



Joseph J. Zilber
College of Public Health

University of Wisconsin-Milwaukee
Zilber College of Public Health
PO Box 413
Milwaukee, WI 53201

Zilber College of Public Health
November 14, 2023

Recommendation of the Zilber College of Public Health to grant Mr. John Holland faculty voting rights in the Zilber College of Public Health

Recommendation:

The Zilber College of Public Health (ZCPH) faculty and dean submit to the UWM Faculty Senate a recommendation to grant Mr. John Holland faculty voting rights in the non-departmentalized ZCPH as stated in the UWM Faculty Policies and Procedures Chapter 2.02 Membership in College and School Faculties:

(4) a. Subject to the approval of the Faculty Senate, the Faculty of a college may designate members of its Academic Staff with training, experience and responsibility comparable to those in the Faculty ranks as voting members of its Faculty. If the college contains schools and/or departments, the Academic Staff must have been granted voting rights by the school or department prior to receiving voting rights in the college. If a school is departmentalized, the Academic Staff must have been granted voting rights in one of the departments of a school prior to receiving voting rights in the school. (Document 3379, 02/17/22; UWM Administration approval, 03/16/22)

Rationale:

The ZCPH executive committee reviewed voting rights for request on September 22, 2023, and recommended unanimously that it be placed on the ZCPH Faculty Council agenda.

The Faculty Council of the ZCPH voted unanimously on October 27, 2023, to grant faculty voting rights to Mr. Holland. The ZCPH faculty chairs, Dr. Michael Laiosa and Dr. Ann Swartz have provided supporting evidence and materials.

Supporting Materials:

The ZCPH executive committee present that Mr. Holland has "training, experience and responsibility comparable to those in the faculty ranks" and thereby merits such rights.

- Appointment/Title: Clinical Assistant Professor, BS Kinesiology Program Director
- Status: Probationary
- Degree(s): MS, CSS
- Years of service: 1 year
- Training: Exercise Science, Certified Strength and Conditioning Specialist

- Experience and Responsibilities: John has extensive experience in both strength and conditioning practice and previous university teaching at the Pennsylvania State University. Primary responsibilities at UWM include Program Director for the BS Kinesiology degree, instruction in BS and MS Kinesiology degree programs. As the Program Director, he leads all governance needs of the program, curriculum development, and manages the internship program. As such, college voting rights are essential for his position.
- CV: Current CV is attached.

John Holland, MS, CSCS

Strength & Conditioning Coach

Specializes in Exercise Physiology, Sports Performance Science, and Health Education

Certified professional with years of experience working with a myriad of clients in labs and weight rooms. Including Olympians, varsity athletes, children, post-surgery clients, and diabetics to improve functional performance. Currently involved in NIH studies regarding Cannabis and CBD influences with Resistance Training.

EDUCATION

M.S. in Human Performance (Conc: Exercise Science/Physiology), Minnesota State University – Mankato, MN

B.S in Kinesiology (Conc: Fitness Studies), The Pennsylvania State University – University Park, PA

CERTIFICATIONS

Certified Strength & Conditioning Specialist (CSCS) (ID: 7248052425), NSCA (2016-Present)

Certified Performance and Sport Scientist (CPSS), NSCA (*Aug 2022)

Level 1 Coach, USAW

Adult/Pediatric First Aid, CPR/AED

Reflexive Performance Reset (RPR)

CORE PROFICIENCIES

- | | | |
|---|--|---|
| <ul style="list-style-type: none">• Exercise Physiology• Sports Performance Scientist• Data Collection & Analysis | <ul style="list-style-type: none">• Physician Collaboration• Strength Assessment Evaluation• Musculoskeletal Disorders | <ul style="list-style-type: none">• Injury Prevention Practices• Mobility & Stress Testing• Performance Evaluations |
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PROFESSIONAL EXPERIENCE

THE PENNSYLVANIA STATE UNIVERSITY – University Park, PA

August 2018–Present

Exercise Prescription Lab (ExRx)- Project Coordinator (May. 2020-Present): Supervisor: Dr. Gwendolyn Thomas

Strength & Conditioning Coach-Team Handball (Aug. 2018–Present): Supervisor: Michael Alexander

Strength & Conditioning Coach-Varsity/Club Fencing (Aug. 2018–Present): Supervisor: Wieslaw (Wes) Glon, Andrasko (Chuck) Charles

Strength & Conditioning Coach/Instructor (May 2019–Present): Supervisor: Michele Lee Duffey

Work closely with other coaches to develop strength and conditioning plans that best meet the needs of each athlete's sport and key positional requirements. Engage with athletes to help them safely prepare for gameplay by effectively executing flexibility and movement plans tailored to adaptive peak sports performance. Monitor training progressions, adjust exercises to address specific areas, and note any significant physiological changes to prevent injuries. Integrate distance/remote teaching as a part of hybrid instruction capabilities to avoid pandemic-related delays.

- Areas of Expertise: fitness testing, remote training, recruiting/scouting, and NSCA, ACSM, and NASM standards.

MINNESOTA STATE UNIVERSITY – Mankato, MN

August 2016–May 2018

Strength & Conditioning Coach: Supervisor: Thomas (Tommy) Inkrott

Identified opportunities to improve the strength and conditioning procedures for top-tier sports programs. Implemented upgrades that maximized the efficacy of fitness and movement protocols. Led the varsity Tennis and Competitive Dance teams, with the dance team moving from #13 to #1 in the national ranking. Scouted talent and helped to recruit

student-athletes for inclusion on D1-D2 hockey, cross country, baseball, football, basketball, softball, and wrestling teams. Integrated new technologies such as GymAware, Vertical Jump, and YoYo Sprint testing to better track athletic output.

- *Areas of Expertise: fitness testing, training, recruiting/scouting, combine fitness testing, and recovery tests.*
- *Professional Feedback: "John is captivatingly passionate and sincerely enjoys making a difference in student-athletes lives through athletic development." – Thomas Inkrott, Director of Strength and Conditioning*

NORTH CAROLINA STATE UNIVERSITY – Raleigh, NC

May 2017–August 2017

Strength & Conditioning Volunteer Coach: Supervisor: Nate Brookreson

Created comprehensive strength and conditioning program procedures that set new quality standards applied to Olympians, Olympic hopefuls, and D1 men/women varsity athletes. Applied emerging technologies and new metric-tracking software to establish a better system for collecting and mapping data on athletic productivity and output. Analyzed video recordings to chart areas of needed improvement and create unique conditioning targets for individual athletes.

- *Areas of Expertise: ForceDecks, Kinduct, data collection and interpretation, fitness testing, and metric tracking.*
- *Professional Feedback: "I supervised his interactions with our athletes and was thoroughly impressed with his coaching acumen, positive connections and ability to communicate effectively." – Nate Brookreson, Director of Strength and Conditioning for Olympic Sports*

THE PENNSYLVANIA STATE UNIVERSITY – University Park, PA

August 2014–December 2014

Intern Strength Conditioning Coach/Data Analyst: Supervisor: Jamie Burleson, Ian Jones

Used specialized software apps to collect statistical data on the performance of student-athletes in rugby, field hockey, softball, baseball, swimming and diving. Presented data to coaches that determined adjustments to program objectives.

- *Areas of Expertise: FIRSTBEAT, GymAware, and NIKE-SPARQ TIMING equipment/software.*

CLINICAL EXPERIENCE

CENTER FOR FITNESS AND WELLNESS – University Park, PA

January 2016–May 2016 & August 2018–2020

Exercise Physiologist (Aug. 2018–Present): Supervisor: Michele Lee Duffey, Kelsey Holland

Manage IRB administration of studies using data from the CFW via MediKeeper and SPSS software. Inspect and calibrate equipment to verify functionality before and after testing. Specialized knowledge in Lode Corival CPET cycle ergometer in ACSM Sub-max VO2 Test, SECA Body Composition Analysis, and running blood screenings.

Co-Instructor - Exercise Testing and Outreach (Aug. 2018–May 2019): Supervisor: Christopher (Chris) Bopp

Conducted data analysis focused on Cardiac Science, EKG/EMG interpretation, VO2 testing, and cholesterol testing for high school student-athletes.

- *Professional Feedback: "John also assisted me with several community events, including blood lipid screenings, strength testing on high school students and diabetes screenings. In all instances, he represented Penn State well and acted professionally." – Dr. Chris Bopp*

SPECIALIZED TRAINING

COVID-19 Coach Training, NFHS (2020)
 Concussion Management in Sports, NFHS (2020)
 Human Subjects Protection Training, IRB

LANGUAGES

English (Native) • Spanish (Native)



Joseph J. Zilber
College of Public Health



Memorandum

To: UWM Faculty Senate Rules Committee

From: Ann Swartz & Michael Laiosa
Faculty Chairs, Zilber College of Public Health

Date: October 27, 2023

Re: Recommendation of the Zilber College of Public Health to grant seven Instructional Academic Staff faculty voting rights in the Zilber College of Public Health.

Recommendation:

On September 22, 2023 the Executive Committee of the Zilber College of Public Health unanimously (18/0/0) approved a recommendation for faculty voting rights in the Zilber College of Public Health per University of Wisconsin – Milwaukee Faculty Policies and Procedures Chapter 2.02 (4)a. (Document 3379, 02/17/22; UWM Administration approval, 03/16/22) for the following Instructional Academic Staff (IAS).

Keith Dookeran
Rose Hennessey Garza
John Holland
Sara Luelloff
Renee Scampini
Stephanie Send
Musa Yahaya

Rationale:

As a result of the reorganization of our university, units within the former College of Health Sciences have merged with the former Zilber School of Public Health to create the new Zilber College of Public Health (ZCPH). Within the ZCPH, IAS are intimately involved in the creation and delivery of our curriculum. In general, Academic Staff bring expertise in practice and application beyond the Faculty in the College, so they are essential to deliver the highest quality education to our students and help students develop into capable and knowledgeable professionals.

According to UW-Milwaukee Milwaukee Faculty Policies and Procedures Chapter 2.02 (4) a, "Subject to the approval of the Faculty Senate, the Faculty of a college may designate members of its academic staff with training, experience and responsibility comparable to those in the faculty ranks as voting members of its faculty. If the college contains schools and/or departments, the academic staff must have been granted voting rights by the school or department prior to receiving voting rights in the college."



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The new ZCPH is a non-departmentalized college. In the former units, where programs were delivered through a department structure, IAS were granted voting rights both at the departmental and college level. We respectfully ask the Faculty Senate to allow us to continue this practice.

The ZCPH executive committee proposed that the Faculty of ZCPH grant the seven IAS faculty voting rights. Attached are materials that support that each of these seven IAS have “training, experience and responsibility comparable to those in the faculty ranks,” and thereby, merits such rights.

The ZCPH Faculty Council Committee reviewed this request on October 27, 2023 and unanimously recommended it be forwarded to the Dean of the Zilber College of Public Health for recommendation to the Faculty Senate.



Joseph J. Zilber
College of Public Health

Amy E. Harley, PhD, MPH, RD
Interim Dean
Associate Dean for Academic &
Student Affairs
Associate Professor


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Date: October 27, 2023

MEMORANDUM

To: UWM Faculty Senate

From: Amy Harley 
Interim Dean

Re: Zilber College of Public Health Requests Voting Privileges to 7 Instructional
Academic Staff

At the September 22, 2023 Zilber College of Public Health (ZCPH) executive committee meeting, there was a motion to approve voting rights at the college level for seven instructional academic staff (IAS):

- Keith Dookeran
- Rose Hennessy Garza
- John Holland
- Sara Luelloff
- Renee Scampini
- Stephanie Send
- Musa Yahaya

The motion passed: 18 yes; 0 no; and 0 abstained.

At the October 27, 2023 Faculty Council meeting a recommendation unanimously passed to approve voting rights to the seven (IAS).

ZCPH respectfully submits to the Faculty Senate approval to grant voting privileges at the college level for these seven IAS. Attached are formal recommendations for each IAS and supporting materials that provide evidence they have the training, experience, and responsibilities comparable to those in the faculty ranks.

Thank you for your consideration.