

Bay Pathway

A stylized illustration of a woman with dark hair and skin, wearing a dark blue long-sleeved top and dark pants, sitting in a white office chair. She is wearing large white headphones and is looking at a laptop on a white desk. To her left, a black cat is sitting on the desk, looking at the laptop. A pink lamp is hanging over the desk. The background is a mix of muted green, blue, and brown tones with abstract shapes.

SPRING/SUMMER 2021

THE FUTURE
OF WORK IS
HERE

HOW TO ADAPT TO THE
REMOTE WORKPLACE
AND LEARNING

PAGE 2



Carpe Diem

Greetings!

It was almost one year ago on July 1, 2020, that I became president of Bay Path University. Over these last months, I have continually been impressed by the resilience and dedication of the faculty, staff, and students of Bay Path. Truly, the ability to adapt is in our community DNA.

That same spirit guides One Bay Path, an initiative that unifies and strengthens our efforts to help our students throughout their relationship with our University, from inquiring, enrolling, to ensuring each student has the right supports at the right time, such as academic writing or tutoring, through to graduation. It is creating a learning and teaching environment incorporating the best practices from across our organization to provide a laser focus on the needs of our students. It is One Bay Path, working together in our common purpose and mission.

One Bay Path also underlies the planning process for our new Strategic Directions, a blueprint for Bay Path that will provide a framework for concentrating our resources on a robust student learning experience. The phrase “Strategic Directions” is intentional: They are directions that will guide us, and create a focus in the post pandemic world.

From the onset, we held meetings and listening sessions across the University community, used data and metrics that provided valuable insights, and invited outside experts to provide additional perspectives into trends in higher education, student needs, and the future of work and employment. Soon, we will be sharing our new Strategic Directions with the entire Bay Path community.

In the coming months there will be many opportunities to reconnect, even in person, with *your* Bay Path, including:

- Our on campus [Reunion on Saturday, October 23, 2021](#);
- The [25th Women’s Leadership Conference](#) on April 1, 2022;
- And celebratory events around our 125th anniversary throughout the year, including the investiture ceremony of your sixth president on April 8.

I encourage you to attend these events, so please mark your calendar, visit the website, and be sure to subscribe to Alma Matters, your quarterly email newsletter. In closing, I look forward to meeting you and hearing how Bay Path is impacting your future.

In the spirit that guides us all: *Carpe Diem!*

Sandra J. Doran, J.D.
President

Bay Pathway

Spring/Summer 2021 Vol. 25, No. 1

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CONTENTS

IFC **Carpe Diem**

From President Doran's Desk.

2 The Future of Work is Here

The pandemic ushered in a completely new way of doing business, including working from home. Our panel of experts offer up trends, tips, and best practices for what to expect in this new climate.

8 The What, Why, and How of Online Learning: A Myth-Busting Primer

Another look at where online learning is today, and where it's going.

10 Putting Career First: A New Vision for Bay Path's Sullivan Life and Career Planning Center

The career center will be an adviser, an expert, and a network available to all students and alumni.

12 All Hands on Deck Intensifies Hands-On Learning for Public Health Students

For Paulina Matusik G'21, COVID-19 provided her with an opportunity to put her knowledge to work to help communities and healthcare workers.

14 Supporting the Whole Student

The idea of whole student support, or wrap-around support, is an integral piece of the work to which every Bay Path faculty or staff member is held accountable.

16 On Campus. Online.

Highlights and news, in and out of the classroom.

20 People in the News

Goings-on within the Bay Path community.

22 Welcome Crystal S. Neuhauser

Meet Bay Path's new vice president of institutional advancement.

24 Alumni News

Bay Path alumna share their stories.

26 Planned Giving

A Commitment to Bay Path That Will Last Beyond a Lifetime:
Dean and Lorraine Singleton Sequera '85

28 Class Notes

Wondering what your classmates are up to?
Check out Class Notes.

THE FUTURE OF WORK IS



HERE

If there is one outcome resulting from the pandemic, it is the emergence of working remotely. While many of us treat this shift to “home work” as a welcome new development in our busy lives, working remotely really isn’t as novel as it seems.

Up until the early 1900s, working from home was a normal way of doing business. Farmers, tradespeople, and even some factory production employees worked in or around the home. Most people didn’t have the time or money to go back and forth, and travel was difficult. Life and work had no boundaries.

“YOU DON’T KNOW HOW WEARISOME
IT IS TO BREATHE THE AIR OF FOUR
PENT [UP] WALLS WITHOUT RELIEF
DAY AFTER DAY.”

This sentiment of monotony might be from a modern office worker. Quite the opposite: They are the words of the eighteenth century English poet and essayist Charles Lamb, a clerk in the East India Company. Through the centuries, early versions of the office centered around government, law, trading, or religious organizations—anyplace where documentation was needed to record or do business. It wasn’t until the 1900s that the office environment as we know it gathered steam as rows of desks gave way to the open office to, finally, cube farms. More important, there was a line of distinction between home and work, with many employees finding they spent more time at work than they did at home.

WORKING REMOTELY HAS BEEN AROUND FOR DECADES

In 1973, NASA engineer Jack Nilles proposed a new model for work with his book, *The Telecommunications-Transportation Tradeoff*. It was called telecommuting. Nilles researched and developed a case that showed how telecommuting could offset traffic congestion, help with resource conservation, and lower stress for workers. Sound familiar? Unfortunately, the idea never caught on—the nine-to-five mindset was firmly embedded in businesses and organizations and only a small percentage of people could take advantage of this concept.

Fast-forward thirty years, when the emergence of the internet and the personal computers transformed the workplace, as well as how we conduct our lives and communicate. Nilles’ team predicted this, noting that new technologies “have the potential for acting as catalysts that could radically change the structure of American society in much the same way that the automobile acted as a catalyst on our way of life during the first half of this century.”

THE PANDEMIC HAS LET THE PROVERBIAL CAT OUT OF THE BAG

It happened quickly. Management was uncertain it was feasible. Suddenly, humans were asked to trust one another when it came to the process of work. Overnight, the pandemic made companies and organizations change the way they did business.

COVID-19 sparked an incredible exodus of office employees, often with just laptops and cell phones, to work from home. Remarkably and unexpectedly, most Americans embraced their new environment. The fears of decreased productivity and absenteeism were unfounded. More important, employers and employees both embraced the advantages of remote work, including lower office costs, increased productivity as cited in a [KPMG survey](#), greater flexibility, enhanced work-life balance, and less stress. There is no turning back, and as Americans return to a post-pandemic world, hybrid remote working will most likely win out as indicated in a [2020 Pew Research Center survey](#).

As we look to the future, what should we expect? How do we prepare for this new work climate? What are some best practices to keep us fresh and connected? Bay Path faculty, community members, and alumni offer their perspectives on how to navigate the remote work world—the new norm.

A PIONEER IN REMOTE LEARNING AND TEACHING

Dr. Robin Saunders is the director of digital marketing programs at Bay Path University. A proud technology geek, she works and teaches remotely from her home in New Hampshire.



"In 1964, I believe I might have been one of the first people to be a remote learner. It was eighth grade, and I was burned in an accident that required me to study from home. It started my fascination with technology."

As the director of digital marketing programs, Dr. Saunders lives what she teaches. She is one hundred percent remote. Her office is a command center for online learning: desktops with large screens, movable desk, special lighting, and audio equipment. All her classes and programs are taught online—even before the pandemic pushed higher education to frantically adapt on ground courses to online.

"I have been a big proponent of online learning and working remotely. I could see where technology was leading us as a society. In February of 2020, I launched www.facultytoolkit.com, a primer available to everyone on how to teach online. The timing couldn't have been more perfect. Within one month, I had six thousand subscribers. The site is still going strong.

"Online teaching can be very engaging for students. You have to think of it in terms of multi-modal content: videos, podcasts, and augmented reality are some options. Communication with students is also critical. Remember, I am working remotely, and they are learning remotely. With my online students, I share my cell so that way they can chat or text me if they need help. They have never abused it. I feel very connected to the students."

KEEP YOURSELF MENTALLY FIT

Dr. Kristina Hallett is the director of clinical training for psychology programs at Bay Path University. In addition to her [own practice in psychotherapy](#), Dr. Hallett's specialty is assisting driven professionals and entrepreneurs to become stress-smart by harnessing the positive power of stress to increase resilience, productivity, and well-being.



The flip from office to home caught many people by surprise. Those in-person connections so important in the day-to-day

workflow were replaced by a new form of communication: Zoom. "There are many benefits to working either fully or partially remote. For some, it is a better work-life balance, or it could be the flexibility that takes the stress out of people's lives. Of course, we are all concerned with human interaction."

"To meet that need, you have to have your own personal support system. They could be friends, family, or co-workers that can provide you with that interaction to combat feeling disconnected."

In the office, our interactions can take many forms, such as weekly group meetings, water cooler chats, or unintentional breaks. Some are productive, and others can absorb an enormous amount of time.

"A personal support system is much more intentional in nature, unlike casual interactions at work. I recommend, for example, reaching out to someone to have a Zoom coffee, or have a weekly chat. Another important element in working remotely

Among the many benefits to working either fully or partially remote are a better work-life balance and flexibility that takes stress out of people's lives.

is to set up a routine. In the morning, make sure you get up, shower, and dress appropriately. Create a structure and routine that works for you. Use your time to benefit you. If you had a commute that was thirty or forty-five minutes, use that new time—the time you gained—to take a walk, do some meditation, or stretching. Instead of being in a car, you are doing something for yourself."

"Finally, I emphasize taking breaks at home. Use your lunchtime. You don't have to feel guilty. Peak performance literature indicates that if you get up every fifty to seventy-five minutes, it will reset your brain. It will refresh and energize you, and you will be more productive."

Over time, people have become acclimated to Zoom. We have learned to read people's facial and microexpressions. We are, for a lack of a better term, recognizing the humanness in each other.

"When working remotely, we all have to be more attentive to kindness, compassion, and empathy. By practicing and following those emotions, we feel good about ourselves. It offsets the lack of in person interactions. Zoom has already had an impact on our behavior. For example, when an in person meeting would end, many people would just get up and leave. When Zoom meetings end, many people now wave and say, 'See you later!' It's a small thing, but it brings the essence of the real world, our best selves, into the digital space."

THE GENIE IS OUT OF THE BOTTLE

Andrea Hill-Cataldo is the president of Johnson & Hill Staffing, and the outgoing chair of Bay Path's Advisory Council. For her impact and influence in the region, she was recognized by BusinessWest as a 40 Under Forty award winner and has been inducted into Bay Path's Women Business Leader Hall of Fame.



For over 25 years, Andrea Hill-Cataldo has been the president of Johnson & Hill Staffing. As a businessperson, she is always planning for the worst-case scenario. Never in her wildest imagination would she have predicted a pandemic.

"In the beginning, we did see some decrease, but slowly over the summer things picked up. Now, numbers are above pre-pandemic. This is a good time to be looking for a job."

In her own company, her employees went fully remote. Cataldo-Hill has found what many employers have discovered: Her employees are incredibly productive.

"With working remotely, the genie is out of the bottle. Employers are seeing cost savings with utility bills and a need for less real estate. Employees love the work-family balance. And, of course, the impact on the environment is a tremendous positive. There is no doubt that hybrid, at least, is here to stay."

The key to successfully working remotely is variety. You have to get up and move around. Do some stretches. Movement should be a mandatory part of your remote work routine.

"Our temp employees have adjusted incredibly well. There has not been one single problem, and they have been very responsible with their work. Not one of our employer partners have complained. In fact, I just did a webinar about employee expectations: Their overwhelming request is for hybrid, and given the current job market, there is no doubt it is heading in that direction."

When matching employers with potential employees, Johnson & Hill Staffing looks for a specific skill-set for remote workers: maturity, organization, and comfort with technology, particularly Zoom. They also ask if they have a quiet place to work.

"Things are shifting in the work culture. Across generations, people want a work culture that aligns with their values. They need to believe they are doing meaningful work, and the organization they are working for has a strong social consciousness."

MAKING THE SPACE WORK FOR YOU

Dr. Kim Henrichon teaches in Bay Path's occupational therapy programs. Her background includes clinical practice and management in the community hospital settings, in addition to specialty practice in hand and upper extremity rehabilitation.



Working remotely gives you the power over your own office space. In general, traditional office spaces were designed to fit people into prescribed places, often with no thought of light, air, or movement. You worked in standardized layouts where the only personalization is your family or pet photo, and other reminders of your life "outside."

With working remotely, you have the opportunity to create an environment conducive to the work you are doing. You can make the space work for you. You can make it flexible.

"Your physical space is one of the most important elements of your work life. Two of the most important qualities for your workspace are simple: good light, and, if possible, fresh air. Studies have shown the natural light improves productivity and improves mood. Fresh air keeps you awake and stimulates your senses."

The transition to working remotely, combined with incredible advances in technology, have shown the office set-up can be much simpler, such as a home office, kitchen, or den. Even a closet. Nevertheless, there are still best practices you can follow to have a comfortable workspace.

"Your desk and sitting area need to fit your body. In general, whether you are sitting or standing, your joints should be in a neutral position. While working on a keyboard, your wrists should be straight and not cocked. Your back should be upright, and your shoulders relaxed and back, not hunched forward. When sitting, your hips and knees should follow a ninety-degree angle. And your feet should be able to flat on the floor."

Occupational therapy is a holistic approach to healthcare that promotes your overall well-being and quality of life. Bottom line: Your mental health is just as important as your physical health.

"The key to successfully working remotely is variety. You have to get up and move around. Even if you have invested into a state-of-the-art office set-up, you should get out of your chair every hour and walk around the house, do some stretches, or engage in some kind of activity. This might be easier to do at home than at work. It might be why we are seeing people becoming more productive working remotely. Regardless, it's not good to be sedentary. When you move, blood flows to the brain. You should make movement a mandatory part of your remote work routine."

MANAGE WITH YOUR STRONGEST MUSCLE

Laura Lynn Dant Meyer '87 G'06 is the head of technology operations audit and compliance at MassMutual. She has worked for the company for over thirty years and has had nineteen different work opportunities for the insurance giant, amassing an enviable skillset in both the technology and managerial areas.



If you do a Google search for "managing remote workers," the list is endless. From tips to best practices to special apps, they advocate a mind-boggling recipe for managing. So how do you manage remotely? Is there a one size that fits all?

"At this time, we are all one hundred percent fully remote. The transition was very smooth. We continued to do what we did in person: weekly meetings, check-ins, and working sessions. We had to adjust our style somewhat, and we had to employ more emotional intelligence than ever before... we worked at keeping connected."

Today's leaders are challenged with managing technology, but it is the people factor that makes remote work a success.

Today's leaders are challenged with managing technology just as much managing people. With remote workers, the issues of keeping up to date with technology changes, maintaining privacy, and protecting data are paramount. Still, it is the people factor that makes remote work a success.

"As we have worked remotely, we have produced as much as if we are in person, and maybe even more. I see that my group is on at all hours, but we joke about it. Yet, it tells me people are very responsible about what needs to be done.

"My management style is based on my core values, and that has not changed with this shift. My core values are very important and guide me in my role: trust, believing in people, building relationships, collaboration, and learning from others.

"The days of micromanaging are out, and a good manager needs to be a player/coach. When the work is hard and challenging, you need to do the right thing and work right beside them. Or stand right beside them. You also need to know when to step out of the ring. If you have a good set of core values, and these values are aligned with the working environment, then everyone doesn't just do good...they do great. It won't matter if you are managing remotely.

"I had a mentor who once said to me: 'Laura, if you learn to lead by your heart, you will be successful in any role that you are asked to step into. Your heart is your strongest muscle. If you do this, then you will be fine.'" Sage advice.

WHAT DOES THE FUTURE HOLD?

A December 2020 survey from KPMG, an international consulting and accounting firm, published results that confirmed what many companies and organizations have learned—seventy-one percent of workers prefer to have a hybrid work arrangement.

COVID-19 has also given rise to an increased desire among a new generation of mobile and savvy employees to have greater flexibility and work-life balance. The pandemic has proven that for many workers across the generations, they can indeed work anywhere and anytime, an unanticipated benefit for our increasingly global world.

Companies and organizations must especially be bold and embrace this new reality to retain talent. The new step is critical—how to make it work post-pandemic for employers and employees. The future of work is already here.

THE FUTURE IS ALREADY HERE

THE WHAT, WHY, AND HOW OF ONLINE LEARNING:



A MYTH-BUSTING PRIMER

In March 2020, when COVID-19 emptied quads and cleared out dormitories throughout the country, even the most reluctant students and educators needed to pivot into the era of online learning. Despite the fact that when the pandemic hit, thirty-five percent of on-campus college students had already taken two or more classes online, long-held questions and assumptions about the legitimacy and quality of online learning remain.

For nearly fifteen years, educators at Bay Path have been developing and applying alternative schedules and formats to expand access to college courses, faculty, and students. So, we're able to draw upon a toolbox of technologies and supports created specifically for the online learner, [earning national recognition for the support we were able to provide](#).

For those who've been out of virtual or campus-based classroom for some time, it's time to take another look at where online learning is today, and where it's going.



MYTH #1

Zoom is a poor substitute for an actual classroom.

Despite the experiences of frustrated parents helping young children Zoom through elementary school, online learning is not based on merely transferring the traditional classroom to the virtual space, and Zoom is just one tool in an increasingly stocked toolbox of educational technology resources.

A core concept propelling the innovation of online education and the creation of new learning resources is Universal Design for Learning (UDL), which looks at cognitive sciences and examines various ways people learn in order to develop a broader framework of learning environments, spaces, and experiences. UDL categorizes learning into visual, auditory, kinesthetic, and tactile modalities, allowing students to select from and adopt a variety of approaches based on their own preferences. So, if classroom learning is still a preferred experience, a professor can post lectures and lead discussions via Zoom, but also, students can tap into a host of additional materials, simulations, and projects that allow them to engage more deeply with their coursework in a more personalized way, going beyond what a classroom can provide.



MYTH #2

An online degree isn't valued at the same level as a traditional degree.

When a student obtains her bachelor's degree through The American Women's College, she receives a diploma from Bay Path University. The curriculum, standards, and expectations of our online programs are equivalent to those we offer on campus. There is a rigorous and in-depth process and evaluation that all institutions must go through in order to receive accreditation. Both Bay Path University and The American Women's College

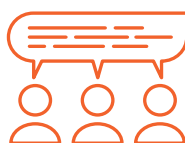
are accredited by the same organization, the New England Commission of Higher Education (NECHE).



MYTH #3

Online learning isn't for serious students.

The average age of online college students is 32, and eighty-four percent are employed. Only five percent are first-time college students. Balancing schoolwork with adult responsibilities requires time management skills and a level of commitment that only the most serious and focused students can manage. The faculty of our online program undergo a comprehensive onboarding process, followed up with consistent training and skills development to ensure they are not only bringing subject matter expertise to their classes but also, a mastery of technology and pedagogy that enables them to promote learning, community, and collaboration in a virtual environment.



MYTH #4

You miss out on social interaction going to college online.

The real, measurable results of a support system are intrinsic to the women's college experience at Bay Path, both on-campus and online. Online students go through an on-boarding orientation process and are matched with peer mentors to boost connections. In developing the virtual learning environment, the University prioritizes relationship building, and all courses promote a great deal of discussion, resulting in a culture in which student groups such as the recently formed Society for Culture Awareness and Diversity, an ambassador program organized by women of color, can launch.

Through Facebook, online students not only participate in, but oversee and administer a social platform for engagement. Even before the pandemic, online education was making college more accessible to more students. But at this point, students and educators at every level of education are learning new lessons about ways to learn and teaching us what's possible if we're willing to let go of certain traditions and embrace the inevitability of new ones.





PUTTING CAREER FIRST: ✦✦

A New Vision for Bay Path's Sullivan Life and Career Planning Center

A career path is a long, winding, and often bumpy road. Preparing students to drive—and thrive—as they navigate the changing world of work has always been part of a Bay Path education. As we confront the many changes, challenges, and opportunities that exist in today's career world, we're bringing renewed purpose and heightened urgency to making sure our students are career-ready on graduation day, and well beyond.

"Career planning needs to occur early and often," says Gretchen Heaton, Bay Path's associate dean of Career and Leadership Development. "We can't look at the career center as a 'place' where our seniors come for help with resumes and job searches during their last semester. The cost of college and the challenges that come with navigating the twists and turns of a modern career require a high level of attention—and intention—so, our career center will be an adviser, an expert, and a network that's always available to all students, and alums, on and off campus."

Heaton is at the forefront of Bay Path's recently announced overhaul of its Sullivan Career and Life Planning Center (SCLP). In its new form, the Center and the programs, resources, and advising it provides will be embedded in a student's academic planning. Support from the Center will begin before an undergraduate even selects her first course and continue as a trusted contact beyond graduation and throughout an alumni's entire career, whether they've obtained a bachelor's, master's, or doctorate degree, online or on campus.

According to the National Center for Education Statistics, thirty percent of undergraduate students change majors at least once, and the College Completion Project found that just nineteen percent of students complete their bachelor's degree within four years. In today's high-cost, high-stakes higher education landscape, unfinished degrees overly burden those students for whom a degree can be the most life-changing.

To ensure Bay Path undergraduates not only complete their degrees but complete them without needing to invest more time and money into their college plans, the University has adopted an emerging academic model called Guided Pathways and placed career services at the foundation of it.

Guided Pathways is a movement that's been adopted by many community colleges, with careful consideration around allowing students to explore programs, consider possible careers, and develop a broad academic strategy that leads to a defined career goal. Instead of selecting one area of study, students choose from clusters of majors—such as business, social sciences, or health—and design curriculum maps that offer several direct paths toward a completed degree, without extending the timeline beyond four years.

Once a student completes her degree, she'll enter a modern workforce where, according to the Bureau of Labor Statistics, the average worker switches jobs approximately twelve times and has a median employment tenure of about four years.

That reality, underscored by ongoing technological disruption and the regular introduction of new skills and competencies, means that consistent education will be part of a long-term career strategy.

The terms "coskilling," "reskilling," and "upskilling" all speak to ways employees will have to maintain their technological aptitudes, and to the solutions that colleges and workplaces will have to develop together, in the form of certificate programs, industry-recognized credentialing, and expanded internships, work experiences, and project-based learning opportunities.

One of the more positive outcomes of the pandemic was the widespread acceptance of virtual work and the discovery of innovative solutions that enable employees to contribute, despite being based remotely. *Forbes* magazine found that twenty percent of internships listed on Indeed.com in March 2021 mentioned remote work, compared to an average of five percent of postings listed in March 2019. "Even before the pandemic, students from our cyber programs were successfully working in virtual internships," notes Heaton. "We have high hopes that the new normal will allow more students to work with more companies and organizations who've seen that virtual work projects can be done from anywhere."

In addition to counseling students on career and academic planning, the SCLP will be actively forging relationships with those companies and organizations in order to

create more real-life learning opportunities for students, while connecting them to professional organizations and mentors who can provide essential guidance and support.

"Mentors are absolutely critical resources for first-generation students who may not have access to the sorts of networks—the parents, relatives, and friends—that give other students a head start on their careers," explains Heaton. "Connections and mentors help level the playing field."

"Imagine having an alum in California mentor a student in New Jersey, while that student virtually assists that alum on a work project. Today's students are tomorrow's alumni, and we need strong links to build this chain."

Follow the Sullivan Career and Life Planning Center on social media to keep up with Bay Path career news, networking opportunities and seminars and events.



ALL HANDS ON DECK INTENSIFIES HANDS-ON LEARNING FOR PUBLIC HEALTH STUDENTS



In the spring of 2020, as COVID-19 quickly escalated from faraway mystery virus to omnipresent public health emergency, students in Bay Path's health sciences programs found themselves at a fortuitous moment, when understanding and providing community level healthcare became an urgent and critical call to action.

For Paulina Matusik G'21, who was studying for her master's in public health, the pandemic was an impetus to bring her education to community efforts to contain COVID-19 and protect healthcare workers.

At the outset of the pandemic, Matusik had been working in the referrals department of Trinity Health of New England, but as the pandemic pressed the agility and resourcefulness of organizations, it became clear that she had much to offer.

"I was focused on insurance, referring people to doctors and processing referrals, but because of my public health background, Trinity pulled me into a hospital setting," she explains. "The situation was severe at nursing homes, and I was tasked with coordinating weekly testing with all the practice supervisors and all the employees at all the satellite offices."

"Because I knew so much, I never really had a break," Matusik adds. "I worked with nurses, doctors, and medical directors and

then, I became certified in N95 mask testing. I wound up doing twelve-hour days, working at hospitals, nursing homes, and Trinity's affiliated sites to make sure doctors, nurses, and anybody working with COVID patients were fitted with proper Personal Protective Equipment (PPE)."

At the same time, Matusik was also doing her practicum, a supervised practical field experience required for all public health students, at the Chicopee Health Department. The experience put her at the center of the quandary of misinformation that continues to undermine attempts at controlling the virus.

"I would have to call anybody that tested positive, and many of them did not even realize that they had to stay home," she says. "Despite all the news coverage, they were not knowledgeable about how fast the disease spreads and what symptoms are associated with it. It's not what I expected in the middle of a global pandemic."

"So, I worked with the public health director and a public health nurse to educate people about the importance of isolation and the difference between quarantine, which keeps someone who might have been exposed to the virus away from others, and isolation, which requires an infected person to isolate themselves from their own household members."

Matusik completed the public health master's program this past May, along with a capstone project, "Efficacy of Contact Tracing for the Containment of COVID-19," which looked at local public health departments' efforts to rapidly locate positive cases and persuade them to participate in further investigation to prevent spread. In addition to completing her degree, she began a new position as a supervisor at Trinity, a career path she never would have imagined taking in a pre-pandemic world.



"Seeing everything that I've seen this year most definitely pushed me to realize my capabilities and the ways I can contribute to public health and communities. It brought me out of my comfort zone," she reflects. "After dealing with so many different people, supervisors, and communities, I'm now in charge of supervising three different departments. COVID has been so hard for everyone, and it's been hard for me, too, but, it's been a chance to realize what I'm able to do."

Paulina Matusik G'21

WHILE HEALTH SCIENCES STUDENTS LOOK OUTWARD, BAY PATH'S HEALTH SCIENCE PROGRAMS LOOK INWARD

As the country struggled to confront and contain COVID-19, the murder of George Floyd brought a deeper sense of reflection—and outrage—to the ways race shapes the realities of different Americans in persistent and unjust ways.

The global reckoning with the fact that Black Americans are five times more likely to be arrested and 2.6 times more likely to be killed by police coincided with data finding that Black and Indigenous populations were dying from COVID-19 at higher rates than whites. The need to engage with the long, hard legacy of American racial injustice gave way to a series of interdisciplinary colloquia and discussions throughout Bay Path's School of Education, Human and Health Sciences, and eventually the creation of a concentration in public health.

"The pandemic, along with some of the social movements that occurred at the same time over this past summer and this past year, brought up things for people that they wouldn't otherwise really know about or take the time to consider and understand," says Dr. Julie Watson, director of Bay Path's post-professional occupational therapy doctorate, doctorate in health science, and masters of public health programs.

"Everyone in the world was touched by this and not really able to escape it," adds Dr. Terry DeVito, coordinator for graduate programs in healthcare management.

The eagerness of students across all divisions of the School of Education, Human and Health Sciences to participate in discussing diversity, equity, and inclusion issues coincided with ongoing conversations Drs. DeVito and Watson had been having about how their programs could more intentionally address the changes that were reshaping healthcare.

"Healthcare itself has been in a fragile state over the last ten years," explains Dr. Watson. "The costs of managing chronic disease continue to rise, while disparities and inequalities in the system add to the problem. So, when COVID did hit, it was just another blow to an already vulnerable system."

Bay Path launched a [public health concentration](#) for students in the doctorate in health sciences program, designed for students who want to integrate public health concepts into their current work or future career. In addition, Dr. DeVito spearheaded a series of conversations for all health science students and faculty to discuss the issues at hand.

"Bringing everyone together for these conversations really showed that we can do things more efficiently," Dr. Watson says. "We can't work in silos anymore. Healthcare is not done by one alone. To provide the best quality care, we must take an interdisciplinary approach."

Supporting the Whole Student

For many students, college is a peregrination of growth, providing a safe haven to explore the world outside of what they've always known, as they discover who they might become. Bay Path University has been at the forefront of that growth for over a century, offering students opportunities that prepare them for career fields that they may have never imagined while also preparing them for life after college.

The opportunity for student support, however, isn't limited to the classroom and career paths. In spring 2020, colleges and universities everywhere suddenly experienced students needing to be supported through a new kind of growth, as a global pandemic and rapidly erupting social justice issues altered their worlds overnight. Over a year into COVID-19, an era that will define this generation, over sixty-five percent of students surveyed at one hundred and sixteen institutions reported having fair or poor mental health, according to a March 2021 Student Voice survey conducted by *Inside Higher Ed* and College Pulse.

At Bay Path, the ability to support students inside and outside of the classroom is woven tightly into our mission. The idea of whole student support, or wrap-around support, is an integral piece of the work to which every faculty or staff member is held accountable. For many, it's what drives them to Bay Path in the first place. It's what drives many students to Bay Path, too.

For residential and commuter Bay Path students, the campus community is known for its close-knit, familial atmosphere. Small class sizes and engaged faculty members encourage personal connections, and through deliberate and dedicated faculty commitment to their students, those same dynamics have been facilitated into online classrooms, too. Whether online or on ground, undergraduate or graduate, or a traditional or nontraditional student, Bay Path has been able to integrate academic, emotional, and mental support through classroom interactions. Students feel supported and uplifted by not only their professors, but by their peers, mentors, and advisors as well.



The ability to support students both inside and outside the classroom is woven tightly into Bay Path's mission.

No matter where a student is on the educational journey, it's essential that each student feel supported academically, mentally, physically, and emotionally.

Behind the scenes, as online students are interacting with faculty members, technology is working to identify where students are struggling and may need additional support. Going well beyond a simple online classroom, The American Women's College's SOUL Knowledge Path customizes instruction to the unique needs of each student by suggesting learning modalities that are a best fit for the student, while Social Online Universal Learning (SOUL's) analytics and predictive models alert a student's Educator Coach to reach out to offer specialized and individualized support.

The marriage of technological and personal support doesn't end there. In 2020, Bay Path introduced Uwill as a mental health partner, pairing Bay Path students with remote teletherapy options that include video, phone, and text sessions. Students are able to narrow down their search for a provider that fits their language, religious, ethnic, gender, and/or sexual orientation preferences, allowing them to tailor their experience directly to their needs. The Sullivan Career and Life Planning Center also moved online, allowing students and alumni from everywhere to access life-long guidance and resources. Internships, networking opportunities, and grad school and career guidance are now available virtually, and fostering connections between undergraduate students, graduate students, and field practitioners is an active area of growth for the University.

In January 2021, Bay Path and its holistic approach to wrap-around virtual support were recognized as one of the ten schools in the nation to receive a Virtual Innovation Award for Excellence in Delivering Virtual Student Services by Student Affairs Administrators in Higher Education (NASPA). "Student support services are essential to students' progress in college," explains Maura Devlin, associate vice president and dean of undergraduate studies at Bay Path. "These supports include advising, orientation, emergency aid to help with textbook costs and other essentials, clubs and activities, academic and learning supports, and health and well-being programs."

No matter where a student is on the educational journey, it's essential that each student feels supported academically, mentally, physically, and emotionally, and in a way that is individual to the person. As the world continues to change in big and small ways, students must be willing to bend and flex to overcome those challenges. Both online and on ground, Bay Path is here to buttress every bend, to fortify every flex, and to provide support for whatever may come next.

Sources: <https://www.insidehighered.com/news/2021/04/14/students-struggling-not-seeking-campus-mental-health-support>

<https://www.baypath.edu/news/press-releases/details/bay-path-university-earns-national-award-for-providing-exemplary-support-to-students-throughout-pandemic/>

A Seat at the table

When people think governance at a college or a university, what immediately comes to mind is president, executive staff, and board of trustees. Each are important, but there is one other group with a significant voice often underestimated: faculty.

At Bay Path, faculty provide insight into academic and student matters that lie at the heart of the University's mission.

Bay Path, like many other colleges and universities, operates with a system of "shared" governance. *The Chronicle of Higher Education* best summarized the term: "'Shared' governance has come to connote two complementary and sometimes overlapping concepts...giving various groups of people a share in key decision-making processes, often through elected representation; and allowing certain groups to exercise primary responsibility for specific areas of decision making."

Fundamentally, it is a collaborative system where everyone has a role.

At Bay Path, the role of the faculty is critical. They provide insight into academic and student matters that lie at the heart of the University's mission. They are the window into the classroom, and their relationships with students, as well as with one another, can provide valuable insight into what is and what is not working, and how the University can respond to what students need. Essentially, the faculty are the stewards of the curriculum. And key to this fluid dynamic is the faculty chair who is the faculty representative to the administration and board of trustees.

New Faculty Chair Elected

For the past four years, the faculty chairmanship has been held by Dr. Mark Benander, director of psychology graduate programs. As of July 1, 2021, the baton will be passed to Dr. Tom Mennella, associate professor of biology.



Outgoing faculty chair Dr. Mark Benander, left, with incoming faculty chair Dr. Tom Mennella.

Elected by full time faculty across the University, the faculty chair is a two-year term with only one opportunity for re-election, allowing the faculty chair to serve a maximum of four years. What are some the functions of the position? Dr. Mennella provided an answer.

"Let me begin by saying it is quite an honor to be the faculty chair," says Dr. Mennella. "As the chair, I have several responsibilities. First, I preside over the Faculty Assembly that meets once a semester. I am also a member of the Provost Cabinet and attend all the meetings. Importantly, I am a non-voting member of the academic affairs and student life subcommittees of the Board of Trustees. To be in the room and have a seat at the table, providing those subcommittees with the faculty perspective, is extremely valuable.

"In addition to my position, there are faculty liaisons from the traditional area, The American Women's College, and the graduate programs. They are the conduits for the faculty forums, at which faculty can talk freely and confidentially about concerns. If a concern has consensus, then the liaison surfaces it, and the concern is discussed institutionally with the vice president of academic affairs and other members of the administration, as needed.

"Every other week, the campus community leaders meet: faculty chair, liaisons, deans, the HR director, academic vice presidents, and President Doran to provide an update on how we are doing. The important point is that there are avenues to surface concerns or blind spots within the University. We know the bottom line is that we all have to find ways to serve our students as best we can within the framework of our mission, and these meetings help make that possible."

The University, faculty, staff, and students thank Dr. Benander for his service. He has provided Dr. Mennella with a strong and true path to follow, which continues to assure that our students have a transformative experience at Bay Path.

DEI Through a Leadership Lens

Interim Vice President of Academic Administration Stacy Sweeney has been leading the Diversity, Equity, and Inclusion (DEI) efforts at the University for the past year. During that time, our country has been engaged in a social reckoning, beginning with the death of George Floyd and the Black Lives Matter movement. Bay Path, like other higher education institutions, has re-examined its DEI efforts to respond to the shifting social landscape and to make our University a more welcoming and inclusive community. Dr. Sweeney shares her thoughts on where we are—and where we are going.

What would you say are the main three to four DEI goals for the University?

“First, we are looking at ensuring there is diversity in our employee recruiting. We have a very diverse student population, particularly among the traditional and The American Women’s College students. A diverse faculty and staff bring a whole range of experiences to the classroom. When students see themselves reflected in the makeup of their faculty and staff, they often feel seen and understood and perform better as learners. Second, we have to shift to a more equity-minded culture to support our students and ensure we are reviewing policies, procedures, and practices to identify where we may have equity issues and correct them. This translates into educating our community on where we are in DEI, and what are the action steps needed to make progress in our work. Important in this goal is accountability and ownership—we each need to look at ourselves to understand where we are personally in the work of DEI and identify where we can make a difference. Third, we have to embed the concepts of equity and inclusion in the curriculum and weave them into the classroom experience. Finally, based on student input, we are working on implementing an anti-racist training, knowing that we need to identify and eliminate racism in our practices so that power may be shared more equitably across the Institution. This training will be a formalized part of the on-boarding or annual review process. We are still working on the details. As with all of our efforts, the DEI work is a journey.”



Last summer, a DEI student sub-committee was created in the wake of the Black Lives Matter movement. Why did this happen and what has been the result?

“Our students are especially empowered through the Black Lives Matter movement. The University and President Doran felt it was critical to ensure students were at the table being full participants in the DEI conversation. A student subcommittee was formed that reports to the president and DEI Community Council. Its work has been outstanding. Committee members have developed a list of recommendations for fostering and enhancing a DEI culture at Bay Path, and shared their insights with the DEI Community Council, the Bay Path Advisory Council, and Bay Path Board of Trustees. They have helped us develop a roadmap—or as I like to say, they have given us our charge as DEI leaders here at Bay Path— of where we need to be in this work and have done so with a very collaborative mindset, which has been tremendously helpful.”

How are the University’s recruiting efforts supporting a diverse culture?

“Javier Padilla recently joined Bay Path as assistant vice president and director of human resources. He is a terrific addition to our recruitment efforts. Javier has a real depth and background in talent acquisition. For every faculty and staff position opening, he asks the key questions: What are we looking for in a candidate? Where should we be looking? Whom are we using for search firms—all from a DEI lens. As I mentioned before, the University recognizes that having a diverse workforce is one of our top priorities.”

The University recognizes that having a diverse workforce is one of our top priorities.

The spring semester featured three workshops with Dr. Tia Brown McNair, the Vice President in the Office of Diversity, Equity, and Student Success and Executive Director for the Truth, Racial Healing, and Transformation (TRHT) Campus Centers at the Association of American Colleges and Universities (AAC&U) in Washington, D.C. She is an authority on implementing best practices for student success and inclusivity. What were some of the main takeaways from this experience for faculty and staff?

"After every session with Dr. Brown McNair, we surveyed the community. Over two hundred faculty and staff attended these virtual sessions, so their feedback was critical. Without a doubt, whether it was her explanations on the definitions of DEI, or her discussion on equity mindedness, these were reflective and thought-provoking sessions. The required reading for these sessions was Dr. Brown McNair's and her colleagues' book, *From Equity Talk to Equity Walk*, which helped to inform the community on definitions and level-setting for this work. At first the information seemed almost overwhelming, especially to those new to DEI work, but once it was realized that it was okay to be in different places with the work, there came a better understanding of the way forward. Major questions coming out of these sessions included: How is Bay Path doing in its DEI efforts? What specifically do we need to work on? Where are our weak areas? In the end, people were hungry for more. Dr. Brown McNair also worked with our undergraduate and a group of our graduate faculty on embedding DEI into the curriculum. In the future, Dr. Brown McNair will return to Bay Path and continue to build on this work. We will also be looking towards other DEI experts, specifically on developing a more robust DEI roadmap for Bay Path."

How can alumni learn more about DEI at Bay Path?

"Bay Path's Office of Multicultural Affairs does a fantastic job with helping everyone—students, faculty, staff, alumni, and the public—access some real thought-provoking and emotional opportunities about DEI. There are panels, events, and presentations I encourage everyone to attend. Many are in the evening to not conflict with daytime work schedules. If you are an alumna, I would suggest signing up for the online alumni newsletter, or check the University's website. There is always something happening. In the future, we will be looking for more ways to bring in alumni into our DEI work. It's a continual process."

Starting Over

The Spring/Summer 2021 issue of the MFA-sponsored *Multiplicity Magazine* is available online

The theme of the Spring/Summer 2021 issue of [Multiplicity Magazine](#) has particular relevance in our present times: [Starting Over](#).

This past year has been a period of reflection and a re-assessment of where we are going. In the words of the editorial staff: "...we explore the meaning and experience of beginning anew. In personal essays, poems, and photographs, our sixteen contributors reveal surprising truths about life after losing (or leaving) a loved one, immigrating to a new country, fleeing a religion, or making a discovery that changes everything about the past—and perhaps—the future."

Writers from the United States, Australia, Germany, France, and Nigeria contributed essays and poems. Each of the contributors reflect the diversity of our world. They range in age from twenty-five to seventy; describe themselves as Black, Latinx, Southeast Asian, and white; and identify as straight, bi, and gay. They are well known and unknown. All have something to say, and they say it with grace and power.





Save the Date!

April 1, 2022



Women's Leadership Conference

by **Strategic Alliances** at **Bay Path University**

Mark your calendars. April 1, 2022, our Women's Leadership Conference will be back in Springfield, MA, at the Mass Mutual Center to celebrate 25 years of networking, learning, professional development, great conversation, and fun.

We'll be sharing updates and communications on programming, special events, messages from speakers and session leaders, vendor and exhibitor opportunities, and registration information. We will also be fostering community and connections on our social media pages and forums. At the same time, we'll be looking at ways to make the 2022 gathering our most meaningful, valuable, and memorable one yet. We can't wait to welcome you back. We've missed you! This is going to be a great day!

The Bay Path Community looks forward to seeing you on April 1, 2022!

PEOPLE IN THE NEWS



Bay Path Welcomes New Vice President of Human Resources

Bay Path University was pleased to welcome **Javier Padilla** to the campus community as the new vice president of human resources. With over twenty years of experience in the field, most recently he served as the chief human resources/talent officer for the Norwalk Public Schools in Norwalk, Connecticut.

"Javier brings an impressive background in human resources, and he also has substantial experience working with diversity initiatives and has a keen understanding of our commitment to inclusive excellence," says Bay Path University President Sandra J. Doran. "His operational and strategic leadership experiences will

be valuable in envisioning and implementing innovative human resources services and systems that not only meet our strategic institutional goals, but, most importantly, enhance the lives of members of the Bay Path community."

In his new role, Padilla will lead the Human Resources Division in fostering collaborations and partnerships with departments and areas across the University in support of Bay Path's mission and strategic plan. He will also implement HR policies, practices, and technologies, enhance customer service, support employee engagement, and build a diverse workforce.

Over a Century of Dedication

Every year, as a rite of passage, we say goodbye to Bay Path colleagues as they set out on a new chapter in their life's journey. In 2021, our esteemed group of "next steppers" leaves behind a legacy of a combined 138 years of service. **We wish them a happy, healthy, and personally rewarding future.**

Caron T. Hobin, Vice President for Strategic Alliances, years of service: 1995-2020; **Kathleen Halpin-Robbin**, Assistant Vice President and Director of Human Resources, years of service: 2006-2020; **Diane Hajdamowicz**, Associate Director of Employee Benefits, years of service: 2005-2021; bottom row, from left: **Patricia Melenkivitz**, Assistant to the Executive Director, Graduate Admissions, years of service: 2006-2020; and **Vincent Rossi**, Campus Public Safety Officer, years of service: 2000-2020;

Four New Members Elected to the Bay Path University Board of Trustees

Four new members have been elected to the Bay Path University Board of Trustees. Pictured below, clockwise from top left: **Andrew Anderlonis**, president of Rediker Software; **Dr. Julia Byers**, Distinguished Senior Fellow at the Global Resilience Institute (Northeastern University) and professor emerita from Lesley University; **Jo-Ann Davis**, retired senior vice president and chief administrative officer of Baystate Health; and **Danielle Williams**, assistant clerk magistrate for the Massachusetts Trial Court, will each serve a three-year term. Visit www.baypath.edu/news for additional background on each of our trustees.



In Memoriam



S. Prestley Blake 1914-2021

S. Prestley Blake, co-founder of Friendly Ice Cream, trustee emeritus at Bay Path, and beloved philanthropist, died on February 11, 2021, at the age of 106. For half a century, S. Prestley “Pres” Blake was an inspiration to the Bay Path community. Trustee, advisor, and a great benefactor, Pres Blake’s influence has been broad and deep. First elected to the University’s Board in 1959, he served as chairman of the board from 1970–1979. With enthusiasm and spirit, he became one of our greatest advocates, tirelessly promoting and supporting the University at every opportunity. From being a pivotal force in expanding the presence of Bay Path in the region to providing architectural standards that have defined our campus, he helped us shape a warm and welcoming place for our students to have an exceptional educational

experience. Over the years, his countless silent and generous acts of kindness, and unflagging encouragement of our students defined the true measure of this great man. He was part of our Bay Path family for over fifty years. Fittingly, the Blake name graces one of the most prominent buildings on campus, the Blake Student Center, and one of our most significant scholarship funds for our students: The S. Prestley Blake Scholarship. In 1993, S. Prestley Blake received an honorary doctorate degree from Bay Path, and in 2009, the Trustee Service Award. An honest, forthright businessman who espoused strong ethics, his passing is truly an end of an era in Bay Path’s history. Please click [here](#) to read his obituary.



Philip H. Ryan 1933-2021

Philip H. Ryan was a constant supporter of Bay Path for over twenty-five years. Originally named to the Bay Path College Advisory Council in 1989, he became a member of the Bay Path Board of Trustees in 1990 and served for fifteen years. Recognizing the importance of fitness in the lives of our students, he was an avid benefactor of Bay Path’s athletic programs, and the Ryan Soccer Field, dedicated in 2004, was named in honor of Mr. Ryan and his close friend Helen Boron Modzelewski ’39. A successful businessman, he was the owner and treasurer of Ballard International Corporation. Mr. Ryan also shared his time and talents in a number of organizations, including the National Association of Accountants, Civitan Club, and the AAA of Pioneer Valley. Due to his generous gift in support of a

new health science center, the University broke ground and opened in 2014 the Philip H. Ryan Health Science Center. We are pleased to have his name grace this building for generations to come. A quiet and unassuming gentleman, he was a dedicated friend of Bay Path. Please click [here](#) to read his obituary.



Professor Charles Page 1937-2020

A much-beloved faculty member for generations of Bay Path alumna, Professor Charles Page used the common language of music to create lasting bonds within the University community. Originally earning a degree in business, a chance visit to the Old First Church in Springfield, Massachusetts, led to him follow his passion—music. He was accepted into the Master of Music program at Yale University, and it was there that he also became a master of the organ, a complex and demanding instrument. After graduation, he received a Fulbright Scholarship allowing him to student and travel in Europe. On his return, Professor Page became the organist and choirmaster at Old First Church, serving for forty-five years. Bay Path also benefited from his remarkable career, and for over thirty-five years, he taught music and led the choirs. For his dedication and his unwavering enthusiasm for both song and

the arts, the Page Singers were created to honor his legacy. In the words of a recent article on his passing, Professor Page now has “the best choir he could ever have...the Choir of Angels.” Please click [here](#) to read his obituary.



Professor Paul Kalill 1942-2020

Professor Paul Kalill, a prominent attorney in Springfield and former faculty member at Bay Path, and husband of Allison Gearing-Kalill, former vice president for Development and Planned Giving at Bay Path, tragically died of COVID on April 7, 2020. He was instrumental in the research and development of the MS in Cybersecurity Management graduate degree, and then shared his expertise in law and justice as the interim chair of the BS in Legal Studies and BS Criminal Justice programs. Much loved by the students, his door was always open, and he could frequently be found eating lunch with students in the dining commons. Early on, he recognized the need in our country’s legal and justice system to shift perspectives, as well as include more diverse professionals in its ranks. As a result,

Professor Kalill did a feasibility study for Bay Path’s BA in Justice Studies, now offered at the University in place of criminal justice. Professor Paul Kalill will be remembered for his kindness, openness, and sense of humor. His presence will be greatly missed by Bay Path and the Springfield community. Please click [here](#) to read his obituary.



Welcome to Crystal S. Neuhauser,

Bay Path's New Vice President of Institutional Advancement

How did you get started in the advancement field?

Early in my career at Yale University, I was doing advancement work as ten to fifteen percent of my job, and I loved it. So, I decided to have an exploratory career discussion with the vice president of Development about transitioning into a full-time role in Development. Although I was sure she should immediately make me the major gift officer for pediatrics, I was able to secure a position working with the annual fund and reunion giving, and looking back, this was the best start I could have been given. It gave me the opportunity to learn and touch every gift vehicle and make connections with Yale

alumni from across all disciplines of the University. It was the foundation I needed to go on and have a successful career in this field.

What keeps you going as an advancement professional?

This field allows me to continuously meet people I likely wouldn't otherwise meet. Also, the work we do helps to transform not just students' lives but the communities we live in. For example, the greater community of New Haven may need to use services offered by the Yale University healthcare system, and my health-based fundraising efforts for the hospital directly impact the people in the community, many I know personally. Higher educational advancement transforms lives, and I love being a part of that.

What is your philanthropic philosophy?

Philanthropy is transformative and lifelong. It allows people to imagine something in a way they could not have imagined before. I love to engage with and build relationships with donors and prospective donors to understand their personal and professional passions. Only after we understand can we connect the donor with the institution's strategy and vision and see their gifts come into action, making a difference in transformative ways.

After a successful career at several New England colleges and universities, why Bay Path University?

I have always been attracted to historically black colleges and universities (HBCU) and women's colleges. I see both as safe places for students to learn and grow. It is essential for women, and women of color, to build confidence to

have a voice at the table and open the doors for those who come beyond us. I believe Bay Path's mission is committed to providing this opportunity for women. I look forward to meeting and learning from alumni and finding ways to connect their careers and experiences to our current students. It's also a special time to build partnerships with new and existing corporate organizations and donors to advance women, especially coming out of the pandemic. All of this, combined with the opportunity, to begin with, a new president and the launch of a strategic plan, is why I am excited to come to Bay Path University.

The pandemic has impacted many areas, including an unprecedented number of online fundraising campaigns. What does the future hold for fundraising?

I believe in my heart of hearts that one of the biggest drivers in the twenty-first century will be fundraising. The pandemic has brought forth individuals with capacity interested in making an impact. People want to make a difference in their communities. Even on a small scale, we are seeing gofundme and other platforms bringing communities together to give what they can for those in need. I look forward to connecting the community with Bay Path's story.

You hold a master's in organizational leadership. What is the best quality you have as a leader? And what leader do you most admire?

I see myself as a partnership leader. I love working with teams, I love sharing ideas, and I love working together to solve problems. It is such a great feeling to strategize together and imagine where we want to be, then drive to get to that place committed to growing together in the same direction. I admire Michele Obama. She has such a welcoming style, is accessible, and leads from the front, back, and side. She reimagines what is next and harnesses projects confidently and makes everyone a part of them.

Beyond your professional reading, what was the last book(s) you read for enjoyment?

I am currently re-listening to *The Nickel Boys* by Colson Whitehead; it's beautifully written.

Tell us something about your life outside of work that we might not find on your resume.

My husband Ron and I married in 1994 and live in East Haven, Connecticut. We recently adopted a dog—half Dachshund and half Labrador—named Zinn, after Howard Zinn. He keeps us on our toes. I have a background in the arts. Early in my career, my friend and I started a theater company, called The Hypothetical Theater Company, and we produce living history stories, character narratives, at Ellis Island. The name was based on our endless conversations that started with, "Hypothetically, if we ever opened a theater company..." I still enjoy bringing creativity into everything I do, including work.

Your official first day is July 21st. What is the first thing you are going to do?

I look forward to connecting with my team, meeting the greater Bay Path community, and understanding and aligning our work with the new strategic plan.



Your Bay Path Recent Alumni Ambassador

Brianna Nobile '16

When she agreed to visit Bay Path University from Branford, Connecticut, in her junior year, Brianna Nobile was doing it for her mom. She knew this was not a university she was interested in—or so she thought.

Once she experienced a Bay Path overnight stay for prospective students, Brianna knew immediately this was the place for her.

She applied the summer before her senior year of high school and has never looked back. In fact, Brianna only applied to Bay Path. The small class sizes, combined with the students she met and her immediate connections with professors, made it easy for her to see herself immersed in all Bay Path had to offer for her next four years. And immersed she was!

Brianna was an orientation leader, residence advisor, member of the Law Club, and a senior class delegate. Academically, she excelled by making the dean's list, and she was inducted into the Maroon Key Honor Society member and Lambda Epsilon Chi Association.

A legal studies major, Brianna attributes her foundation at Bay Path to her current career success. She particularly credits now-retired Professor Ann Dobmeyer for her guidance, and the incredible experience she had in her junior year in spring

“A small gift can make the difference between a student staying or leaving Bay Path, and that someone may just be one of your friends.”

2015, when she participated in the Justice in Law program in Washington, D.C. This semester-long offering was a combination of hands-on career, business, and classroom experience that helped Brianna set her sights on her future.

Brianna later received her Juris Doctorate from Roger Williams University School of Law, passing the bar exam in July 2019 on her first try.

Currently, she works as a Superior Court Law Clerk with the Connecticut Judicial Branch, a position she started remotely during the pandemic. She loves the work she is doing, which entails research, writing, and attending meetings, with and for staff attorneys and judges. When the courts return to session, she looks forward to meeting her colleagues in person.

Brianna is excited to focus on giving her time back to Bay Path. A new member of the Alumni Association Council and newly named the Recent Alumni Ambassador, she looks forward to connecting with other recent alumni and helping current Bay Path students by giving advice, connecting, and mentoring—just as alumni did for her when she was here.

Her advice to our current students is, “Don't be afraid of what you don't know; Bay Path will be right there with you.”

Brianna also understands the power of giving back. During senior week, she was part of a gathering in Breck Suite when the senior gift was presented to the University. The stories from other students about the significance of scholarships in their lives made her realize the importance of giving back. She realized she was fortunate—she didn't need to worry about tuition while a student at Bay Path. While listening to her friends, she understood the lasting impact her gift could make for others. In Brianna's words, “A small gift can make the difference between a student staying or leaving Bay Path, and that someone may just be one of your friends.”

The Circle of Bay Path

Ruth (Howard) Dodge '47
Lindsay Dodge '15

When Bay Path relocated to Longmeadow from downtown Springfield, Massachusetts, Ruth (Howard) Dodge '47 was one of the first students to enroll at the College. Bay Path had purchased the estate from the Wallace family, owners of the legendary Forbes & Wallace department store. Like many students who had to find their own transportation to classes, she gamely rode her bike to campus.

At the time, many classes were held in what is now Leary Hall. The popular typing and stenography classes were located in the building the students called “The Garage,” now D'Amour Hall, and the third floor of Leary Hall was home to the theater. A popular feature of the campus was the spring-fed pool in the backyard. Ruth remembers sunbathing by the pool with other students between classes, but they didn't often swim because frogs were in the pool!

When Ruth graduated from high school at the age of sixteen, she wanted to go to nursing school. Back then, you couldn't enroll until you reached age eighteen. So, her family decided she should attend Bay Path. “My father was friends with then-Bay Path President Tom Carr. They thought the College would be good for me because I could use the medical secretarial experience from Bay Path when I became a nurse in the future. My father also knew Frank Hatch, and the others who had invested in the school at the time. They were working on making it a junior college,” Ruth recalls.

After graduation, Ruth's education at Bay Path led her to her first job. She started at MassMutual, working in the doctors

and the underwriting department. Ruth left MassMutual for a position in a private doctor's office. "At sixteen, you don't have direction, but coming to Bay Path not only gave me direction, it provided me with skills and confidence that have helped me throughout my life and my career," says Ruth.

Ruth was not the only member of her family to attend Bay Path. In fact, there is a circle of Dodge family members who attended and graduated from Bay Path over the years. "My husband, Edwin Dodge, shared that both his mother, Gladys Dow Dodge, and stepmother, Virginia Brown Dodge, attended Bay Path Institute in Springfield. Fast forward, our niece, Nicole Dodge-Tjimis '09, and my granddaughter, Lindsay Dodge '15, graduated within the last decade," Ruth notes.

Lindsay says, "When I heard Grandma's story of going to college so young, and knowing the successful career and life she went on to lead, I knew when I was transferring. I had to look at Bay Path."

Lindsay came to Bay Path and selected accounting as her major. While a commuter student—like her grandmother—she got a jumpstart in her field by working as a part-time teller. Lindsay also had the opportunity to gain valuable work experience through two internships: one for the town of Longmeadow and the other for a private accounting firm, which was paid. She credits Dr. Kara Stevens, director of graduate accounting, for her success. "Dr. Stevens went above and beyond, challenging us to learn and understand all of the details needed for a successful accounting career," says Lindsay. "Dr. Stevens also started the Accounting Associates Club so that we could hone our accounting skills and connections even further."

"Coming to Bay Path not only gave me direction; it provided me with skills and confidence that have helped me throughout my life and my career."

Lindsay recently accepted a promotion offered by her chief financial officer at Western Mass News. She relocated to Nashville, Tennessee, to work as a staff accountant for station WSMV. She believes her resume stood out because of her internships at Bay Path. In addition to her accounting courses, Lindsay really appreciated the Women as Empowered Learners and Leaders (WELL) curriculum. She felt the program helped her build confidence, as well as connect, support, and empower other women.



Lindsay Dodge '15 and grandmother Ruth (Howard) Dodge '47 celebrate graduation.

As for Ruth, her connection with Bay Path didn't stop after graduation. Ruth and her husband, Edwin, an elementary school principal, lived in Longmeadow with their four boys. When a student housing request went out to alumni and the Longmeadow community, Ruth jumped at the opportunity.

They had a third floor with two bedrooms and a bath and agreed to open their home and their hearts to host four girls from the University while dormitories were being built. "It was a wonderful experience, not just for the girls, but for us. The girls became part of our family. We baked and cooked together, learned from one another, and became one big happy family. We had a blast during the four years we hosted students, and it was a positive experience for all," says Ruth.

Suzie Greenburg '72 and Wendy (Gasiorek) Raymond '72, students who lived with the Dodes, offer these memories, "The Dodes were the most wonderful people. They treated us like family from the minute we arrived, from letting us use the car to cooking in their kitchen to taking prom pictures in their living room...we always felt like we belonged." Ruth and Edwin made such an impression on them as a family almost fifty years ago and they are happy to have remained in touch over the years. "We have always stayed connected.

We have visited Ruth and she, in turn, has come to Florida to stay, too. Thanks to social media, we are all able to stay connected and updated. She is such a positive and strong woman, and we are grateful to know her," shares Wendy. And Suzie adds, "Ruth is like another mother to me and I talk with her weekly; she has always been such an influence in my life."

Ruth knew the importance of education, and she was happy to provide accommodations for the students at Bay Path back in the day. It was also important she went on to further her own education. Ruth graduated from Our Lady of the Elms College's Leaf Program as an adult woman in her fifties with a bachelor's degree in business. With her degree, she became a law firm manager, eventually working in a doctor's office as a manager. She also encouraged two of her daughters-in-law to continue their education as adults.

"Grandma went to college at sixteen, and again at fifty. You are never too young or too old to learn, and she has taught me so much, including to be true to yourself, and you can do anything," shares Lindsay. "Look up to your relatives and friends and learn from their experiences."

And just as Ruth continues to evolve and adapt to the times, she is excited about Bay Path University and its future. "To see the original secretarial school vision with maybe fifty students transformed to a University with thousands of students is just amazing," says Ruth.

Her advice to current students is, "Never give up and believe in yourself. Dedicate your mind, and you can do it; you have the strength."

A COMMITMENT TO BAY PATH THAT WILL LAST BEYOND A LIFETIME

University. Yet, she knows the core values and career preparation experiences continue to remain the same. “Bay Path prepared me with the fundamental skills that

While in her New York high school, Lorraine Singleton Sequera '85 learned about Bay Path Junior College.

The daughter of her accounting teacher had applied, and he suggested it might be a good fit for Lorraine, too.

HE WAS RIGHT. Lorraine attended Bay Path for her associate degree in accounting. She went on to earn her bachelor's degree in accounting from Mansfield University in Pennsylvania. She has been in the accounting field throughout her career. Currently, Lorraine works as the controller for ANHAM-USA and lives in Virginia with her husband, Dean. Lorraine and Dean have one son, Adam, who recently graduated with his master's degree from Rensselaer Polytechnic Institute.

When Lorraine attended Bay Path, under the leadership of Dr. Jeannette Wright at the time, she shared that certain things were much stricter than they are today at the

would be needed for a career in accounting,” says Lorraine. “In addition, it was such an important time in my life to be surrounded by good faculty members who wanted me to succeed. More importantly, I met lifelong friends. Bay Path was and still is truly what you make of it.”

In 2004, Lorraine attended her first reunion with her longtime friend and fellow Bay Path Junior College alumna, Leslie Libert Cain '84. They were joined by their mutual college friend Kolin Woehr Calderwood '84. During their time on campus, Lorraine, Leslie, and Kolin lived on the same floor in Bollum Hall. It was during this reunion weekend Lorraine met Kathy Cotnoir, director of stewardship and leadership giving. At a brunch held at Dr. Carol Leary's Empsall Hall home, they listened to Kathy talk about opportunities for alumni to host regional Bay Path gatherings at their homes. Lorraine liked the idea, and she talked to Kathy about hosting Bay Path alumni in her home in Virginia later that year.

She credits Kathy for her continued connection to Bay Path. “Kathy makes sure I am aware of alumni events in Virginia, and she arranges tours when we visit the campus. Kathy even introduced us to her friend, who took the time to share information with us when our son was entering the middle school where she teaches,” says Lorraine.

Since she graduated, Lorraine has given continuously to Bay Path. After having many discussions with Kathy over the years about giving back, Kathy and Tim Cotnoir's planned gift story in the 2018 *Bay Pathway* prompted Lorraine and Dean to discuss doing something similar. Working with Kathy, they established **The Dean and Lorraine Singleton Sequera '85 Endowed Scholarship**. It is a bequest intention in order to make a Bay Path University education attainable for underserved women at the traditional undergraduate level. This extraordinary gift will continue their legacy at Bay Path for future students.

Lorraine notes, "There is such value in a women's college education. From the overall experience to the level of confidence gained, including the healthy competitiveness women find at a women's college, that you just don't always find at a co-ed college. This scholarship will help women in the future to have the same opportunity my friends and I had at Bay Path. A college education is expensive and not affordable for all families, so my hope is this scholarship helps families provide their daughters with the education they deserve."

For Lorraine and Dean, giving back to meaningful organizations is very important. In addition to Bay Path, they financially contribute to Colonial Williamsburg and an organization called Britepaths, a dedicated leader

in developing sustainable solutions that stabilize low-income working families, build resilience through financial literacy and workforce development, and provide supports for children. Dean volunteers as a mentor at Britepaths.

"Educating women, keeping history alive, and helping people in need who are less fortunate are the areas we are very passionate about. It's important for us to find ways to continue to support these initiatives," Lorraine says.



Dean and Lorraine Singleton Sequera

Lorraine last visited Bay Path for the reunion in 2019 and attended with her college big sister, Paula Fowler '84. Lorraine had a wonderful time connecting with Paula, reminiscing about campus life, a class Bermuda trip, and their letter writing correspondence

that was the first step in creating their lifelong bond. Lorraine shared this advice for current students, "Be sure to study hard, grow as a person, learn new things, enjoy all the University has to offer, and cherish the friends you will make."

Thank you, Lorraine and Dean, for all you do for Bay Path University today and your commitment to the women of future generations.

For information on how to make a planned gift, contact Kathy Cotnoir, director of stewardship and leadership giving, at 413.565.1209, or visit baypath.giftlegacy.com

**THE DEAN AND LORRAINE SINGLETON SEQUERA '85
ENDOWED SCHOLARSHIP WILL MAKE
A BAY PATH UNIVERSITY EDUCATION
ATTAINABLE FOR UNDERSERVED WOMEN
AT THE TRADITIONAL UNDERGRADUATE LEVEL.**



CLASSNOTES

Delmarina López, Esq.

"I knew I'd be attending Bay Path the moment I drove onto the campus," recalls Delmarina Lopez '17. The certainty surprised Lopez, a first-generation student whose family moved to Chicopee, Massachusetts, from Puerto Rico when she was nine years old. [Read her story](#) on how she used her passion for speaking out to become a lawyer, earning her degree from Western New England University's School of Law.

ENGAGEMENTS

Monica A. Lougee '88,
to Richard Curtis Gaudet

Alma Rizvani '17,
to Mondial Najte

Michelle Chandler '07,
to Adam Barrios

Stephanie Mannion '07,
to Charles Ngelezi

Sandra Widmer '09 G'10,
to Rob Friederichs

Aubry Frost '10 G'18,
to John Maciejko

WEDDINGS

Jessie Mackay '63 and Doug Roper,
December 25, 2020

Geena Ravella '06 and Nick Larson,
January 8, 2021

Kristin Whalen '09 and Jason Fisher,
September 12, 2020

Kaci Wood Trout '16 October 2020
"My officiant was Rita Schiano,
who I met when she was my professor
in the One-Day program at the
Sturbridge campus back in 2014-15!"



Vicky Malinowski '09 G'11 and
Jason Thody, October 31

ARRIVALS

Payal Kapoor Gupta '03 introduced
their second grandest gift, Ayaan Kapoor
Gupta, born on October 22, 2020.

Stephanie Crowell Rigazio '08 had
a baby girl, Willow Ann Elizabeth,
on May 29, 2020

Jessica Washington '08 welcomed
their second child, Zion Grace
Washington, on April 3, 2020
in Manchester, Connecticut.



Brittnea Davis '10 gave birth to
Novan Ricci Davis on May 6, 2020.

Kimberly Roche '11 and Dennis Roche
welcomed their daughter, Jennifer
William Roche, on March 13, 2020.

Melissa Tharau Story '12 welcomed
her daughter, Addison Grace Story,
on March 30, 2020

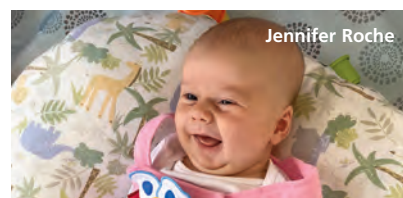
Jayna Van Fleet '12 welcomed
Wren Alice on March 8, 2021.

Becca Felton '14 G'15 welcomed
Regina "Reggie" Maher Felton on
March 27, 2021.

Lauren Minnichiello '08 G'09
welcomed Giovanni Minnichello on
April 11, 2020.

Amanda Wendt '08 G'14 welcomed
a daughter, Maria Rae Wendt.

Tiffany Cutting Madru G'11 welcomed
baby boy Talan on June 16, 2020.



In Memoriam



Clockwise from top right: Cecile Normandin Dufresne '41; Margaret Gotta Halgas '59; Christine Chenard Davis '88; Luz Rivera '16 G'19; Amy Clark Swanson '98; Cathy Luce '70; Dawn Stanton Massini '51

IN MEMORIAM

Cecile D. Normandin Dufresne '41
December 9, 2020

Carolyn Lova Lee '51
April 11, 2020

Dawn Stanton Massini '51
January 28, 2021

Georgiana Sutherland Bristol '51
May 7, 2020

Kathryn Ann D'Amato '53
May 10, 2020

Abigail Kavanagh Weller '54
January 31, 2021

Margaret Gotta Halgas '59
May 8, 2020

Judith Newell Charest '62
May 30, 2020

Dianne Falcon Major '63
June 6, 2020

Rosalie Libiszewski Ward '63
March 31, 2021

Leslie Cwikla McKay '65
Class of '65 valedictorian
January 29, 2021

Susan Alice Studer '65
July 21, 2020

Cathy Luce '70
December 19, 2020

Maria Abbate Ribaldo '73
August 7, 2020

Lori DuBois O'Neil '79
January 23, 2021

Christine Chenard Davis '88
April 21, 2020

Amy Clark Swanson '98
January 30, 2021

Mary Jane Strycharz '00
July 1, 2020

Karen Normand G'01
May 19, 2020

Bonnie Aitchison G'02
January 5, 2021

Luz Rivera '16 G'19
May 10, 2021

Mary Kapper Letasz '17
February 5, 2021

NOTES Do you have exciting news you would like to share with the Bay Path community?!

Please email your news to the Alumni Office at alumni@baypath.edu or [click here](#) to access our Class Notes form online.

1938

Venessa O'Brien Class Ambassador
obrienbutterfly1@gmail.com

1962

Ellie Gay Class Ambassador
desde42@icloud.com

1967

Rosalie Capaccio Bialy Class Ambassador
tommiesam@comcast.net

1969

Ginny Freeman shares: "I brought a proud history of strong women with me when I arrived at Bay Path all those years ago. My aunt attended Bay Path Institute, my grandmother graduated from Mount Holyoke, a great aunt was Dean of Women at Colby College, and another a graduate of Wellesley and Cornell Law – a lawyer and a judge – the first woman judge in Maine. Both my parents were teachers and community leaders here in my native state of Maine."

1979

Ellen Soden Camacho Class Ambassador
ellen_camacho@comcast.net

1980

Mary-Anne Edwards Class Ambassador
maeedwards@comcast.net

Mary Lynn Pelletier Class Ambassador
m13pelletier@yahoo.com

1981

Janice Miller Class Ambassador
sxm1jan@gmail.com

1988

Lesly Connolly was appointed director of sales and marketing at DoubleTree by Hilton Hotels in Washington, D.C. North/Gaithersburg, Maryland.



1993

Tammy Beckwith was recently promoted to senior IP paralegal at Flagship Pioneering, Inc. Tammy has been with Flagship since 2017, and is one of the original members of the Intellectual Property Group now consisting of four patent attorneys, one patent agent, two contracts managers, and one paralegal. Tammy oversees the Intellectual Property portfolio for the entire Flagship enterprise, now at roughly 35 private companies in the biotech and agricultural industries. Flagship's companies include Moderna and Incredible Foods, and this spring announced raising \$1.1 billion in capital to create new biotechs in a post-pandemic world.

1994

Christa Collier G'07 was inducted as the North Adams Rotary Club President on June 17, 2020, as part of the District 7690 installation event via Zoom.

1995

Florence Bank announced that **Dawn Harrington** was recently selected as a recipient of its President's Award.

1998

Kelly Hawkins published her first book: *50 Things to Know About Being a High School English Teacher*. It became the number one new release on Amazon.

2000

Kiernan Cone Rushford got a new job at Farm Credit Financial Partners, Inc as a project coordinator.

2003

Jennifer Pudder Class Ambassador
pudderj@gmail.com

2005

Amy Feeley-Austin G'11 found her birth father through a DNA test. [Read the article about her search.](#) **Tammy Nuccio G'06** was elected to represent the 53rd district in the Connecticut House of Representatives.

2006

Kelly Broderick Class Ambassador
kelbyanne@gmail.com

Myra Quick has joined the board of Dress for Success of Western Massachusetts.

2007

Cassandra Yaiser Class Ambassador
cassie.yaiser85@gmail.com

Dr. Lauren Chapple-Love was the recipient of the Nevada Psychological Association's Outstanding Advocacy Award for 2020. In her words: "I hope to continue to serve my community and plan to use my breath for those that have had theirs taken away." She is also the owner of Elle Psychological Services, LLC. **Rachel Hewat** recently opened a cookie shop in Frisco, Texas,

called Mary's Mountain Cookies. It is a very small franchise out of Colorado that was started by a single mother in the late 1980s who still owns and operates her own stores, as well as overseeing franchises.

Kiyota Garcia was named one of BusinessWest, Class of 2021, 40 Under Forty honorees. **Noelle Jacques G'12** has started her own business—Everything In Its Place by Noelle. Her company offers professional organizational and cleaning services for home and office and specializes in office setups, document control and storage, and bookkeeping services for

self-employed contractors and small businesses.

2008

Kristen Ferraro, who grew up in the Forest Park section of Springfield, is the producer of *A Deadly Legend*. She stars as Joan Hunter, a real estate developer who buys an old summer camp with a dark history of supernatural worship

and human sacrifice. **Kristine Kelly Hougaard** was named *The Citizen's Chronicle* inaugural Teacher of the Year. **Gillian Hinkson** was one of two newly announced Community Foundation of Western Massachusetts (CFWM) trustees: Nikki Burnett, Executive Director of Educare Springfield, and Gillian Hinkson, Victim Witness Advocate for the Hampden County District Attorney's Office. Nikki Burnett '18 is also a Bay Path graduate.

Courtney Connor of Jacksonville, Florida, was recently initiated into The Honor Society of Phi Kappa Phi, the nation's oldest and most selective all-discipline collegiate honor society. Connor was inducted at Nova Southeastern University. Connor is among approximately 30,000 students, faculty, professional staff, and alumni to be initiated into Phi Kappa Phi each year. Membership is by invitation only and requires nomination and approval by a chapter. Only the top 10 percent of seniors and 7.5 percent of juniors are eligible for membership. Graduate students in the top 10 percent of the number of candidates for graduate degrees may also qualify, as do faculty, professional staff, and alumni who have achieved scholarly distinction.

Mary Forcier G'08 opened her bakery in December 2019 called Canary's Cookies & More, LLC in Hamden, Connecticut. **Amanda Wendt G'14** recently transitioned into a full-time faculty position at American International College. In her role as an assistant professor and fieldwork coordinator, her focus will be assisting students as they develop their professional selves as practitioners.

2009

Chassity Crowell Miller Class Ambassador
chassitymiller@gmail.com

Attorney **Rose Colon** was named to the board of Martin Luther King, Jr. Family Services. Colon is a criminal defense and personal injury attorney based in Springfield, Massachusetts. She engages in all aspects of criminal defense and civil personal injury litigation. She earned her paralegal certificate from the American Bar Association, a bachelor's degree with a concentration in legal studies at Bay Path University, and her Juris Doctorate at Western New England University School of Law.



Rose Colon '09

2010

Latoya Bosworth was the guest speaker at Bay Path's History & Empowerment: Living Life with Purpose and Passion, the third Thumbprint Lecture of the Own Your Now: Resilience Thumbprint Lecture Series!

2011

Jessia Wolanin Class Ambassador
jtwolanin@gmail.com

Racquela Richard started a new job at Women & Infants Hospital in Providence, Rhode Island, as a registered nurse in labor and delivery.

2012

Dr. Dajara Wright earned her Ph.D. from American International College and is now Dr. Dajara Wright, MSW, EdD. **Amanda Thibedeau G'20** celebrated her anniversary of 15 years as a volunteer firefighter and is coming up to five years as a career firefighter! She successfully completed Fire Investigations (State/National Certifications) and will be taking Fire Code in the fall of 2020 to become a certified Fire Marshal. **Victoria Ann Rodriguez G'17** was named one of BusinessWest, Class of 2021, 40 Under Forty honorees.

2013

Taylor Wright was recently reading the Spring/Summer 2020 issue of the *Bay Pathway* and shares: "I'm a project executive at T&M Equipment Corporation and was recently recognized with two awards in our industry: **2019 Women in Construction Award** from *Constructech Magazine*. Editorial director Peggy Smedly, said: "The Women in Construction are true examples of stalwartness in an industry that is primarily dominated by men. These forward-thinking women are aspiring for more than just a paycheck. What makes them truly stand out is how they inspire all women to persevere and are dedicated to helping the industry thrive as a whole. I am so pleased to be recognizing them for their successes." I also was inducted into the **Class of 2020 Under 40 in Construction** by *Construction Equipment Magazine*. **Ruchi Mukerjee** says: "Hi alums! When I graduated from Bay Path in 2013, it was my goal to work with nonprofits. I am proud to say I have accomplished this. My organization, Essex Art Center, is a place for children and adults to learn and express themselves

through art and provides reduced rate/free classes for youth in need. We now have online art classes in drawing, painting, cartooning, and more so anyone around the world can share in our instructors' knowledge. If you know anyone interested, please share this with them! Thank you so much for being a part of my journey!" **Arianna White** has accepted a position teaching PreK with Head Start in Chesapeake, Virginia.

2014

Amanda Buckingham has joined the litigation & dispute resolution practice area of the law firm, Halloran Sage, based out of the firm's Hartford, Connecticut, office. She handles tort claims and matters ranging from motor vehicle and uninsured/underinsured motorist to professional and product liability. Prior to joining Halloran Sage, Amanda worked as an employment practices liability adjuster for a large reinsurance company, handling claims against insured employers in state and federal agencies and in courts across the country involving discrimination, retaliation, harassment, and wrongful termination. She earned her JD from the University of Connecticut School of Law after graduating magna cum laude from Bay Path University. Halloran Sage (www.halloransage.com) provides responsive legal counsel to client needs and routinely handles transactional, litigation, and personal service matters. The firm has a presence throughout the state, with offices in Hartford, Danbury, Middletown, New Haven, New London, Westport, Connecticut, as well as a branch in Washington, D.C. **Jynai McDonald** will be running again for the Ward 4 City Council seat she came close to winning two years ago, and in part, it is the attendance record of Councilor Malo Brown that is motivating her campaign. **Cole Eckerman G'14** was recently named director of development & government relations at Bellevue Arts Museum (BAM) in Bellevue, Washington. Prior to this promotion, Cole served as BAM's development director for 18 months. During this time, Cole increased BAM's grants revenue by 176% and secured substantial corporate support from the region's tech giants, including Microsoft, Amazon, and T-Mobile. In this new role, Cole



Cole Eckerman G'14

will continue to lead BAM's development department while also representing the Museum's interests with elected and government officials. **Liliana Madrid G'14** began her new position on January 4, 2021, as the first director of diversity, equity and inclusion for New York State's Division of Academic and Student Affairs.

2015

Maureen Daley G'15 graduated with a master's in Occupational Therapy in 2015. She writes: "I am including a [link](#) to my recent online article published in *OT Practice Magazine*, the print article was published in January 2021. I wanted my OT class to be in the know!"



Maureen Daley G'15 and Leslie

Dr. Samira Galvao G'17 says: "Hello, my BPU family! After receiving my master's in 2017, I continued my studies at Northcentral University. I finished in May of 2020, defended my dissertation study in June, and virtual commencement was August 22, 2020. I'm grateful for everything I learned at BPU, and therefore, I felt I was ready to expand my knowledge by getting my doctoral degree. Thank you! My dissertation was the following: *Addressing The Needs of English Language Learners At The Secondary Level: A Qualitative Single-Case Study.*"

2016

Brianna Nobile Recent Alumni Ambassador bclyne9@gmail.com

Kieona Fairley started a new position as senior clinical data manager at TFS-Clinical Contract Research Organization. **Edna Oheemaa Aboagye '16** is now an RN, graduating from SUNY Onondaga Community College with her nursing degree. **Kelly Partridge G'16** published her first children's book, *How Owls Become Wise*. **Amanda Emet G'18** misses seeing everyone on campus but is enjoying lots of books and has been keeping busy

with school and her new role as a Lead Teacher for NORY. She shares: "This educational institution runs summer camps and after-school enrichment programs throughout greater New York City, with their programs usually focused on STEM and entrepreneurship. If we were not in a pandemic, this camp would be taking place on ground, in the Upper West Side. Because of this, I am involved in their virtual summer STEM program and work remotely from Massachusetts. I am extremely grateful to have this position because it was a competitive pool! I work with ages 7-12, and they are advanced learners. They're such a great group to work with, and they drive my passion for education even more. It's been a dream of mine to teach science and attend science camp, so I'm having an absolute blast. Literally and figuratively having a blast, because we do daily experiments that include some nifty chemical reactions! Another benefit is that I've networked with 30 people from all over the U.S. who are part of this program as well, from Maryland, South Carolina, NYC, Delaware, and more! It's been a pleasure working here. I'm happy I can still make a difference in the lives of students, no matter the distance! :-)) It's only a summer position, but it is such an amazing opportunity to continue teaching during the pandemic."

Cassandra Houle G'17 has been named associate manager of audit services at the Pittsfield accounting firm of Adelson & Co., according to President Gary Moynihan.

2017

Krista A. Garriepy recently graduated from her physician assistant program, passed her NCCPA board exam, and will be working as a pediatric oncology physician assistant at Cohen Children's Hospital in New York City starting in August! **Meredith O'Brien-Weiss G'17** has written a memoir about the life-altering diagnosis of multiple sclerosis. *Uncomfortably Numb* Memoir came out in paperback on March 3, at the beginning of MS Awareness Month.

Delmarina Lopez, J.D. '17 states: "It is with great enthusiasm that I officially announce I am running for City Councilor in my home city of Chicopee, Massachusetts."



Kelly Partridge G'16

2018

Olivia Violette is excited to announce that she has accepted a position with the Georgia Department of Behavioral Health and Developmental Disabilities as a health care worker. **Lauren Vallee** earned her Masters in Forensic Science at the University of New Haven in May 2020! She writes: "I have accepted a position at the Nebraska State Patrol Crime Laboratory as a Forensic Scientist I in the Biology/DNA Unit. I'll be headed to Lincoln, Nebraska, in mid-September to start my dream career. I know what you're thinking... NEBRASKA?! The answer is: YUP, call me a cornhusker! I'll certainly miss Connecticut, but I'm super excited to

begin a new chapter in my life." **Nikki Burnett G'21** is one of two new trustees announced by the Community Foundation of Western Massachusetts (CFWM). Nikki is the executive director of Educare Springfield. **Courtney Kinney G'18** has joined Coldwell Banker Community Realtors (CBCR) and will be serving Franklin and Hampshire Counties.

2019

Gina Medico *Class Ambassador*
gmedico@baypath.edu

Tori McClure recently was hired as a lead eec certified preschool teacher at

18 Degrees in Pittsfield, Massachusetts. **Kelly Williams** has started a position as an occupational therapist in special education. **Ariangna Gonzalez '19** joined the Northampton Police Department last year, completed the academy, and is now wrapping up the Field Training Program.

2020

Caitlyn Esposito *Class Ambassador*
cesposito@baypath.edu

Khalia Albury was hired to a permanent position as a financial analyst at Universal Plastics.

ARE YOU INTERESTED IN REPRESENTING YOUR CLASS YEAR?

Are you interested in connecting with other alumni from your graduating class year? Become a Class Ambassador and represent your class year! Lots of exciting things are happening at Bay Path and we want YOU to be a part of it.

Email alumni@baypath.edu for details.

Our Annual Thanks!

Thank you for your past support of Bay Path University. Your generosity has helped so many students, and we are deeply grateful. Won't you please consider contributing to the Carpe Diem Fund again this year? Your gift will support students where their needs are most urgent—scholarships, academic departments, career services, and technology, just to name a few.

Please visit www.baypath.edu/carpediemfund to make your gift today. And if you haven't seen the recent video from Trustee Chairman Jonathan Besse and Brianna Nobile '16, please scan the QR code here to learn more about how your support of the Carpe Diem Fund helps your alma mater. You and the Bay Path alumni who have already contributed make a huge impact on the lives of our motivated, hard-working students. Please help make their experiences better than ever by allowing them to seize the day.



THE Carpe Diem FUND
in support of Bay Path students

SAVE THE DATE



REUNION FALL 2021



We are so excited to share we will be hosting this year's Reunion in person on **Saturday, October 23, 2021** at the Longmeadow campus. We look forward to celebrating the special reunion classes of 2020 and 2021, and also encourage all other classes to attend.



The 2021 Reunion Classes: **1971 - 50th; 1996 - 25th; 2011 - 10th; 2016 - 5th** and the 2020 Reunion Classes: **1970 - 50th; 1995 - 25th; 2010 - 10th; 2015 - 5th**

Visit www.baypath.edu/reunion for more information in the coming months. We plan to share updates and details including the program of events to registration links! We cannot wait to welcome you back to campus! **See you on Saturday, October 23rd!**



Carpe Diem!