of this project expands the BSC to include leading factors for environmental responsibility (use of natural resources, waste management, and contribution to climate change), as well as social responsibility (human rights, community wellbeing, and employee wellbeing). This preliminary framework requires further testing and research to be fully developed and implemented. However, it represents another step towards measuring the TBL to incorporate sustainability.
into strategic management. If there is no consistent metric for the TBL, it is impossible to incentivize, penalize, or publicize a company’s impact on society and the environment.

**Proposal Title:** *The Economics of Education*

**Presenter(s):** Dr. Najiba Benabess  
**Summary:** We are in a historically tight labor market with unemployment rate around a 50-year low and issues of workforce are central everywhere. With so many opportunities for job seekers, recruiting and hiring pose new challenges for employers. This presentation provides the latest data on risks/rewards to postsecondary education and how these are changing in today’s labor market. A big determinant of living standards over time is the size of the workforce and how educated it is. I will share the economics point of view on whether students are ready for the labor market and could the economy do better with more or different investments in education.

**Proposal Title:** *Rap Lyrics for Culturally Sustaining Pedagogy at an Afterschool Program in a High-Poverty Local School*

**Presenter(s):** Dr. Hee Young Choi  
**Summary:** This is an ongoing study based on an Afterschool Program I have initiated at Pinewood Elementary School (pseudonym) in Rantoul, IL since fall 2019. The Afterschool Program aimed to provide Pinewood students with the opportunity to develop social and academic confidence through activities that focus on literacy, linguistic skills, cultural awareness, and play. Especially, with the help of a Millikin student we integrated creating rap lyrics to develop students’ literacy skills and positive sociocultural identities. I have adopted “Culturally Sustaining Pedagogy (CSP)” (Paris, 2012) to implement this rap activity. Paris (2012) extended Ladson-Billings’ (1995) ideas of “Culturally Relevant Pedagogy (CRP)” and argues that teachers need to go beyond making schooling relevant and also work to sustain students’ cultures, not merely use them as a hook to build student interest. The main focus of both CRP and CSP is the shift away from deficit-based thinking that emphasizes what is “wrong” with students and communities of color, to an asset-based mindset that works to recognize, honor, and sustain the cultures of students (Buffington and Day, 2018). In this context, this study documents the practical approach of integrating students’ culture in the academic setting inviting pre- and in-service teachers to reconsider the relationship between culture and learning process.

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**Track 3**

**Proposal title:** *Sheet Music or Recording? Sources for Musical-Legal Analysis in Current Federal Copyright Litigation*

**Presenter(s):** Dr. Katherine Leo  
**Summary:** Musical similarity in federal copyright lawsuits is analyzed first by expert witnesses, followed by non-expert factfinders, either judges or jurors. Although the legal scope of their assessments is different, both groups compare tangible copies of the music at issue: either sheet music filed with the U.S. Copyright Office or recordings, and transcriptions of them, produced by experts for the purpose of litigation. For music copyrighted prior to the enactment of the 1976 Copyright Act, sheet music served as the primary representation of a song as intellectual property. Although written notation ostensibly promises legal documentation, for music created first on record, deposit copies are often de facto lead sheets that merely outline more complex compositions. If these songs are later implicated in copyright lawsuits, what source should serve as the point of comparison: sheet music or recording? This breakthrough legal question has emerged in three recent federal copyright lawsuits: Williams v. Bridgeport Music, over the songs “Blurred Lines” and “Got To Give It Up”; Skidmore v. Led Zeppelin, over the songs “Taurus” and “Stairway to Heaven”; and Griffin v. Sheeran, over the songs “Let’s Get It On” and “Thinking Out Loud.” After a gloss of legislative discrepancies between the 1909 and 1976 Copyright Acts and judicial decision-making processes, this presentation examines court records to model the problematics of musical-legal analysis and the impact that evidence can have on the outcome of each case. In so doing, it highlights imminent legal innovation in judicial opinions regarding representations of music as intellectual property.
Proposal Title: Move on or Stick with It? The Impact of a Fair Rejection on Entrepreneur’s Emotional and Strategic Decision.
Presenter(s): Dr. Yuhan (Jane) Hua
Summary: Rejected by the investor is a common challenge that entrepreneurs face in the startup process. However, some entrepreneurs stick with their ventures even experiencing multiple rejections, while others quit easily after one or two rejections. The current study attempts to offer a theoretical explanation of this puzzling phenomenon. We propose that rejection has both emotional and strategic impacts on entrepreneurs. On the one hand, rejection triggers negative emotion and on the other hand, it also indicates the venture may have some fatal flaws. Thus, for entrepreneurs who can process negative emotions well (high resilient), their responses are strategy-driven. If they believe the rejection is based on a fair evaluation of the business, they are more likely to move on. For entrepreneurs who have difficulty to deal with the negative emotions (low resilient), their responses are emotion-driven. If a rejection hurts them too much, such as an unfair rejection, they are more likely to escape. Thus, the fairness of rejection has the opposite effects on entrepreneurs with a high or low level of resilience. Using data from 196 entrepreneurs, we were able to find evidence to support our proposal.

Proposal Title: Economic Trends in Youth Recreation & Leisure Participation Based on Geographical Location
Presenter(s): Dr. Joel Blanco and Nicole Larkin
Summary: While socioeconomic status hinders low-income populations from experiencing many of the commercial leisure and recreation opportunities available to those with greater wealth, public recreation is meant to serve everyone regardless of income. Despite this philosophy, public recreation often fails in this mission, and these failings have grown larger since the 1980s. The present study examines access to public recreation in Decatur, Illinois to determine the extent to which socioeconomic status influences access to public recreation in the community surrounding Millikin University.

Proposal Title: Structured Brainstorming: Connecting Jazz to the Social Sciences
Presenter(s): Dr. Benjamin Hawkinson and Ms. Cynthia Hawkinson
Summary: Analogies are utilized in many disciplines to assist in the explanation and understanding of observations, phenomena, and theories. Along with helping students with their lessons, interdisciplinary analogies can also be used to provide insight into the concerns of apparently unrelated fields of study. The research presented by the authors at the American Associate of Behavioral and Social Sciences conference (February 2020), and later published in the Journal of Liberal Arts and Humanities (May 2020), proposes an interdisciplinary analogy of jazz, astrophysics, biology, and the social sciences to highlight the true interconnectedness of all disciplines within the social sciences, which are stitched together by strong bonds of common theory and methodology along with the significant research and application efforts of thousands of social scientists. With this analogy, the authors wish to break down academic silos and fuel efforts in taking the next steps toward innovation between all academic fields. The product of this effort is a structured brainstorming artifact to guide and to find the commonalities with disparate fields. This interactive session will present the initial analogy and guide the attendees through a structured brainstorming session. This session will present a process to find commonalities across disciplines and help to illuminate shared areas for future collaborative research.

Track 4

Proposal Title: Student Expectancy and Barriers to Study Abroad
Presenter(s): Dr. Alex Vernon
Summary: The need for business schools to increase student interest in international study experiences is well established. Business leaders as well as accreditation bodies agree that it is important that more students have international experience. This will be a presentation of the findings of a survey of students from a small U.S.
university concerning perceptions of barriers to participation in international study experiences and expectancy to participate in international study experiences. The information should help leadership develop strategies to overcome the barriers to participation and increase the participation in international educational experiences.

Proposal Title: Stepping Up Interactivity in an Online Course: An Introduction to Agile and Scrum
Presenter(s): Dr. Gail Fyke, Ms. Kate Flemming, and Mr. David Janisch
Summary: Scrum is described as a revolutionary approach to project management and team building that has transformed many industries. Health care leaders are migrating to Agile Management and Scrum as their framework for supporting clinical and operational process improvement projects. Agile is a model containing process groups run sequentially within a defined period of time. Teams work in sprints which, continually give feedback to the customer for solution validation. This notion of continual feedback leverages the control and sustainability of a project. The presenters will showcase an innovative student learning activity from the Millikin online nursing course entitled Outcomes Management in Healthcare Organizations which illustrates how to use the Scrum framework in the healthcare field. The roles of Product Owner, Development Team, and Scrum Master will be described along with key points on how these roles interact. An overview on how the Trello app contributed to the objectives of this activity will be provided. Trello is a task management app (a free download) that gives users a cognitive aid to display what is being worked on and who is working, on it. A Trello board represents an online version of a whiteboard filled with post-it notes. Data entered in Trello can be viewed by all team members and the instructor. Presenters will share perspectives from the instructor, student, and Scrum Master roles for this activity.

Proposal Title: Engaging in a Pandemic: Campus Life in a Digital Era
Presenter(s): Mr. Paul Lidy
Summary: The pandemic has caused higher education to completely look at how student affairs professionals interact with students. This roundtable discussion will focus on ways the Office of Campus Life engaged students during the past 12 months as well as provide space to talk about ways the pandemic will shape student engagement for the next 5 years.

Track 5

Proposal Title: Blending Pedagogy and Practice Through the Center for Publishing & Editing
Presenter(s): Dr. Julie Bates, Dr. Stephen Frech, Dr. Carmella Braniger, and Dr. Scott Lambert
Summary: The Center for Publishing & Editing, housed in the English department at Millikin University, has grown in recent years to offer a wide variety of courses, student-run ventures, and internship opportunities for students interested in careers in the publishing industry or graduate studies in related fields. Over the past year and a half, Dr. Julie Bates has worked with colleagues, students, and industry professionals to build the Center presence and offerings as part of the Warren F. Hardy Distinguished Professorship in English. In this collaborative presentation, Dr. Bates will provide an overview of the Center and her Hardy work. Then Center faculty (Dr. Stephen Frech, Dr. Carmella Braniger, Dr. Scott Lambert, and Dr. Julie Bates) will showcase recent additions to our publishing and editing minor and discuss how we blend distinctive performance learning initiatives into the courses we teach. Attendees will learn about what we do, how we work with students, and why this type of practical, hands-on experience is foundational to our pedagogies. Publishing and editing opportunities we will discuss include our newest ventures: Sting & Honey Press, BURST magazine, the Critical Storytelling edited collection, and digital journalism initiatives at The Decaturian. This 40-minute collaborative presentation also will highlight new ways we are connecting our students with professional experience on and off campus through collaborations and internships with Decatur magazine, Rhetoric Review, and Gateway Journalism Review.
Proposal Title: The Fully-Flipped Earth & Space Science (CH160) Project: Outcomes, Benefits, Challenges, & Future Considerations

Presenter(s): Dr. Chris Cunnings and Dr. Paris Barnes

Summary: This presentation focuses on the development and implementation of a two-year, fully-flipped Earth & Space Science pilot course (CH160) at Millikin University. Specifically, Early Childhood Education and Elementary Education majors enrolled in the F18 and F19 courses learned concepts and content from geology, oceanic sciences, atmospheric sciences, and astronomy. This pilot course was heavily reliant on activity-based, inquiry-based, and collaborative learning, and an extensive video podcast (“vodcast”) archive—which has now grown to include over 80 instructor-created videos—was created in order to deliver course content outside of class so that class sessions could be devoted almost entirely to student-centered learning. The course also featured a “Seeing Science in Your Everyday Life” final video project, with the purpose of the assignment being to showcase an everyday experience, interest, or phenomena to the concepts learned throughout the semester (e.g., understanding how humidity leads to chapped lips in the winter; how Newton’s Laws explain the motion of the planets AND track sprinters). This presentation will focus on qualitative and quantitative data obtained from the courses, with special attention devoted to the benefits and challenges associated with creating, implementing, and maintaining a technology-based, fully-flipped learning environment. Additionally, the presentation will overview the vodcast creation process utilized throughout course development.

Proposal Title: Is “Back to Normal” Really What We Want?

Presenter(s): Ms. Rachel Bicicchi

Summary: Covid-19 forced us online, and most of us can’t wait until things are “back to normal.” However, we need to be mindful of the ways in which the pandemic brought inequities into even sharper view than before, and we need to examine the ways in which “normal” was inadequate and how we can better serve our students using what we have learned. In this session, we will explore how we can begin to prepare ourselves for “life after covid.” For many, that may indeed be a return to mostly face-to-face instruction, but we can and should encourage a continued focus on access/UDL, trauma-informed practice, social justice, and the intersection of compassion and rigor.

PRESENTERS’ BIOGRAPHIES:

Dr. Paris Barnes has been Millikin's professor of inorganic chemistry since 2006. He specializes in solid-state chemistry, encompassing the synthesis, structure, and physical properties of ionic solids. Dr. Barnes teaches courses taken primarily by students majoring in the sciences, pre-engineering, nursing, athletic training, and exercise science. His most significant contribution to the institution's curriculum was Fundamentals of Chemistry, a course designed for non-science majors to help prepare them for additional courses relevant to their majors. Dr. Barnes played a secondary, supporting role to Dr. Chris Cunnings with respect to the development of Fully-Flipped Earth & Space Science as well. Honors received by Dr. Barnes include Millikin's Research & Artistic Achievement Award (2012), Teaching Excellence Award (2013), Alpha Lambda Delta Outstanding Teacher Award (2013), Teaching Excellence & Campus Leadership Award (2013), and the John A. Leighty Distinguished Professorship of the Natural Sciences and Mathematics (2020). He is also a past-president for the Midwest Association of Chemistry Teachers in Liberal Arts Colleges (MACTLAC) and the Sigma Zeta National Science & Mathematics Honors Society.

Dr. Julie Bates teaches professional writing, publishing, and editing at Millikin. For the Warren F. Hardy Distinguished Professorship in English, Dr. Bates has spent the last year and a half building the Center for Publishing & Editing presence at Millikin University, including developing classes on freelance writing, professional editing, and more; collaborating with students and faculty to develop Millikin’s campus magazine,
BURST; and establishing internships with Decatur magazine and Rhetoric Review. In addition, Dr. Bates is a professional writer, editor, copy editor, and proofreader with 15+ years of professional experience.

**Dr. Najiba Benabess** serves as Dean of the Tabor School of Business at Millikin University in Decatur IL USA. Prior to Millikin, Dr. Benabess served as the Director of the School of Business and Management at Norwich University in Central Vermont. Dr. Benabess holds a Ph.D. in Economics from the University of Wisconsin Milwaukee and Master’s degree in Economics from Western Illinois University. Her areas of expertise include Industrial Organization and International Economics. She serves as a peer reviewer for Higher Learning Commission, a Board Director of Hickory Point Bank & Trust and of the Macon County Community Foundation.

**Ms. Rachel Bicicchi** is in her 11th year at Millikin, and her second as Director of Online Learning. She oversees Moodle, Millikin’s Learning Management System, and leads a variety of faculty development projects, including the popular summer faculty book group and online teaching “bootcamp.” As a librarian, Professor Bicicchi is the liaison to the departments of Communication, English, History and Political Science, Mathematics and Computer Science, and Physics and Astronomy, as well as the Gender Studies Minor. She also directs the New Technologies Studio. Professor Bicicchi’s research interests include innovative pedagogy and technology in the classroom.

**Dr. Joel Blanco** has earned his B.S. and M.S. in Recreation and Park Management from Penn State University. In 2016 he completed his Ph.D. in Recreation, Sport and Tourism from the University of Illinois at Urbana-Champaign. He is in his fifth year teaching in the Sport and Recreation Management program at Millikin University. His peer-reviewed research has been published in journals such as Leisure Sciences and The Journal of Leisure Research, and he has contributed chapters to books such as Introduction to Recreation and Leisure as well as Music in American Life: An Encyclopedia of the Songs, Styles, Stars, and Stories that Shaped our Culture.

**Dr. Carmella Braniger** is Associate Professor of English at Millikin University where she teaches first-year writing, creative writing, literature, and classical rhetoric. Her poems have appeared in Sycamore Review, Poems and Plays, The Dirty Napkin, MARGIE: The American Journal of Poetry, Modern English Tanka, Magnapoets, Atlas Poetica, and many others. Pudding House Publications published her chapbook, No One May Follow, in 2009. Dr. Braniger co-authored a book chapter entitled “Redefining the Undergraduate English Writing Major: An Integrated Approach at a Small Comprehensive University” in the collection What We Are Becoming: Developments in Undergraduate Writing Majors, published by Utah State University Press. She is the co-editor of three volumes of Critical Storytelling published by Brill | Sense, and was recently invited to become an acquisitions editor for the series. Her critical story “‘Hey, Sister’: Utterances, Sexualities, and Dialectical Tensions in Sibling Relationships” appeared in the first volume she edited. She enjoys collaboratively writing and publishing poetry sequences and critical stories with fellow faculty and students.

**Dr. Jorge Chavez-Rojas** is an Assistant Professor of Sociology at Millikin University. He graduated from the University of Iowa with a M.A. in 2007 and a Ph.D. in Sociology in 2014. Dr. Chavez-Rojas is originally from Perú with a work history in international humanitarian organizations. Dr. Chavez-Rojas teaches courses such as Sociological Theory, Social Stratification, Sociology of Globalization, and Multiculturalism & Diversity. His areas of research focus on economic sociology, bureaucratic corruption, and generosity, mainly using a global comparative approach. He has presented his research at several sociological conferences.

**Dr. Hee Young Choi** is an Associate Professor in the School of Education. Dr. Choi teaches courses of the ESL/Bilingual Endorsements to teacher candidates. His primary teaching and research interests focus on helping pre- and in-service teachers recognize the value of diversity, bilingualism, and multicultural education and enhance cross-cultural understanding.
**Dr. Chris P. Cunnings** is an Assistant Professor of Education, specializing in science education and flipped learning environments. Dr. Cunnings is in his fourth year at Millikin University, and he teaches courses housed in the School of Education, Chemistry Department, and Biology Department. Prior to becoming an assistant professor, Dr. Cunnings taught high school science and mathematics at Wilmington High School for eight years, earning accolades such as the “WGN-TV Teacher of the Month Award” (2009) and the “Exxon Mobil/ISTA Outstanding Teacher of Science Award” (2013). While at Millikin University, Dr. Cunnings was the recipient of the “Alpha Lambda Delta Teacher of the Year Award” in 2018. For his doctoral dissertation—which was completed at the University of Illinois at Urbana-Champaign in 2015—Dr. Cunnings designed and implemented a fully-flipped high school physics curriculum that provided students 24/7 access to a multi-functional digital sensor, and students utilized the digital learning devices on a 1-to-1 basis (both in-class and at home) for a variety of hands-on, inquiry-based projects and laboratory activities.

**Ms. Kate Flemming** is the Community Manager at the Zeal Center for Entrepreneurship in Sioux Falls, South Dakota. Prior to moving to South Dakota in October 2019, she was the Program Coordinator and an adjunct instructor in the Center for Entrepreneurship at Millikin University. Kate also served in various roles at Children's Museum of Illinois, including Executive Director from 2012-2016. Kate is a certified Scrum Master and her instruction experience includes the student-run venture, Blue Connection. She holds a B.A. in International Business from Illinois Wesleyan University and Master of Arts Management from Carnegie Mellon University.


**Dr. Gail Fyke** is an Assistant Professor in the School of Nursing at Millikin University. She teaches courses in the Doctoral, Master’s, and Bachelor’s programs. Dr. Fyke has a background in medical-surgical and critical care nursing. She worked as a Registered Nurse at Decatur Memorial Hospital for 30 years before coming to Millikin University. Most of this time was spent as an advanced practice nurse focusing on leadership and outcomes management work. Dr. Fyke holds a DNP degree from St. Francis Medical Center, College of Nursing; MSN degree from University of Illinois at Chicago; and BSN degree from Northern Illinois University. Her current research interests surround alternative therapies for healing, specifically pet therapy and music therapy. Dr. Fyke is a Decatur native.

**Dr. Benjamin Hawkinson** is Associate Director of Choir Programs and Assistant Professor of Music at Millikin University. There he conducts the vocal jazz ensembles OneVoice and BluBop, and the Collegiate Chorale. Additional teaching responsibilities includes courses in High School Choral Methods, and Conducting. Dr. Hawkinson is an active clinician, presenter, and researcher. Common presentation topics include Renaissance and Baroque performance practice, vocal improvisation practices of the late Italian Renaissance, interdisciplinary interactions between music and the social sciences, time management for teachers. Dr. Hawkinson holds a Doctorate of Musical Arts in Choral Conducting from Texas Tech University, a Master of Music in Choral Conducting from Westminster Choir College, and a Bachelor of Music in Music Education from Northern Arizona University.
Ms. Cynthia Hawkinson is an instructor of social science at Arizona State University. She joined Arizona State University in 2008 as a faculty associate and became a full-time instructor in 2009. Mrs. Hawkinson teaches courses in Geography (GCU), Sociology (SOC), and Science, Technology and Society (STS). Mrs. Hawkinson organizes and moderates the annual Freedom Conference, which has investigated many social issues, including human trafficking, legislative action, victim’s rights and services, incarceration, religion, and professional sports. Mrs. Hawkinson holds a master's degree in geology from SUNY-Binghampton. Her interest in geology focused on the interaction of human activities with the earth’s surface; specifically, urban centers and rivers, including governmental response to increased stream flow and flood damage. Mrs. Hawkinson with her co-author, recently published a new textbook "Social Change and Religious Faith.”

Dr. Yuhan (Jane) Hua is an assistant professor of Entrepreneurship in the Tabor School of Business at Millikin University. Jane completed her Ph.D. at the University of Louisville. She received her Master of Marketing and MBA degree from Worcester Polytechnic Institute. Her undergraduate major is Biochemistry. Dr. Hua’s research interests lie in the area of the cognitive and emotional perspectives of entrepreneurship. She has presented her work in multiple national level entrepreneurship conferences including Babson College Entrepreneurship Research Conference (BCERC), Academy of Management Annual Conference (AOM), and the United States Association for Small Business and Entrepreneurship Annual Conference (USASBE). Dr. Hua joined Millikin University since 2018. She teaches multiple entrepreneurship courses such as the Foundation of Entrepreneurship; Business Creation. Dr. Hua also developed the new course such as Customer Discovery. Collaborating with other faculties in the Center for Entrepreneurship of Tabor School of Business, she also involved in the development of the Entrepreneurship Accelerator Program.

Mr. David Janisch is currently a Millikin University doctoral student in the nurse anesthesia program. He holds a B.S.N. degree from Chamberlain College of Nursing and has worked as a Registered Nurse at Northwestern Memorial Hospital from 2016 to 2017, and Rush University Medical Center since 2017. David is originally from Phoenix, Arizona, now makes his home in Chicago and plans to graduate from Millikin in December, 2022.

Dr. Scott Lambert was an award-winning sports columnist and editor before entering academia. At Millikin, Lambert teaches writing and journalism courses and is the faculty adviser to The Decaturian. Lambert's academic interests lie in media ethics and media history.

Ms. Nicole Larkin is a James Millikin Scholar and a 2019 graduate from Millikin University with a B.S. in Sports Management.

Dr. Katherine M. Leo, PhD., J.D., is assistant professor of music at Millikin University and author of Forensic Musicology and the Blurred Lines of Federal Copyright History (Lexington, 2020). Her research on the intersection of music and legal histories in the U.S., with emphases on matters of authorship and musical analysis, has been featured most recently in Jazz Perspectives, a preeminent international journal of jazz scholarship. Today’s presentation derives from her work on forensic similarity analysis and her contributions as amicus curia in the case of Skidmore v. Led Zeppelin.

Mr. Paul Lidy, a proud 2004 Millikin University graduate, has served as the Dean of Campus Life since July 2019. Lidy has over fifteen years of higher education administration experience at small private universities and colleges in the areas of residence life, student engagement, university center operations, and crisis response. Lidy received his Bachelor of Arts degree in Communication with a minor in Psychology from Millikin University in 2004 and his Master of Science degree in College Student Personnel from Western Illinois University in 2006.
Dr. J. Mark Munoz is a graduate of MBA and PhD in Management. He is a tenured Full Professor of Management and International Business at Millikin University. He was a former Visiting Fellow at the Kennedy School of Government at Harvard University and Advisor to the AI Initiative in the university. He is a recipient of several awards including four Best Research Paper Awards, two international book awards, a literary award, and the ACBSP Teaching Excellence Award among others. In 2019, he was recognized with the Amity University Global Academic Excellence Award. Aside from top-tier journal publications, he has authored/edited/co-edited more than twenty (20) books including: *Handbook on the Geopolitics of Business, Managerial Forensics, Advances in Geoeconomics, Global Business Intelligence and Business Strategy in the Artificial Intelligence Economy*. He recently published an edited book on artificial intelligence titled “*A Handbook of Artificial Intelligence and Robotic Process Automation: Policy and Government Applications*.”

Mr. RJ Podeschi is Associate Professor of Information Systems at Millikin University and Chair of the Tabor School of Business Undergraduate Programs. RJ specializes in relational databases and IT infrastructure. Prior to his full-time faculty appointment, RJ served his alma mater for 11 years in a variety of information technology roles, primarily building and maintaining enterprise databases and administrative systems. The majority of his I.T. experience revolves around Oracle database administration and enterprise reporting. Previously, he has owned a local I.T. consulting company with two other partners serving the technology needs of small businesses in the Central Illinois area. RJ’s passion for the classroom and student learning came out of his work as an adjunct for Millikin two years prior to earning his full-time teaching post. RJ received his bachelor’s in Management Information Systems from Millikin in 2002 and his MBA from Millikin in 2004.

Mr. Johnny Power in an Instructor of Arts Technology and Administration Department at Millikin University. He also serves as the instructor for 1901 Productions, Millikin's film production company as well as Assistant Director of the Perkinson Arts Gallery and the coordinator for the Annual A.C.E High School Art Show and Workshops. In addition Power is on the Public Arts Committee for the Decatur Arts Council, which chooses artist and works that will become murals in Decatur Illinois.

Dr. Corey Seapy was recently appointed Director of Bands at Millikin University, where he directs the Millikin Symphonic Wind Ensemble and teaches conducting, music theory, and ear training. Prior to moving to Decatur, he completed his DMA in Conducting at the University of Missouri – Kansas City Conservatory, where he served as a Graduate Teaching Assistant and studied with Steven D. Davis. He spent the first part of his career conducting and teaching in Massachusetts, where he served as Music Director of the Charles River Wind Ensemble and Director of Bands at Ipswich High School. Corey also holds degrees from Ithaca College and Gordon College. He loves making music, teaching music, and the outdoors.

Ms. Sara Theis As an Equity stage manager, Sara Theis has worked at Stages St. Louis, Great Lakes Theater Festival in Cleveland, Ohio, where she worked on productions of Cabaret starring David Elder, Lone Star Lovestarring Jay O. Sanders, A Moon for the Misbegotten starring Vincent Dowling, and Love, Langston, choreographed by Andre DeShields. She has also stage managed at Repertory Theatre of St. Louis, National Theatre of the Deaf, Cleveland Signstage, Porthouse Theatre, Cleveland Public Theatre, and Milwaukee Shakespeare. Additional credits include: The Tempest, Romeo & Juliet, The Importance of Being Ernest, and Ubu. Prior to arriving at Millikin, Sara was the production and facilities manager for Imagination Stage, a theatre for young audiences in Bethesda, Maryland.

Dr. Mark Tonelli Mark is assistant professor of music in the School of Music at Millikin University. He has had a 25-year career as a performer, composer, educator, and author, performing with his own group and with many name artists across the country. At Millikin, Mark coordinates the guitar studies program, teaching electric guitar ensemble, applied lessons, and guitar pedagogy. In addition, he teaches commercial arranging and Arts Cafe, a student-run venture he created, in which students learn to operate a live performance venue.
**Dr. Alex Vernon** is Associate Professor of Operations Management at the Tabor School of Business at Millikin University. Prior to Millikin, he was a Professor of Management at Missouri Southern State University in Joplin, Missouri (1993 -2020). He has a BS in Mechanical Engineering from the University of Tennessee, MBA from the University of Mississippi, and DBA (Management Science) from Louisiana Tech University.

**Ms. Jessa Wilcoxen** is the Chair of the Arts Technology and Administration Department at Millikin University. Wilcoxen also serves as the instructor for Millikin Creates, a student run media firm, the coordinator of the Design Thinking for Leadership minor, and as the Media Arts Center Director. Throughout her career her students have earned 75 ADDYs® for their work in marketing and arts technology. She served on the board of AIGA. St. Louis for 5 years as Education Chair and later Mentorship Chair. Wilcoxen was named a USASBE Teaching and Learning Scholar in 2019.

**Ms. Grace Wilken** is an adjunct instructor in the Biology Department at Millikin University. She teaches two main courses—Principles of Sustainability and Sustainable Agriculture. Her research interests focus on many sustainability-related topics including: compost, biological water management, social justice, waste management, sustainable agriculture, renewable energy, and sustainable business practices. She graduated as a Presidential Scholar from Millikin with degrees in Biology (B.S.) and Spanish (B.A.) and had the opportunity to study abroad in Chile and Spain. She then joined Teach for America and taught high school science in Southeast Kentucky for two years. Grace returned to Illinois and started a dual masters’ program at Eastern Illinois University (EIU), studying Sustainable Energy (M.S.) and Business Administration (M.B.A). At EIU, she founded multiple sustainability-related initiatives, including the EIU Compost Project, which composts food waste from all three dining halls on campus. In her community in Champaign-Urbana, she works with various groups to promote environmental and social wellbeing. These activities include serving as a board member to the Champaign County Environmental Stewards, working as a member of the Urbana Mayoral Sustainability Advisory Committee, and assisting First Followers Community Re-entry Program with gardens and other sustainability efforts. Instructor Wilken incorporates many of these experiences into her classes at Millikin and encourages students to draw on their own experiences and perceptions to analyze the systems in which we exist.

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**ACKNOWLEDGMENTS**

We would like to thank everyone who assisted the committee in the conceptualization, design, and delivery of what we hope to be a successful conference. We would like to extend a special thank you to the President, Provost and the Board of Trustees for their commitment to excellence in teaching and scholarship at Millikin University; and to all of the faculty, students and staff who have agreed to share their expertise and experience with the campus community. Finally, we thank the attendees. It is an honor to organize and host an event that nurtures the educational and scholarly endeavors taking place at Millikin University.

Sincerely,

Millikin Academic Interdisciplinary Conference Faculty Committee

*Dr. Joyce Bezdicek*
*Dr. Joel Blanco*
*Ms. Candice Germany*
*Dr. Chris Marquette*
*Dr Mark Munoz*
*Mr. Johnny Power*