



bizwomen

MINNEAPOLIS/ST. PAUL BUSINESS JOURNAL

# MENTORING **MONDAY**

Monday, February 12, 2018

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A speed coaching and networking event  
powered by bizwomen.

MINNEAPOLIS/ST. PAUL  
**BUSINESS JOURNAL**

# Mentors



## 1 | Lisa Brezonik | COO, Salo

Lisa Brezonik is the Chief Operating Officer at Salo, LLC, a leader in driving business outcomes in finance, accounting and human resources by placing professionals on a project or interim basis, as well as finance accounting search services. Prior to Salo, Lisa owned her own executive coaching and organizational consulting firm. Previously Lisa was the CAO of the Fixed Income Capital Markets group and the SVP of Human Resources for RBC Dain. Lisa has also held leadership positions at Integ, Room & Board and Coram Healthcare. Lisa is actively involved in the community and is currently serving on the Ann Bancroft Foundation board of advisors.



## 2 | Alison Brown | President, Science Museum of Minnesota

Alison Brown joined the Science Museum of Minnesota as its 16th president in May 2016. Brown came from the California Academy of Sciences, where she served as the Chief of Staff, and before that, Chief Financial Officer. Before joining the Academy in 1999, Brown served as Chief Financial Officer of StayWell, a \$100 million sales patient education publishing firm. She also spent nine years with the Blood Centers of the Pacific as Treasurer and Director of Finance & Information Systems. Before that, she was a Senior Consultant with Arthur Andersen & Co. Brown is an active member of the Board of Trustees for Pomona College, Claremont Colleges. She received her Master's in B.A. from the University of Chicago Booth School of Business, where her area of concentration was nonprofit and government organizations.



## 3 | Katy Burke | Executive Director, TeamWomenMN

Katy Burke is a serial entrepreneur with a 20 year proven track record of driving consistent revenue growth in both for-profit and non-profit organizations. A strategic visionary, she uses her outstanding ability and extensive network to grow relationships and broaden opportunities with new and existing partners, sponsors and funders. Active in community outreach, Burke builds relationships with philanthropic leaders, board members, and community partners to strengthen brand engagement, awareness and referrals. Since 2014, Burke has served on the TeamWomenMN Board of Directors and in 2016, Burke was named Executive Director of TeamWomenMN, a non-profit that offers mentoring and professional development dedicated to the development and advancement of women. In addition, Burke is actively involved with her family's business, Preferred Speakers, a 75 year old speakers bureau.



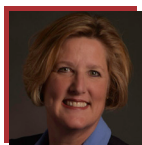
## 4 | Barbara Butts Williams | Executive Dean of External Relations & Partnerships, Capella Education Company

Barbara Butts Williams was recognized as the Minneapolis St. Paul Business Journal's 2016 Career Achievement Honoree for her lifetime of dedication to business, education, leadership development and community service. Barbara's professional experience spans over four decades, including executive and leadership roles within public, private, and higher education sectors.



## 5 | Lisa Christianson | Owner, Christianson & Company

In 2001 Lisa formed Christianson & Company Commercial Real Estate Services. Lisa has been very active in several business ventures as the owner and marketing specialist. She has been managing investment properties since 1993 providing accounting, leasing, management, acquisition and disposition services. Lisa is a licensed real estate broker in MN and FL. President of the Board of The Minnesota Association of Commercial Realtors, sits on the Unity Bank Community Advisory Board, a member of the Minnesota Shopping Center Association, the International Council of Shopping Centers, Metro IBA and the Women Presidents' Organization. In 2013 she was named one of the most influential Women in Business by MSPBJ. Passionate about helping the lives of children less fortunate, Lisa is Chairman of the Board of Connections to Independence ([www.c2iyouth.org](http://www.c2iyouth.org)) and serves as a Guardian ad Litem in Hennepin County. The Board of Connections to Independence ([www.c2iyouth.org](http://www.c2iyouth.org)) and serves as a Guardian ad Litem in Hennepin County.



## 6 | Mary Jayne Crocker | COO, Bridgewater Bank

Mrs. Crocker has been at Bridgewater Bank since its origin and serves as Executive VP/Chief Operating Officer. She directs the implementation of all strategic initiatives and oversees deposit servicing, marketing, operations, technology and HR. Mrs. Crocker has 20+ years of experience in the financial services industry. She led the integration of the acquisition of First National Bank of the Lakes in 2016 and chairs the Bank's IT Steering Committee. In 2013, Mrs. Crocker was recognized as one of the Top Women in Finance in the Twin Cities by Finance & Commerce. Furthermore, she was honored as one of the Top Women in Business for 2017 by MSPBJ. She currently serves on the board of the Minnesota Multi Family Housing Association and the Bank Holding Company Association. She received her B.C. from McMaster University in Ontario and is an alumna of The Institute of Certified Bankers.

# Mentors

## 7 | Rhonda Dean | Principal, Washburn School



Rhonda Dean has been an educational leader for over 25 years. She currently serves as the principal of Washburn High School in Minneapolis. Prior to Washburn, she was the principal at Andover High school for 6 years and an associate principal at Wayzata High School for 11 years. Rhonda serves on various community and civic organizations that support the needs of K-12 students. In 2003, she was selected Assistant Principal of the year for the State of Minnesota. Prior to working as a school administrator, Rhonda was a mathematics teacher in the Minneapolis School District. She attended Normandale Community College, the University of St Thomas and Cameron University in OK with a Bachelor of Arts degree in Business and a minor in Finance. She has a Master's Degree in Education, a K-12 Administrative Licensure, and a District Superintendent License.

## 8 | Shannon Full | President/CEO, TwinWest Chamber of Commerce



Shannon Full has nearly 20 years of experience and expertise in chamber leadership, economic development, talent solutions and organizational management. Full joined the TwinWest Chamber of Commerce in Plymouth, MN as the President/CEO in February 2017. Prior to TwinWest, she was most recently the President/CEO of the Fox Cities Chamber of Commerce and Regional Partnership in Appleton, WI. She began her Chamber career at the Twin Cities North Chamber of Commerce in Mounds View and subsequently led Chambers in Melbourne, FL and Cedar Rapids, IA. Full has received numerous awards for her work including the Wisconsin Economic Development Association's Governors Young Professional of the Year in 2016, and the Best in Show Winner for Talent Upload Program from the International Economic Development Council in 2015.

## 9 | Lili Hall | President and CEO, Knock



Lili Hall is CEO and President of KNOCK, inc., a Minneapolis-based creative agency leading strategic brand development on a national and global scale. She founded KNOCK in 2001 with a commitment to impeccable client service and a nimble response to new opportunities. In conjunction with two sister companies — TREAT AND COMPANY and NEIGHBOR — Hall's teams design virtual-to-real experiences that create loyalty and love for brands in such industries as retail, healthcare, higher education, technology and the arts. Named one of EY's Entrepreneurial Winning Women and for six consecutive years was one of Inc. magazine's 5000 fastest-growing private companies in America. Hall measures success not only in the culture, growth and profitability of her companies, but in the impact they make on communities at home and around the world.

## 10 | Supenn Harrison | Founder, Sawatdee Thai



For over thirty five years, Supenn Harrison has been creating authentic Thai cuisine which has set the standard for local Asian restaurants. The history of Supenn Harrison's success began in 1976 when she started Sue's Egg Rolls at the Minnesota State Fair. In 1979, she opened the first Thai restaurant in the five state area, the Siam Cafe. In 1983, she opened the first Sawatdee Restaurant. Over the years, she expanded and retracted locations focusing on the greater Twin Cities market; currently there are six Sawatdee locations. The profitability and popularity of Sawatdee has largely been due to Supenn's hard work, her demand for superior quality and service, her keen business sense, and her caring personality. Her focus on quality and service can be seen by her loyal customer base and by the numerous awards her restaurants have received. Supenn also won the 1999 Minnesota Small Business Award.

## 11 | Rike Harrison | CEO, USHAssociates



## 12 | Melissa Harrison | CEO & Founder, Allee Creative, LLC



As CEO and founder of Allee Creative, Melissa is a seasoned marketing professional with 15 years experience in marketing strategy and content management, branding and business development. Her accolades include being listed as one of the "Top Young Entrepreneurs" by Minnesota Business Magazine, a "Top Content Marketer" by the Content Marketing Institute, and a "Mover & Shaker" by the Star Tribune. Melissa is a four-time recipient of the Hermes Creative Award and a national speaker on marketing, business strategy and entrepreneurship. She was named one of 100 women to watch in the U.S. as part of The Inspirational Women Project. She is an SBA Emerging Leaders graduate as well an inductee of the DeForest Area High School's Alumni Hall of Fame for her outstanding achievements in her industry.

## Mentors



### 13 | Linda Rae Holcomb | President & Founder, Gluek Beer

Gluek Beer Founder and President Linda Rae Holcomb grew up in Minneapolis and has spent her life working downtown in the food, beverage & hospitality industry. She is also an International Yoga & Nutrition teacher and is passionate about helping people truly discover a well-balanced lifestyle.



### 14 | Barbara Joers | CEO, Gillette Children's Specialty Healthcare

Currently seated as Gillette Children's Specialty Healthcare CEO and President, Barbara is a native of New York State. She graduated Marymount University (VA) with a BA focused in hospital administration and the George Washington University (DC) with a Masters in health services management and policy. More information is available on her LinkedIn page.



### 15 | Ivy Kaminsky | Founder, Find your Power

With a background in marketing and a 27 year long career, Ivy has worked for a number of high profile organizations including Carlson Marketing Group, Global Volunteers, and the University of St. Thomas. She loves to travel (has been to 25+ countries), learn, try new things and is a voracious reader. Ivy has a Bachelor's degree in Communications from UST and a Master's degree in Development Studies from the University of Kwa-Zulu Natal in Durban, South Africa. Ivy's passion lies in human development, with specific interest in empowering women. Ivy is a visionary, a motivator, and a connector. Ivy is also the Founder of a startup nonprofit called Find Your Power whose mission is to empower underrepresented women by expanding access to fundamental resources and the Internet.



### 16 | Kate Kelly | Regional President, PNC Bank

Kate Kelly is executive vice president and regional president of PNC Bank, Minneapolis-St. Paul. Kelly is responsible for PNC's overall market expansion in the Twin Cities and leads a culture of teamwork, client advocacy and community leadership. Kelly has more than 30 years of experience in the banking industry. Prior to joining PNC in January 2017, she served as president/CEO of Minnesota Bank & Trust. In 2008, Kelly, along with Heartland Financial and a group of local bankers and investors, founded Minnesota Bank & Trust. Prior to that, she was a regional president of Bremer Financial. Kelly is a member of the board of directors and audit committee of the Federal Reserve Bank of Minneapolis. She is also board chair of ServeMinnesota, and is a board member of Reading & Math Inc. In addition, Kelly is a member of MN WPO and the Economic Club of MN.



### 17 | Emily Johnson Kisa | Owner, KISA Boutique

Emily Johnson Kisa is passionate about dressing interesting women in business so that they can be confident while they are busy making the world a better place through their work. She knows how important it is to get female leaders connected with fashionable and approachable pieces. KISA Boutique, specializes in unique European fashions from Turkey- which you can't get anywhere else. While pursuing a design degree, Emily studied abroad in Turkey. It's there where she fell in love with both the beautiful traditional crafts and modern clothing, as well as her husband and future business partner. After marrying and living abroad for many years, they moved back to Minneapolis and founded KISA Boutique. Emily's greatest passions include working on her hand-crocheted jewelry line made in collaboration with local female artists in Turkey, connecting with other business women and raising 3 little girls.



### 18 | B. Kyle | President, St. Paul Area Chamber of Commerce

As President/CEO of the Saint Paul Area Chamber of Commerce, B represents over 1,200 Twin Cities companies of all sizes and industries, as well as non-profit and government organizations. The SPACC is a dynamic network of businesses and individuals and is known for its strong advocacy both at a regional and state level on behalf of the business community. Within the community, B is a Midway Chamber of Commerce board member and was the 2015-17 President of the Minnesota Precision Manufacturing Association. B graduated from the College of Saint Benedict and is a veteran of the U.S. Army. She spent 11 years at the Saint Paul Port Authority, ultimately co-leading its development work in Saint Paul on projects such as the Treasure Island Center, CHS Field, the Saint Paul Police Department's Public Safety Training Facility, and Major League Soccer.

# Mentors



## 19 | Nicole Middendorf | CEO, Prosperwell Financial

I love being a Wealth Advisor. I love to help people live and enjoy their life today but also to enjoy life in the future. I love the thank you notes I receive in the mail, establishing a personal relationship with my clients, attending their weddings or retirement parties but most of all I love watching my clients live their lives to the fullest with true happiness.



## 20 | Lori Moen | CEO, Viking Trophies

Lori Moen is the owner of Vikings Trophies Awards & Recognition. She bought the company in 2003 after 20+ years in the media/advertising world. Now she and her staff celebrate the accomplishments of their customers, staff and clients through the creation and production of great looking awards. She loves the smiles and joy that her company can bring to their customers. Recognizing the positive accomplishments of those around her is the foundation of her leadership style. Having great employees makes owning Viking Trophies a dream job! Lori's philosophy is love what you do and where you do it as life is short!



## 21 | Kate Mortenson | President and CEO, 2019 Minneapolis Final Four®

Kate Mortenson is a civic-engaged, community impact leader, experienced in strategy and implementation for complex initiatives. After serving as Bid Director, Kate was named President and CEO of the 2019 Minneapolis Final Four™ Local Organizing Committee, responsible to execute all aspects of the NCAA™ Men's Basketball Championship in 2019. Previously a United States Peace Corps volunteer and journalism professional at Hubbard Broadcasting, Kate combines experience in diverse sectors with a global mindset, to create positive change in the community. Her projects generate significant financial resources, leadership engagement across sectors, and volunteers from the 'grass roots' to the 'grass tops'. Kate serves on several non-profit boards, including Minnesota Public Radio, Mortenson Family Foundation, and The Greater Twin Cities United Way.



## 22 | Mary Quist-Newins | President & Founder, Moneyweave®

Mary owns Moneyweave®, a financial planning firm in Minneapolis. Her mission is to help others -- especially women and particularly women business owners -- have better relationships with money. As a CERTIFIED FINANCIAL PLANNER®, she weaves values, business and goals through comprehensive financial planning so that clients have greater clarity, confidence and control. She also serves as president of the National Association of Women Business Owners in Minnesota (NAWBO MN), founder of the Center for Women and Financial Services at The American College, and instructor of CERTIFIED FINANCIAL PLANNER® studies at the University of St. Thomas and leading financial services corporations.



## 23 | Mary Nutting | Owner & President, CorTalent

Mary Nutting, Owner & President of CorTalent, a national recruitment and retention consulting firm located in Bloomington, MN. Mary helps growing companies find, select and retain top talent with an emphasis on culture and values fit. CorTalent's expertise is in working with highly entrepreneurial organizations. CorTalent's services include search, hourly recruitment support, talent assessments, and retention strategies. Mary has 30+ years of business experience with the first half spent in a variety of management roles in Information Technology and Financial Services. She worked for a Global Human Capital company and helped create a new Executive Search practice there.



## 24 | Marnie Raleigh Ochs | CEO, Evolve Systems

Marnie Ochs-Raleigh, CEO of Evolve Systems; Evolve Systems is an award winning design and website development company specializing in content management website development, digital marketing and merchant card processing. These verticals mesh while working on e-commerce development and Level 3 merchant card processing for B to B transactions. Founded in September 2002, Evolve Systems is certified through the Women's Business Development Center. Marnie is a 6th generation entrepreneur and is passionate about helping people follow their dreams. She has spoken at a variety of venues and has grown her business by developing strategic partnerships, and earning referral business.

## Mentors

### 25 | Allison O'Toole | CEO, MN SURE



Allison O'Toole was named MNSure CEO at the end of 2015. As CEO, O'Toole oversees an annual budget of nearly \$50 million and 200 staff. O'Toole has led MNSure through two years of record-breaking enrollment, increased system stability and better customer service. Prior to being named CEO, O'Toole led MNSure's external relations, successfully implementing the second phase of MNSure's multi-million dollar marketing campaign, developing the strategic overhaul of the MNSure outreach and enrollment grants program, and leading MNSure's efforts for greater public accountability and transparency. Prior to her roles at MNSure, O'Toole was a director at a Minneapolis-based public affairs firm and state director for U.S. Senator Amy Klobuchar. She also served as an attorney for Carver and Hennepin counties. O'Toole graduated from Franklin & Marshall College in Lancaster, PA, with a bachelor's degree in political science and art history. She earned her Juris Doctor from William Mitchell College of Law in St. Paul, MN.

### 26 | Cathy Paper | President, RockPaperStar



Cathy Paper, M.A., helps you unleash your inner rock star. She is the President of RockPaperStar which coaches, develops and markets select business owners, authors and unique speakers to National status. The proven product the 91 day RockStar Plan™ impacts marketing plans, network expansion, career growth and business development. Clients include Harvey Mackay #1 New York Times Best Selling Author of Swim With The Sharks, Morsekode, Chris Farrell: New York Times bestselling author of Unretirement, Redpath, Riley Hayes, Best Buy, Apple and Paramount Studios. Cathy is a national speaker, American City Business Journal columnist, 2013 winner of National Association of Women Business Owners Vision award, winner of Minnesota Business Magazine Real Power 50 award. Fun facts, Cathy won the MN High School State Tennis Doubles Championship and was voted MVP All New England in Women's Rugby.

### 27 | Theresa Pesch | President, Children's MN



### 28 | Anne Pryor | CEO, Priority Partnership



Anne Pryor is known for facilitating meaningful connections. As a globally recognized LinkedIn expert, certified online visibility strategist, and thought leader coach, she specializes in creating and coaching successful branded LinkedIn and online strategies and building presence for business owners, C-level executives, sales and marketing executives and job seekers. She is a former executive at Carlson Marketing, she served as Sr. Director of Wellness and Innovation. She was the first MN employee hired on the Knott's Camp Snoopy / MOA opening where she worked with Charles Schulz. She believes that we are all connected and here to do good, what happens to you happens to her and that we need each other. She is an artist and the creator of Lovitude™ Soul Paintings.

### 29 | Jamie Quickest | Corporate Director of Catering, Lancer Hospitality



From a busser at a local restaurant to a Corporate Director for a national catering company, Jamie has built her career on a simple concept: Be kinder and work harder than those around you. She stands on the principle that a cheerful attitude is contagious, first impressions last forever, and hard work inspires others. Because of this, she is a natural leader. Jamie was voted 2017 Twin Cities Wedding and Event Professional to watch, and she shows no signs of slowing down. She has become a nationally known leader in the hospitality industry and has spoken at conferences and seminars around the country. Jamie sits on the Board of Directors for the Minnesota Make-A-Wish Foundation and serves as chair of the 2018 Wish Ball. Along with two friends, Jamie began the "Establishment" for working women to network and grow. Jamie is also a board member for the International Caterers Association.

### 30 | Ramya Rauf | CFO, YWCA of Minneapolis



As Chief Financial Officer of YWCA Minneapolis Ramya Rauf oversees finance and IT and is responsible for organization risk management and compliance. Ramya has over 25 years of experience in corporate and non-profit sectors leading finance, accounting, IT, risk management and treasury management teams. She began her career in public accounting and after 5 years moved to Ernst and Young as a Tax Manager. Her Corporate experience began as Controller of Eveready Battery Company Colombo, Sri Lanka location of Energizer Co. USA. She was promoted to the position of Treasurer and CFO and held this position for 7 years before she moved to Minnesota in 1999. She continued her career with US Trust Company in Minneapolis. Ramya began the transition to the non-profit sector 5 years ago.

# Mentors



## 31 | Rachel Rice | CFO, Pinnaca

With more than twenty years of experience in the finance industry, Rachel oversees all financial control and planning activities for Pinnaca. She served as the longtime CFO of Video Guidance and became CFO of BCS Global, holding a key role in the merger of the two companies. Rachel earned her MBA in Finance from the University of St. Thomas. She serves as treasurer of the board of directors for Riverton Community Housing. Rachel manages the financial risks and is the financial authority in the organization; ensuring the integrity of fiscal data and modeling transparency and accountability while playing a fundamental role in the development and critique of strategic choices. She also oversees Human Resource functions of recruiting, interviewing, and addition of new staff; while aligning with strategic objectives and employee engagement.



## 32 | Kathy Robideau | Market President & Publisher, Minneapolis/St. Paul Business Journal

Kathy Robideau was promoted to market president and publisher in February 2016 at the Minneapolis/St. Paul Business Journal. Robideau led the Business Journal's advertising team since 2010. Before that, she was chief operating officer of Winter Park, Fla.-based Nurse Staffing. She is a member of The Itasca Project and serves on the Saint Paul Area Chamber of Commerce board. She attended the University of Cincinnati and is a graduate of Capella University.



## 33 | Amy Ronneberg | CFO, Be The Match

Amy Ronneberg, MBA, is the President of Be The Match BioTherapies. She is responsible for developing and delivering a strategic plan to grow and expand our portfolio of product offerings. She is also the Chief Financial Officer for Be The Match, and is responsible for planning, implementing and directing the organization's finances, facilities and real estate management, reporting and tax management. She has 20 years of experience in financial and operational leadership, most recently as EVP, CFO and COO of NAMG, a media company. She also spent 12 years at Capella Education Company, where she served as VP of Finance. Amy also worked for Ernst & Young as an Audit Manager. She has served on several boards and currently is on the board for the World Marrow Donor Assoc. and the Women's HealthCare Leadership Trust.



## 34 | Elizabeth Ross | CEO, Periscope

In Liz's 20 years of experience, she has held senior leadership positions at some of the world's most forward-thinking agencies, including IPG Mediabrands, Publicis Groupe's Digitas, and DDB, in addition to roles in business development at Modern Media and J. Walter Thompson. Liz has pioneered brand-consumer relationships for clients such as General Motors, Delta, HP, General Electric, Michelin, and Clorox, to name a few. Liz was inducted into the American Advertising Federation (AAF) Hall of Achievement (2008) and was named a "Woman to Watch" by Advertising Age. She joined the board of directors for AAF (2014), and was named a Top 10 Mobile Marketer by the Mobile Media Association. She has also served as a Cannes juror. Liz holds a bachelor's degree in advertising from Michigan State University and is a proud mother of 3 kids.



## 35 | Sondra Samuels | President and CEO, Northside Achievement Zone

Sondra Samuels is the President & CEO of the Northside Achievement Zone (NAZ), a collaborative of over 40 partner non-profits and schools. Along with parents, students, partners, and staff, Sondra is leading a revolutionary culture shift in North Minneapolis that is focused on ending multigenerational poverty through education and family stability. The NAZ collaborative is working toward a single goal—to prepare low-income North Minneapolis children to graduate from high school ready for college. NAZ has scaled up to support over 1,000 parents and 2,300 students as they turn the social service model on its head and lead the creation of a college-bound culture throughout the community.



## 36 | Caren Schweitzer | President & Founder, Creative Resources

Caren Schweitzer founded Creative Resources more than two decades ago. She knew her mission would be to become a strategic partner to her clients and not just an order taker in a saturated promotional product world. She became nationally certified by the WBENC and WBDC as a women's business enterprise in 2005. Caren takes a strategic approach and has built the company around a turn-key process that delivers operational and marketing value to her clients. Today Creative Resources is a team of 23 with a global reach. Being a champion for diversity is something that is built inside and out of the companies. Caren believes you need to make it your purpose to seek out other diverse companies which all add up to a powerful path to business development for all.



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## Mentors

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### 37 | Stacey Stratton | CEO, True Talent Group

Stacey is President and CEO of True Talent Group, a boutique staffing and recruiting agency that provides its clients with the best marketing, creative and interactive talent in the Twin Cities. Since founding True Talent Group in 2008, the organization has experienced over 2000 percent growth. Stacey has been honored by many local and national organizations. Most recently she was named a 2016 Enterprising Woman of the Year by Enterprising Women Magazine. In 2015, the Minneapolis/St. Paul Business Journal recognized her as a top 40 Under 40. In 2013, she was named an Exceptional Businesswoman for Dakota County, and in 2012 was recognized as one of 25 Women to Watch by the Minneapolis/St. Paul Business Journal and she has been honored for her contributions to the community.

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### 38 | Roz Tsai | VP HR, Enterprise Learning, Ecolab

A passionate life-long learner and talent developer, Roz is thrilled to lead Ecolab's enterprise learning strategy, leadership development, career framework, and performance management initiatives. Previously at Ecolab, Roz served as Vice President Global Institutional Training where she led efforts to transform its field sales training strategy and excellence. Before joining Ecolab, Roz had an extensive global career with leadership roles in companies such as Honeywell, Lawson Software (now Infor), and Northern States Power Company (now Xcel Energy). Roz is actively engaged as Adjunct Faculty member at University of St. Thomas, board member for Minnesota non-profit BestPrep, and a trained guide at the Minneapolis Institute of Art. Roz holds a Bachelor of Arts degree from Nankai University in Tianjin, Master of Science from St. Cloud State University, and Ph.D. from University of Minnesota.



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