MESSAGE FROM THE DIRECTOR

Dear Friends of the Johnson Institute,

One cannot reflect on this last year without considering the unprecedented challenges confronting communities. COVID-19 has exposed and exacerbated racial and gender disparities in our economic, health, and education systems. We are coming to terms with current manifestations of centuries of racial oppression and injustice in America, including police violence against Black citizens and continued institutional discrimination against Black, Indigenous, and People of Color (BIPOC). In international affairs, multilateral institutions are struggling to address 21st century challenges, more people are living as refugees and displaced persons than since the end of World War II, and democracy is in decline. Climate change threatens to exacerbate conflict as resources become increasingly scarce and, ultimately, threatens the Earth itself.

However, this is not a time to despair. It is a time to seek out competent, ethical leaders who can guide us through this era of change to create a healthier, safer, more equitable world. Nothing short of transformational leadership will get us through. And while transformational leaders must emerge on the global level, we need them just as badly at the local level – transforming our cities, townships and boroughs, schools, and communities.

For this very reason, the Johnson Institute for Responsible Leadership centered its 2020–2021 programming around the theme of transformational leadership, so that we could learn from demonstrated transformative leaders and develop those skills in our students to foster the next generation of changemakers. Virtual events with leaders like co-founders of Ali2 Food Rescue Leah Lizarondo and Gisele Fetterman, Global Health Corps CEO Heather Anderson, and Brooklyn-based interdisciplinary artist Shaun Leonardo showcased the Institute’s commitment to elevating the voices of transformative leaders working on pressing social issues including food insecurity, health, and criminal justice/incarceration.

While the last year brought significant challenges, it also offered considerable innovation and opportunities for our students, staff, faculty, and collaborators to come together to explore new ways to understand our changing world, shape the future of learning, and support our communities. The virtual nature of our programs allowed us to invite guests who might not have been otherwise available to travel to Pittsburgh, exposing our students to a broader range of leaders working across the country and beyond. We received a record number of applications for our Nonprofit Clinic, a testament to the need for our consultative services among local nonprofits facing new challenges, and to the quality of the service the Clinic provides to our community.

I applaud and congratulate the GSPIA 2021 graduating class, including the 6 students who successfully completed the Leadership Portfolio Program and the 14 students who participated in the Leadership Program in International Affairs. Our students showed resilience and innovation as they navigated virtual classes, internships, work, and personal circumstances. I commend them all for their perseverance during such uncertain times, but I am more confident than ever that our talented alumni will move forward in shaping our future and continue to demonstrate their leadership skills developed at the Johnson Institute. I cannot wait to follow their journeys and share their accolades with you in the future.

As we embark on a new academic year, we are pleased to share with you our continued growth and success at the Johnson Institute, and the exciting plans we have in store for the future.

Julia M. Santucci

LEADERSHIP UPDATES

New JI Director

This year, the Johnson Institute welcomed Julia Santucci, GSPIA Senior Lecturer in Intelligence Studies, as Director. With a decade of experience in national security and foreign policy at the White House, CIA, and the Department of State, Santucci brings valuable leadership and decision-making experience to the Johnson Institute. As a testament to her commitment to GSPIA students and fostering the next generation of change-makers, Santucci was awarded the 2021 Donald M. Goldstein Teacher of the Year Award, a student-driven award honoring excellence in teaching at GSPIA.

“Our commitment to developing ethical, empathetic leaders and the support we provide to the local community have always been important but, in light of the developments of this past year, they now seem absolutely essential. I look forward to maintaining the Institute’s stellar reputation here in Pittsburgh and expanding its reach.”

Thank you to Dr. Kearns

Founding Director Dr. Kevin Kearns stepped down from the Johnson Institute in July 2020, preparing to retire in Spring 2022. Those who have had the good fortune to work with Kevin know him for his warmth, generosity, and commitment to public and nonprofit service, especially in Pittsburgh. His belief in the power of leadership, shaped by integrity, empathy, stewardship, and lifelong learning, led to the creation of the Johnson Institute and its many successful programs. During Kevin’s tenure as Director, 120 students graduated from the Leadership Portfolio Program, many of whom who have gone on to leadership roles in the nonprofit sector in Pittsburgh. The Nonprofit Clinic has supported over 100 area nonprofits with pro-bono consulting services, which we conservatively estimate to be worth over $1 million.

Kevin has been a professor, colleague, mentor, counselor, and friend to so many. As things return to “normal” next academic year, we look forward to welcoming you to campus for a celebration of his career and contributions to the Johnson Institute, to GSPIA, and to the University.
Advisory Board News

We are grateful to our dedicated board and their continuous support of the Johnson Institute. This year, we offer a special thank you to C.E. Ned Pfeifer and Leslie Scaliet, both of whom have stepped down as board members. They made valuable contributions to the Johnson Institute in their tenure as board members and will be greatly missed.

We would also like to congratulate board members Kathy Buechel and Greg Behr on their new publications. Kathy Buechel’s A Gift of Belief: Philanthropy and the Forging of Pittsburgh discusses “how Pittsburghers from every strata, creed, and circumstance organized their private resources for the public good.” Greg Behr’s recent book, When You Wonder, You’re Learning: Mister Rogers’ Enduring Lessons for Raising Creative, Curious, Caring Kids, unravels the science behind Mister Rogers’ television show and how his “tools for learning” can be adopted to the digital age.

Staff & Intern Appreciation

This year would not have been possible without our amazing staff and interns. A special thanks for all their hard work and perseverance navigating the virtual work environment. Johnson Institute Administrator Doreen Hernández seamlessly adapted to working from home during the pandemic, and with her hard work and attention to detail, the Johnson Institute carried out a full range of virtual programming. To our interns and graduate student assistant, a big congratulations on graduating; we cannot wait to see what the future has in store for you!

ADVISORY BOARD MEMBERS

Heather Arnet
Gregg Behr
G. Andrew Bonnewell
Kathy Buechel
George W. Dougherty, Jr.
Peggy Harris
Daniel S. Heit
Libby Hilf
Kevin Kearns
James Kelly
Allison Putnam Quick
Ian Rosenberger
Joyce Rothermel
Julia Santucci
Lisa Scales
Penny Semaia
Taylor Seybolt
Carissa Slotterback
Cecile Springer
Sandra Taylor
Miles Wallace
James Weber
Marisa Bartley Williams
Nancy Zions

Johnson Institute Staff and Interns

Doreen Hernández,
Administrator of Johnson Institute for Responsible Leadership & Frances Hesselbein Leadership Forum, Co-Founder and Co-Chair, Hispanic Latinx Professional Association

Taylor Broshar,
Graduate Student Assistant, Master of Public and International Affairs, 2021

Sarah Downing,
Outreach and Writing Intern, Master of Public and International Affairs, 2021

Chloe Harvey,
Communications and Social Media Intern, Master of Public and International Affairs, 2021

Mengdi Xu,
Database Intern, Master of Public Administration, 2021, Master of Science in Information Science, 2021

Jillian Royal,
Program Evaluation Student Consultant, Master of Public Administration, 2021

JOHNSON INSTITUTE PROGRAMMING

Nonprofit Clinic

Since 2011, the Nonprofit Clinic has provided professional consulting services to over 110 area nonprofit organizations on strategic planning, governance, leadership, financial management, social entrepreneurship, and other organizational needs. The Nonprofit Clinic not only provides a unique opportunity for GSPIA students to gain professional consulting experience, but it also provides a highly demanded public service to area nonprofit organizations. This year’s Clinic was facilitated by Lisa Kuzma, an experienced professional in nonprofit finance and management, with the support of two professional consulting coaches, Leon Haley and Michele Atkins.

The Spring 2021 nonprofit applicants were encouraged to submit proposals reflecting the challenges presented by COVID-19 and racial inequities. We received a record number of applications, which speaks to the strong reputation of the Nonprofit Clinic and the critical needs of our area nonprofit organizations. Project proposals came from organizations across the region working on issues of housing, food insecurity, racial equity, educational/professional development, health, and environmental conservation. Proposals related to fostering a more diverse and inclusive work environment, developing strategic plans, researching grants, streamlining volunteer processes, developing community engagement strategies, researching/designing administrative models, creating effective feedback mechanisms, and conducting program evaluations.

Feedback from participating nonprofit organizations speaks to the high-quality, professional services delivered by the student consulting teams:

“I want to thank the Johnson institute for this opportunity. We are very pleased with this experience and the consulting report and outcome. We are also truly impressed by the way the student consultants tackled the project, with superb professionalism, thoughtfulness, and detail. You could tell that their coaches worked hard with these students, their support and constructive feedback for exceeded the product these young professionals delivered.” -2021 Nonprofit Clinic Participating Organization

The following ten organizations were selected for the 2021 Nonprofit Clinic, each of which was paired with two student consultants:

- Alliance for Refugee Youth Support and Education
  - Gabriel Cirio & Brian Bayer
- Brother’s Brother Foundation
  - Gabrielle Simms & Ibraa Muhammad
- Community College of Allegheny County
  - Laura Gooding & Maura Tey
- Jubilee Soup Kitchen
  - Anna Holmquist & Miguel Ortiz
- Mount Washington Community Development Corporation
  - Chloe Harvey & Alice Ngamije
- Muslim Women’s Association of Pittsburgh
  - Gianna Donati & Rebecca Holland
- Pittsburgh World Affairs Council
  - Kim Dish & Corinne Taylor
- St. James Ministries
  - Moska Sonya Akhtar & Zara Ghannadian
- Transitional Services
  - Melissa Hensch & Alex Kremer
- Write to Be
  - Sarah Downing & Deborah Jennings

johnson.gspia.pitt.edu
Leadership Portfolio Program

The Leadership Portfolio Program (LPP) is a 14-month leadership development experience for exceptionally motivated GSPIA students. By Spring 2021 graduation, we will have completed 12 years of this unique program, which boasts more than 133 alumni. LPP students regularly win GSPIA commencement awards for academic achievement and contributions to the School. LPP alumni have assumed positions of leadership locally, nationally, and internationally.

The LPP consists of three components: 1.) community engagement through membership on a governing board of a nonprofit organization; 2.) one-on-one mentoring with an accomplished leader; and 3.) weekly leadership seminars covering topics like advocacy, leadership self-assessment, social entrepreneurship, and more. The LPP places a significant emphasis on leaders that represent diverse backgrounds and perspective; of the 19 guest speakers for the weekly seminars, 14 were women and/or people of color.

Transformational Tuesdays

To increase awareness of the Johnson Institute’s programs, services, and nonprofit partners, we have strengthened our social media presence on Facebook and LinkedIn. In January 2021, we launched a new social media campaign, “Transformational Tuesdays.” Reflecting the Johnson Institute’s theme for this year, this initiative highlights area nonprofits and their work to meet critical community needs, as well as ways for community members to get involved. Through these posts, we aim to spread awareness and elevate the voices of our partners and their valuable work. Some organizations we have featured include: 412 Food Rescue, Stepping Stone Pathways, Community Health Services, Doors Open Pittsburgh, and Cocopreneur Pgh, LLC.

Exemplary Leader Award

The Johnson Institute for Responsible Leadership’s Exemplary Leader Award recognizes individuals who are committed to the highest standards of professional leadership, integrity, accountability, and stewardship. The Johnson Institute virtually presented the 12th Exemplary Leader Award on March 26th, 2021 to Gisele Barreto Fetterman and Leah Lizarondo, to honor their deep commitment to social justice and their innovative approach to addressing critical community challenges. They spoke on their leadership roles as social advocates and entrepreneurs, as well as their collaboration on 412 Food Rescue, a food waste and recovery organization that employs innovative technology to combat hunger and promote sustainability. Barreto Fetterman, a native of Brazil and the Second Lady of Pennsylvania, is also the co-Founder of Food Good PGH, a nonprofit that works to advocate inclusion and inspire kindness, as well as founder of the Braddock-based Free Store 15104, which served as the inspiration of 412 Food Rescue. Lizarondo, a native of the Philippines, is also the CEO and founder of Food Rescue Hero, a technology app used to match food waste with in-need individuals and organizations.

During the event, the two women offered valuable insights on their experiences as immigrants, navigating their careers as women and mothers, and their empathetic approach to leadership. As we look ahead to tackling the monumental challenges of our time, it is more important than ever to seek out and learn from ethical leaders, like Barreto Fetterman and Lizarondo, who can guide us through this era of change in creating healthier, safer, and more equitable communities for all.

A recording of the webinar can be accessed here.

Participants in the 2020–21 cohort:

Juliana Monteiro Bernardino
Master of International Development
Board: Women and Girls Foundation
Mentor: Betty Cruz, CEO World Affairs Council

Jody Davin
Master of Public Policy and Management
Board: Peoples Oakland
Mentor: Fred Thieman, Former President, Buhl Foundation and Former US Attorney for Western Pennsylvania

Caelan Hidalgo Schick
Master of Public and International Affairs
Board: Island Press
Mentor: Lourdes Sanchez Ridge, Attorney and former Chief Legal Counsel and Solicitor, City of Pittsburgh

Leah Kloeck
Master of Public Administration
Board: Allies for Health + Wellness
Mentor: Dr. Jim Wirthers, founder of Operation Safety Net

Marilu Nuñez Palomino
Master of Public and International Affairs
Board: Pennsylvania Organization for Women in Early Recovery
Mentor: BJ Leber, President and CEO of Adagio Health

Falon Weidman
Master of Public Administration
Board: Auberle
Mentor: Diamonte Walker, Deputy Director, Pittsburgh Urban Redevelopment Authority

Leah Lizarondo Gisele Barreto Fetterman

Exemplary Leader Award

The Johnson Institute for Responsible Leadership’s Exemplary Leader Award recognizes individuals who are committed to the highest standards of professional leadership, integrity, accountability, and stewardship. The Johnson Institute virtually presented the 12th Exemplary Leader Award on March 26th, 2021 to Gisele Barreto Fetterman and Leah Lizarondo, to honor their deep commitment to social justice and their innovative approach to addressing critical community challenges. They spoke on their leadership roles as social advocates and entrepreneurs, as well as their collaboration on 412 Food Rescue, a food waste and recovery organization that employs innovative technology to combat hunger and promote sustainability. Barreto Fetterman, a native of Brazil and the Second Lady of Pennsylvania, is also the co-Founder of Food Good PGH, a nonprofit that works to advocate inclusion and inspire kindness, as well as founder of the Braddock-based Free Store 15104, which served as the inspiration of 412 Food Rescue. Lizarondo, a native of the Philippines, is also the CEO and founder of Food Rescue Hero, a technology app used to match food waste with in-need individuals and organizations.

During the event, the two women offered valuable insights on their experiences as immigrants, navigating their careers as women and mothers, and their empathetic approach to leadership. As we look ahead to tackling the monumental challenges of our time, it is more important than ever to seek out and learn from ethical leaders, like Barreto Fetterman and Lizarondo, who can guide us through this era of change in creating healthier, safer, and more equitable communities for all.

A recording of the webinar can be accessed here.
Executive Coach

The Hesselbein Executive Coach program brings established leaders to campus that partake in a GSPIA residency, serving as mentor and coach to students, and counsel to faculty and staff. This year, the Forum hosted Brigitte Bethea as its first virtual Executive Coach. Bethea’s career has spanned the intelligence, defense, public education, and nonprofit sectors, including serving as a US Army Intelligence Officer, a defense warning manager for the Defense Intelligence Agency, and a Project Manager with the Pittsburgh Public Schools. Pittsburgh native, she is the Owner and Lead Strategist at ULEAD, a consulting firm that helps organizations succeed through strong leadership development programming and strategic support. As Executive Coach, Bethea hosted 3 leadership workshops. The first, “Leadership Skillset: Closing the Skill Gap,” provided a dialogue with accomplished leaders on valuable skills informing success in their careers. Panelists included: Fadji K. Kumapley, Major, US ARMY; Chukwudii Nwadiha, Political Officer, State Department; and Asa Castleberry-Hernandez, Senior Advisor, Bureau of Near Eastern Affairs, State Department. After the session, Bethea hosted a closed session with GSPIA’s Student of Color Alliance (SOCA) for an intimate Q&A for our BIPOC students. In the second workshop, “Leadership Toolkit: The Power of Storytelling,” Bethea was joined by Anna Marie Trester, a story researcher and international sociologist, on how to effectively leverage storytelling as a powerful leadership tool. In the third and final workshop of the academic year, “Leadership Mindset: Why Being Brilliant Isn’t Enough,” Bethea led an interactive session on the importance of soft skills for leadership, including character development, self-reflection, and strategic mindsets. In total, the three workshops attracted 1/4 students, staff, faculty, and Johnson Institute affiliates.

“Brigitte provided tremendous support and an enlightened perspective as I began my post-graduation job search. Our sessions helped ease the uncertainty and stress surrounding the job hunt, and I am tremendously thankful to Brigitte for her encouragement and support.” - GSPIA student

Hesselbein Lecture Series


Leadership Program in International Affairs

In Spring, Director Julia Santucci directed the Leadership Program in International Affairs (LPIA). LPIA is an extracurricular leadership development program that trains students to be effective international leaders and to deal effectively with leaders from other cultures. Students participate in weekly discussion sessions on topics like leading in a crisis; leading up, down, and across; and leadership presence; and they met with local leaders engaged with multicultural populations in Pittsburgh. Drawing on Professor Santucci’s experience as a CIA leadership analyst, students complete their own leadership analyses on an international leader of their choosing, learning how to analyze leaders from afar and consider strategies for dealing with them. To date, over 70 GSPIA students have participated in this program, including this spring. LPIA participants consistently report that the program benefits their personal and professional development as aspiring leaders in international careers.

Leader to Leader journal

This spring, the Hesselbein Forum published the 100th issue of the award-winning Leader to Leader journal, a quarterly publication featuring world-class executives from the nonprofit, public, and private sectors, as well as bestselling management authors, top consultants, and respected social thinkers. Issue 100 focuses on themes of “the future of leadership,” and includes contributions from luminaries like Howard University President Wayne Frederick, multicultural expert Juanita Bordas, inclusive financial innovator John Hope Bryant, Harvard University Medical School student council president LaShyra Nolen, and emotional intelligence thinker Daniel Goleman. We have placed a strong emphasis on how leaders can advance diversity, equity, and inclusion, and we have sought to include perspectives from underrepresented voices in leadership conversations. Our commitment to these issues stems from the life work of Editor-in-Chief, Frances Hesselbein, who, as CEO of the Girl Scouts, revolutionized its practices so that all girls felt included, dramatically increasing the racial and ethnic diversity of the organization. In February, the Forum published a special issue of Leader to Leader, “Leadership for an Equitable Society,” which pulls together important articles related to these themes. From Mary-Frances Winters’ piece on “Black Fatigue” to Torin Perez’s reflections of an emerging leader, Frederick W. Thieman’s insights on criminal justice reform to Jane Hyun’s leadership principles for capitalizing on diverse teams, and so much more – each of these authors share practical advice for leaders at every level. The special issue is available here.
The Johnson Institute is pleased to celebrate the success of some of our recent alumni as they have assumed leadership positions in local and national nonprofits and government.

Eric Acosta, Master of Public Administration ’20

Eric’s graduate school work equipped him with the skills to join Urban Strategies, Inc (USI) as a Project Manager. Based in Pittsburgh, PA, Eric is currently working on the policy and strategic initiatives team, supporting the national-level work USI is taking on. Eric matched with the Young Nonprofit Professional Network – Pittsburgh Chapter during his time in the Leadership Portfolio Program (LPP). He continues to serve as a Board Member and has recently been elected Board President. Eric likes to spend his free time cooking, binging TV shows, and spending time with his loved ones.

Brian Bayer, Master of International Development ’21

“Participating in the Leadership Portfolio Program was the most formative co-curricular part of my GSPIA experience,” said Bayer. It equipped him with both tangible and intangible skills that he looks forward to implementing throughout his career and helped him build valuable networks among his peers and mentors. Through the Johnson Institute, he had the privilege of joining the board of directors of the Sto-Rox Neighborhood Health Council, a federally qualified health center serving the McKees Rocks and Hilltop neighborhoods, where he served on several committees, including the search committee for the new executive director. Since graduating with his Masters of International Development, he has been working as the Communications Manager at the Pitt School of Health and Rehabilitation Sciences, volunteering with the Latino Community Center, and hiking with his puppy Onyx and wife Sofia (who is an MBA student at Katz). In Fall 2021, he will also be working as an adjunct lecturer at LaRoche University.

Alex Neil, Master of Public Administration ’20

Alex received his Master of Public Administration (MPA) in spring 2020. He remains active with his LPP board placement, Contemporary Craft, where he entered his second board term this June. C Craft has settled into its new facility in Lawrenceville, and has recently welcomed a new executive director.

After more than four years in fundraising at Pitt, Alex has started a new role as the Director of Leadership Philanthropy at the Winchester Thurston School, where he works to prepare for – and help execute – WT’s next capital campaign. Additionally, Alex continues to serve as Rep. Summer Lee’s Finance Director and Treasurer.

“Being a part-time student, the JI is where I felt at home — it was absolutely the best part of my GSPIA experience.”

Sarah Rosenblum, Master of Public Administration ’20

Sara has been quite busy since earning her Master of Public Administration (MPA) degree from GSPIA last Spring. After graduation, she was hired as a program evaluation consultant for the Women & Girls Foundation of SWPA and soon after led a team of 100+ digital organizers as a Field Director for Working America, AFL-CIO during the 2020 election cycle. Now, she is working in the Staffing Operations Department of Pittsburgh Public Schools. She has continued to serve as a Board Member for Union Project, the nonprofit she was matched with during her time in the Leadership Portfolio Program (LPP). This summer she plans to spend her free time swimming in the Pittsburgh public pools and hanging with her two cats, DQ and Kermit.

Briana Sears, Master of International Development ’21

After Brianna received her Master of International Development (MID) from GSPIA last year, she moved to Dallas, TX. She is working at the Navarro College Small Business Development Center as a business advisor where she provides consulting and training services to small business owners and start-ups. She will complete her Economic Development Finance Professional Certification in September so she can translate development opportunities for small business owners into results for the community. In her free time, Brianna enjoys exploring new areas in Dallas, hiking, and running.

Emma Yourd, Master of Public Administration ’20

Emma Yourd graduated in April 2020 with a Masters of Public Administration (MPA) degree from GSPIA last Spring. After graduation, she was hired as a program evaluation consultant for the Women & Girls Foundation of SWPA and soon after led a team of 100+ digital organizers as a Field Director for Working America, AFL-CIO during the 2020 election cycle. Now, she is working in the Staffing Operations Department of Pittsburgh Public Schools. She has continued to serve as a Board Member for Union Project, the nonprofit she was matched with during her time in the Leadership Portfolio Program (LPP). This summer she plans to spend her free time swimming in the Pittsburgh public pools and hanging with her two cats, DQ and Kermit.

If you are an alumni of the Johnson Institute and its programs, we’d love to hear from you! Please contact us at gspiaji@pitt.edu!

johnson.gspia.pitt.edu
STUDENT GRADUATION AWARDS

Each year, GSPIA presents awards at graduation to honor and recognize high-achieving graduate students for their excellence inside and outside the classroom. We are pleased to announce that six graduates affiliated with the Johnson Institute were recognized for academic performance and community stewardship at Spring 2021 graduation.

**Juliana Monteiro Bernardino,**
Master of International Development, LPP and LPIA Participant

The Sergeant James “Rip” Taylor Memorial Endowment Fund Award, for outstanding academic achievement and exemplifying Sergeant Taylor’s spirit of public service

**Jillian Denise Royal,**
Master of Public Affairs, Dr. Kearns GSA and LPP Program Evaluation Consultant

Dean’s Award, for the most distinguished record among students in the graduating class in terms of academic achievement and service to the School

**Taylor Broshar,**
Master of Public and International Affairs, Johnson Institute Graduate Assistant and LPIA participant

Simon Reich Human Security Writing Award, for the best research or policy paper on a human security topic

**Gerald Quattro,**
Master of Public and International Affairs, LPIA Participant

Dean’s Award, for the most distinguished record among students in the graduating class in terms of academic achievement and service to the School

**Jody M. Davin,**
Master of Public Affairs, LPP Participant

The Sergeant James “Rip” Taylor Memorial Endowment Fund Award, for outstanding academic achievement and exemplifying Sergeant Taylor’s spirit of public service

**Mengdi Xu,**
Master of Public Affairs and Master of Science in Information Science, Johnson Institute Intern and LPIA participant

The David E. Oeler Award, for an outstanding student in the field of information systems

ON THE COVER: Marílu Nuñez Palomino (GSPIA ’21)