



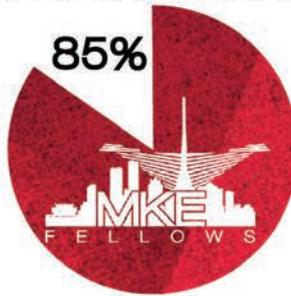
# REPORT TO THE COMMUNITY

*2017-2018*



# MKE FELLOWS BY THE NUMBERS

## GRADUATION RATE



## INTERNSHIPS



FIVE HISTORICALLY BLACK  
COLLEGES AND UNIVERSITIES  
WITH FELLOWS





As you may know, MKE Fellows is a unique, powerful initiative designed to identify and offer support to academically talented, African-American young men in Wisconsin to ensure that they graduate from college prepared for career success. Young African-American men in Wisconsin face daunting challenges. Rates of unemployment, crime, and poverty are excessively high, while graduation rates remain well below the national average. Even after completing high school, there are many barriers that keep them from graduating from college and launching successful careers. Too often, these students lack the social networks, personal mentors, financial wherewithal, and access to pre-professional experiences that lead to career success. However, despite these grim statistics, our MKE Fellows prove that a solid structure and personal responsibility and resiliency can bridge that achievement gap. We are very pleased to report that our own expectations have been exceeded far beyond initial projections! Foundational MKE Fellows objectives have been surpassed in every core category:

- *College graduation rate (exceeds national averages)*
- *Community involvement (immediate service opportunities)*
- *Corporate engagement (internships and employment)*
- *Career development (targeted leadership tract)*

The MKE Fellows initiative, launched in 2012, is premised on the theory that a customized, collaborative model could be developed, implemented, and sustained creating a long-term strategy significantly affecting Wisconsin's future decision-makers. MKE Fellows envisions a healthier and more economically prosperous community that is better positioned to support the economic growth of Wisconsin. The primary goal of MKE Fellows is the creation of a strong pipeline of young, diverse male college graduates ready to return to Wisconsin to excel in their careers, build wealth, and become engaged leaders. MKE Fellows seeks to develop groups of young men who are well-educated and provide servant leadership that will be emulated by others for years to come.

## PROGRAM PILLARS

### INTERNSHIPS & JOB EXPERIENCES



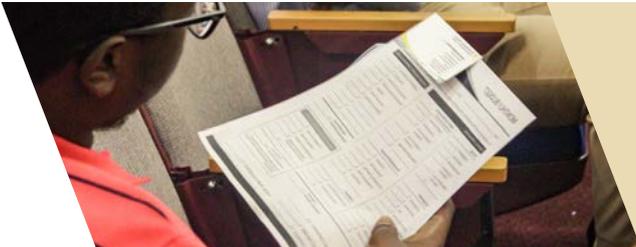
### MENTORSHIP



### CAREER & PROFESSIONAL DEVELOPMENT



### SCHOLARSHIP OPPORTUNITIES



### CIVIC ENGAGEMENT



## ENVISIONING THE FUTURE

It was the courage and benevolence of Billye and Henry Aaron which enabled the launch of MKE Fellows only seven years ago. This initial investment in the vision certainly started with strategic objectives in mind, but even those optimistic projections of high achievement could not have forecast the categorical success of this game-changing initiative in such a short period of time. Annual, targeted academic performance goals have been surpassed far beyond original estimates. Engagement through varied internships, community partnerships, and vocational training is continually expanding, and graduation rates for MKE Fellows scholars have bettered national rates measurably.



**John Daniels, III**  
*MKE Fellows Director*

The student life stories and on-going experiences of these aspiring, motivated young men are nothing short of transformational. MKE Fellows are now pursuing post-graduate work and Ph.D's at some of the country's most prestigious institutions including Morehouse, Harvard, and Marquette. Many of these same Fellows are returning to careers with major companies in Wisconsin as interns and employees. Significantly, the value of this project is now evidenced in its expansion beyond Southeastern Wisconsin.

MKE Fellows employs an "out-of-the-box" approach to design a unique corporate, community, and civic partnership. This metrics-based initiative measures and monitors performance qualitatively. Exceptional achievement has been the result. Many Milwaukee leaders have always believed that the best talent was always here. It is testament to their commitment to recruitment, training, and development which has reestablished intrinsic, community-wide value and provided MKE Fellows national recognition as one of the most unique youth initiatives ever established in the United States.



## MAKING HISTORY

One of the program's key findings has been that simply providing money or scholarship support is not enough to solve historical retention gaps. Quantifiable retention is a function of preparedness and a student's willingness to be persistent and drive through adversity. Proactively, MKE Fellows has established a support safeguard (small emergency fund) to assist with minor interruptions in school and avoid students 'dropping-out' of school when faced with family emergencies.

Building a sense of trust and commitment to the student is critical to nourishing the desire to succeed. MKE Fellows has drawn together a series of professional development activities honed to real-world conditions presented by a range of active, well-respected professionals. Session attendance, quite substantial to date, is mandatory for all students seeking entry into the program. Attendance is tracked and monitored closely and sessions are held on weekends to assure greater student commitment.

### MKE FELLOWS PROGRAMMING COVERS:

- RESUME-BUILDING PROTOCOL
- INTERVIEWING AND FOLLOW UP
- ASSIMILATING INTO COMPANY CULTURE
- COMMUNICATING WELL WITH YOUR TEAM
- WHAT DO TO WHEN YOU'RE BORED
- NETWORKING AND USING LINKEDIN
- FINANCIAL PLANNING AND LITERACY
- CAREERS IN DIFFERENT SECTORS



In addition, the diversity of people, initiatives and organizations involved with MKE Fellows has spawned a structured business exploration series "Lunch and Learns". These mandatory development sessions provide an abundance of insight, advice, and guidance including introduction to local businesses. In addition, MKE Fellows are exposed to an astounding array of vocational and career development opportunities through this series. A regular newsletter evolved from these sessions saluting participation. Definitely, there are three means by which the success of the MKE Fellows is measured:

- 1. Retention:** *Graduation rates for MKE Fellows exceed 85% – almost double the rate of other campus cohorts near 40%. Even more noteworthy, the MKE Fellows graduation rates are measured on a four-year completion basis as opposed to a five-to-six year degree completion.*
- 2. Return to Wisconsin Employment:** *An objective of the MKE Fellows program is to return at least half of the graduates to Wisconsin and that goal has been achieved well-beyond expectations.*
- 3. Talent Match:** *Ensuring that we are meeting (or exceeding) demand for employers who are looking for talent is our true test. The number of employers who renew and increase their request for interns continues to increase. The latest survey data provided through employer feedback demonstrates clearly that performance goals are exceeded year-after-year.*



## A NEW BRAND OF MENTORSHIP

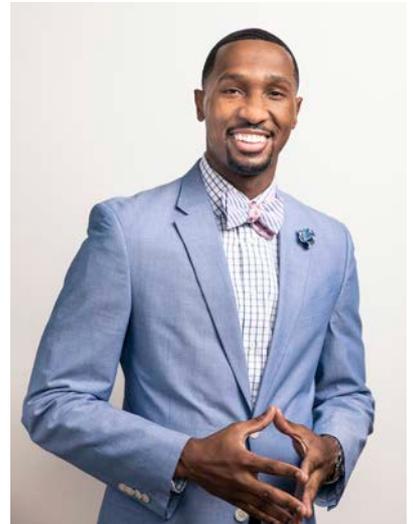


Effective mentorship is often identified as a key element in both developing and deploying talent. There are many forms of mentorship, however. What the new discourse suggests is that specific and strategic mentorship inclusions make the experience truly enriching and engaging. Since its inception, MKE Fellows has utilized an intentional, personal, multi-faceted mentorship approach. Informally, community leaders have provided one-on-one interaction with many of the students leading to deep, personal relationships. The development of these life-changing relationships underscores the program's value and effectiveness.

Developed by leading area scholar Donald Dantzer, the unique architectural design of the MKE Fellows mentorship model has shown tremendous, measurable progress. With exceptional clarity in both theory and practice, Mr. Dantzer's model has succeeded in identifying the core elements essential to building a mentorship program that really works. Pointedly, the MKE Fellows is particularly fortunate in partnering with major companies and community groups who provide professional mentors, many of whom have comparable developmental experiences along their own chosen career paths. Combined with their enormous diversity of backgrounds and exposure to a wide-range of career options, MKE Fellows has developed an elaborate system of tracking and coordinating these mentor/mentee relationships through a 360 degree feedback mechanism.



One of the most important aspects of effective mentoring is belief, acceptance, and adoption on the part of each MKE Fellow it is designed to serve. There must be a mutual concern shown, felt, and accepted on both sides and by both parties. While authentic care about individual achievement and personal success is demonstrated through recognition and career advice, the program is also fluid and immediate by design. The MKE Fellows mentorship blueprint is structured specifically to provide prompt support to each student as they navigate the normal, everyday challenges of growth and development. The MKE Fellows has been quite fortunate in having Donald Dantzler as part of its staff team as he has further developed and enhanced the program based on the most current national research. He has also been directly involved in its implementation and revision. Feedback from employers, academic institutions, and MKE Fellows participants has clearly affirmed the value of these exceptional and unique practices.



**Donald Dantzler**  
MKE Fellows Mentorship Coordinator

*“The remarkable success of the MKE Fellows model has drawn attention and interest from diverse youth-serving initiatives across the country. Community groups and educational institutions have reached out to seek advice, collaborate, and pattern many of their local initiatives after MKE Fellows’ core elements. The program has been very successful in helping colleges, universities, and civic groups that historically have used a more traditional form of mentoring to adopt an approach that resonates with the MKE Fellows design. Ultimately, it is the high performance rating and proven success of the MKE Fellows model which testifies to its strength and credibility. Despite the negative connotations of African-American males and the economic and societal hardships they experience, there are many examples of successful African-American males who have persisted through the educational pipeline in stark contrast to the negative stereotypes and statistics. In various cities throughout the United States, African-American males are showing what is possible when we provide them with the resources and support needed to be successful.... The foundation of the program is its mentoring effort. According to a recent report by the Urban Leadership Institute, mentoring ‘may be the most important strategy in ensuring the successful development and maturation of young African American males into a generation of men who will be loving fathers to their children, faithful husbands to their wives, and leaders for their community.’ Mentoring breaks down preconceived notions and builds cultural affinity based on trust, and it aids in counteracting what the Urban Leadership Institute referred to as the ‘tragic plight’ of African-American males.... In the words of Tim King ‘It’s tough to be what you never see.’ The time is now to provide more positive examples for young African-American males to aspire to be. Now it is up to us to act. The MKE Fellows program is living up to the challenge.”*

taken from Milwaukee Community Journal Op-ed Article:

“MKE Fellows—A Critical Wisconsin Investment: Recreating the Black Male Narrative” by Donald Dantzler



## COMMUNITY SUPPORT



An overwhelming outpouring of community support, driven by the initiative's tremendous success, has resulted in an intrinsic and community-wide buy-in. The number of MKE Fellows transitioning into the work force as employees are increasing exponentially with every graduating class, just as the demand for their unique skill sets increases. In conjunction with increasing employer demand, a series of candid employer interviews provides constant feedback ensuring that compatibility, performance, and targeted career goals are met. Employers who hosted MKE Fellows in 2018 include:

*ALIVE Inc., Milwaukee*  
*Aurora Health Care*  
*Baird*  
*BMO Harris*  
*Boys & Girls Clubs*  
*Brewers Community Foundation*  
*Carver High School*  
*Grace Church*  
*Church Mutual*  
*COA Youth & Family Centers*  
*Cream City Conservation*  
*DeWitt Ross & Stevens Law Firm*  
*Employ Milwaukee*  
*Elite Media Communications*  
*Ernst & Young*  
*Froedtert*  
*Greater Milwaukee Committee*  
*Lammi Sports Management*

*Marquette University*  
*Marcus Corporation*  
*Medical College of Wisconsin*  
*Metropolitan Milwaukee Association of Commerce (MMAC)*  
*Milwaukee Public Schools*  
*Mueller Communications*  
*U.S. Navy*  
*Northwestern Mutual*  
*Quarles & Brady*  
*RoCocco*  
*Sigma Environmental Group*  
*Summerfest*  
*Ten Chimneys Foundation*  
*Thrivent Financial*  
*Toki & Associates*  
*Total Quality Logistics*  
*Wells Fargo*

One of the profound benefits of this game-changing program is that it tends to encourage other young professionals towards community engagement both social and business-related. Community goals meet where the MKE Fellows program begins. Their desire to address the issues of the current day abounds in every field of endeavor. The increasing ability to manage those challenges depends on the ability to cast a wide net across a diverse constituency. Demonstrated by their growing desire to give back, the MKE Fellows initiative awakens in the heart of each student a personal sense of civic commitment and moves the group to collectively address inclusive solutions and future prosperity for our communities



Academic advancement in the spirit of present and future achievement mirrors a familial support system instead of a competition. Our cohort stability produces an atmosphere of trust. Multiple positive relationships ensue and that peer interaction indicates even higher academic achievement is realized when strong interpersonal relationships exist. The residual positive effect enhancing performance follows similar evolution. Strong bonds generate action which transforms graduates into leaders.

The MKE Fellows initiative is not static. It actively seeks the best advice from employers, stakeholders and constituents. In addition, an independent advisory committee has been installed to provide feedback and performance assessment. Advisors come from many of Wisconsin's largest companies. Members of the advisory committee include representatives from companies as varied as BMO, Robert W. Baird, Aurora Health Care, Milwaukee Public Schools, Church Mutual Insurance Company, Manpower, Morgan Stanley and the Boys & Girls Clubs. The diversity of our advisors furnishes the program with a wealth of rich opportunity and professional perspective.



## STAFF AND PARTNERS



**Attorney  
John Daniels, II**  
Founder



**John Daniels, III**  
Director



**Raegina Hyler**  
Internship & Employment  
Coordinator

**Darlene Austin**  
Board Member

**Donna Key**  
Program Assistant

**Brenda Sponder**  
Program Assistant



**Michael Hostad**  
Education Liaison



**Maggie Waldmyer**  
Marketing & Communications  
Coordinator



**Donald D.  
Dantzler**  
Mentorship  
Coordinator

MKE FELLOWS IS MADE POSSIBLE THROUGH THE EFFORTS OF:



**ALIVE**

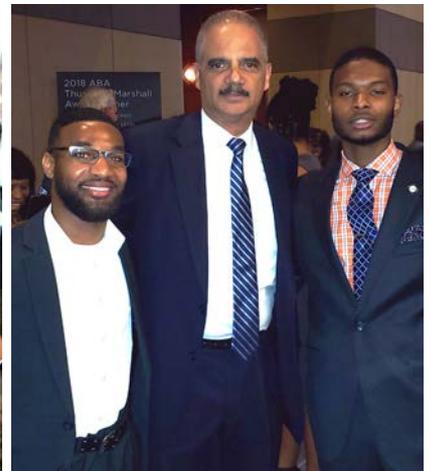


## NATIONAL ENGAGEMENT

Success breeds notice. The phenomenal success of the MKE Fellows program has drawn attention and collaboration from a diverse spectrum of prominent organizations and notable individuals nationwide. National role models have emerged organically through the common mission of service to youth. Real, tangible interest in the form of partnerships and mutual support has been realized and secured with educational institutions locally, regionally, and across the country.

These relationships are casual by no means. Rather, facilitated and structured to create just such unique engagements, end results lead to further exposure and expanding civic awareness for developing MKE Fellows. In 2018, through a growing network of educational and community support, the MKE Fellows managed a busy civic and social calendar. In April, they were invited to spend time with NFL Hall of Fame Coach Tony Dungy, a recent community service honoree at Wisconsin Lutheran College. During his time in Milwaukee, at the behest of College President Dr. Daniel W. Johnson, Fellows listened to Coach Dungy relate his life's experiences over nearly five decades in professional sports. Former Milwaukee Buck All-Star and current Bucks Assistant Coach Vin Baker met with more than 60 Fellows in December to talk about not only his NBA career, but also the life challenges associated with maintaining high character values and moral standards. In a series of continuing activities, former Milwaukee Bucks superstar Sidney Moncrief provided access to several community engagements through his "Game Changers" initiative, where students are given practical tips on how to navigate their career paths and learn firsthand the most practical ways to pursue career goals.

Many political and community leaders have crossed paths with the Fellows, including former United States Attorney General Eric Holder. MKE Fellows were invited to and attended events hosted by persons of all political perspectives ranging from South Carolina Senator Tim Scott to Wisconsin Governor Scott Walker to Milwaukee Mayor Tom Barrett. This real world experience continues to give MKE Fellows a chance to test their ideas and learn through engagement with leadership at the highest levels. Similar interpersonal and professional experiences abound in the area's ever-evolving business community.



## EMPLOYERS ARE SAYING



*“We can see the MKE Fellows program is changing these student’s outlooks. They understand how beneficial this experience is for their future.”*



*“Our Fellow has been a tremendous asset to the Greater Milwaukee Foundation. He is a hard working individual who knows how to get the job done quickly, with accuracy. His attitude, application of effort, and innovative spirit will be strong assets to Milwaukee. It has been inspiring & gratifying.”*



Listening. Learning. Leading.\*

*“We hosted many interns at Church Mutual this summer. In addition to having more hands to lighten the load, our interns were vocal and brought new energy and ideas to our group and our company.”*



MILWAUKEE  
PUBLIC SCHOOLS

*“The MKE Fellows have been a wonderful addition to the team and it has been a genuine pleasure working with them. They are prompt, professional and excited about the work being done here. They have done awesome work that will leave a stamp on our department long after their stay with us.”*



The Marcus Corporation

*“Our intern has been a wonderful addition to our company. His skills and talent are superb and exactly what we needed. His work ethic made him very well-respected teammate to our group. It was also great exposure to meet some of the other students involved in the programs as possible future interns.”*

## A LEGACY OF CHANGE



One of the most rewarding aspects of the MKE Fellows is exposure of Fellows to people of wide and different backgrounds, beliefs, and political opinions. Equally important have been people whom, through and despite adversity, have demonstrated the power of character. In 2018 during the 50th Anniversary of the 1968 Olympic Games the MKE Fellows had an opportunity to meet track star and living legend, Tommie Smith, and learned first-hand of his heroic struggle to create an environment of social justice. Of course he did so at great personal sacrifice, which is a character of servant leadership we hope to instill in our young men. In this 50th year, he is being saluted around the world for that type of courage. Smith joined a list of many more legends, such as Oscar Robertson, in coming to Milwaukee to meet and personally visit with the MKE Fellows, and to provide a Medal of Distinction to those outstanding students. The response from the youth and community was incredible. Few could believe that they actually had the opportunity to not only meet and converse with the legend, but to learn about their unique place in American history. This inter-generational bond reminds us of many years of hopes rising to fulfillment, and we anticipate a future full of greater equity and even bigger hopes and dreams.

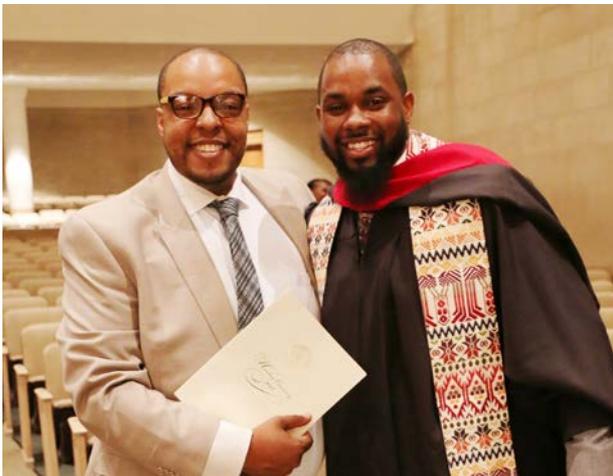


## OUTSTANDING OUTCOMES

What does a skyrocketing, on-time graduation rate boasting of honors graduates mean? What does a measurable rate of advancement and proficiency suggest? What does a burgeoning demand for young professional talent describe? What does a growing pool of proficient, motivated young leaders portray for the future?

It implies motivation. The inspiration provided by MKE Fellows is driving its graduates to Masters, Ph.D's and Doctorates. Higher standards are producing higher achievement. And, their talent is returning to the state of Wisconsin to live, work and lead. It implies zeal. The MKE Fellows journey has provided these gifted young men with knowledge and experience to thrive. They are well-trained, multi-faceted, and poised to address the challenges of tomorrow, leading Wisconsin into the next millennium.

**We see the future. It is very bright.**



CONTACT [FELLOWS@ALIVEMKE.COM](mailto:FELLOWS@ALIVEMKE.COM) FOR MORE INFO, OR VISIT [MKEFELLOWS.COM](http://MKEFELLOWS.COM)



[mkefellows.com](http://mkefellows.com)

© MKE Fellows 2018