

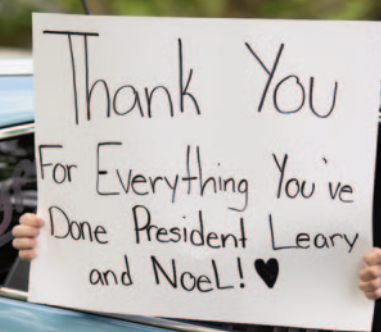
Bay Pathway

SPRING/SUMMER 2020





A PRESIDENTIAL DRIVE-BY PARADE!



Drive-by parades have become a common happening in our socially distant world. On the evening of May 17, Bay Path had its own grand parade when over 200 cars drove down Route 5 to celebrate President Leary's retirement after 25 years. For over 20 minutes, cars saluted Carol and Noel and shared their best wishes for the days ahead. "Thank you!" and "We Will Miss You!" were just some of the sentiments expressed, as well as the familiar 'Carpe Diem!'

To watch the video of the parade, go to www.baypath.edu/news.



Bay Pathway

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Bernitta Burnett '18 is one of several alumni featured in this issue.

On the Cover

A PORTRAIT IN PROGRESS. The cover of this issue of the *Bay Pathway* features a first glimpse of the official portrait, painted in watercolor, of President Carol Leary. The artist is Doug Brega, a prominent contemporary American realist, who specializes in portraits, New England homes, sailboats, and old weathered barns. His paintings are part of the permanent collection in several museums, including, among others, the Kemper Museum of Contemporary Art and Design in Kansas City, MO, and the D'Amour Museum of Fine Art at the Springfield Museums; his work is also in many private collections including two of the top 100 collections in the United States. In 2001, Brega received an Honorary Doctorate of Humane Letters from Bay Path. The finished portrait of President Leary, pictured in full academic regalia, will be displayed at Bay Path.

The University extends its deep gratitude to Doug Brega who has graciously donated his time and talent for this timeless portrait.

Carpe Diem

This is a bittersweet moment for me because it marks my last letter in the *Bay Pathway*. I have said often during the last several months, “Where did 25 years go?”

I can still remember the day Noel and I traveled from Boston to Longmeadow to visit the campus. We drove through the town of Longmeadow, and as we turned down the main driveway, we had a reaction much like that of so many of our students. We fell in love immediately with Bay Path. Over the subsequent days and months, I met so many wonderful people—students, faculty, staff, trustees, alumni, and guests—who shared with me their commitment and dedication to this institution. On every level, I saw the tremendous potential at Bay Path for great things.

From the beginning, the entire Bay Path community, as well as leaders in the region, welcomed me graciously and enthusiastically. In those early months, many went to great lengths to offer support and introduce me to key individuals who would be critical in the transformation of Bay Path. The kindness and hospitality shown by so many people made our transition to our new home effortless. Quickly, Noel and I knew we were part of a very special place.

For 25 years, every time I entered Deepwood Hall, I passed through the gateway of impressive white columns that flank the main door. It has been a constant reminder that I was entrusted with the stewardship of the history and legacy of Bay Path...a legacy that includes thousands of alumni who proudly called Bay Path their alma mater.

In fact, one of the greatest joys of my job has been meeting our alumni. Over the years, I have had the privilege to meet alumni who have graduated from the Bay Path Institute, Bay Path Secretarial School for Women, Bay Path Junior College, Bay Path College, and now, Bay Path University. Their stories represent more than 80 years of Bay Path’s evolution, reaching

back to before 1945, and include alumni from the Bay Path Institute that was founded in 1897. I will never forget chatting with the graduates from the Bay Path Institute at our annual “Evening Under the Stars” events. I was transfixed by their experiences that included commuting by trolley to our then downtown Springfield campus and finding lodging in people’s homes because we had no residence halls. And I was entertained by tales from members of the Bay Path Junior College and Bay Path College days who went to great ends to be back before curfews. Many shared their stories of enjoying a sundae at the Friendly’s Ice Cream shop across the street. Today, I am kept up to date by alumni emails from women and men all over the world, sharing new graduate degrees, career promotions, or family news. It just points to how quickly the world has changed, but through the decades, there was one constant—the friendships I made and will cherish with so many of our alumni.

Often, I am asked how Bay Path reinvented itself and grew from 450 to more than 3,300 students. I can point to many reasons, and, indeed, I have written and discussed our menu for success. Yet, in my mind, there is one factor that rises above all others: the people. Throughout this incredible journey of my presidency, trustees, alumni, faculty, staff, and countless others have worked tirelessly, given generously, and supported this beloved university unreservedly. I wish I could say “thank you” to each one of you, but know the depths of my appreciation and gratitude are limitless.

When I look back and see all that has been achieved at Bay Path, it does leave me breathless. In this issue of the *Bay Pathway*, the “Milestones” section captures some of the high points, but there are so many other accomplishments that could be mentioned. Our website will be featuring an archive section that will chronicle those achievements and serve as Bay Path’s genealogy. I encourage you to visit it and see how our tree now has many branches!

“May you always seize the day.”

I take special pride in the impact Bay Path has had on higher education. In 1999, when the One-Day-A-Week *Saturday* program was launched, no one could have imagined that adult women would enroll in an accelerated, flexible program held all day long on Saturdays, virtually year-round. We proved the naysayers wrong, and students came to Bay Path by the hundreds and graduated by the thousands. Then, our niche graduate programs were introduced, such as the MS in Communications and Information Management, the MBA in Entrepreneurial Thinking and Innovative Practices, and the MS in Nonprofit Management, among others. An umbrella of health science programs, including the Master of Occupational Therapy and the MS in Physician Assistant Studies, and the Occupational Therapy Doctorate, our first doctoral program, also became part of the Graduate School and found a new home in the incredible Ryan Health Science Center. To date, we have over 70 undergraduate majors and concentrations and 40 master's and doctoral programs. We have never stopped moving.

At Bay Path, we also recognized early on that higher education needed to shift to provide access to millions of people, particularly women, in America. Throughout my tenure, I never wavered from our mission as a women- and career-oriented higher education institution. It made us distinctive. It was that belief, coupled with a vision for online learning, that would lead to the development of The American Women's College (TAWC) in 2013. The Social Online Universal Learning (SOUL) platform that is the engine for the TAWC model has put Bay Path in the forefront of online learning, earning national accolades. Today, as we see higher education dramatically working to come to grips with the COVID-19 pandemic, our early efforts to enter the online space, first with graduate and then undergraduate education, have made us stronger and more resilient to meet the future.

As I leave, I also take with me a treasure trove of memories: alumni receptions and reunions that had an

equal dose of laughter and tears; Capitals of the World Trips with “aha” and “wow” moments with students and alumni; Women's Leadership Conferences that uplifted our spirits; and graduations that proved that dreams really can come true. There is so much more. For my husband, Noel, and me, these experiences will last a lifetime.

For almost five decades, Noel has truly been my partner in this life journey. Our relationship has been built on the qualities of respect, honesty, and trust. With him by my side, I felt we could accomplish anything. He was there to cheer me on and to lift me up when times were challenging. I am so blessed to have him as my husband, sounding board, and my true and lasting love. When the Board of Trustees surprised me with a celebration of my retirement at its May 18, 2020, meeting—all virtual, of course—I was especially honored and thrilled that the board chose to award Noel an Honorary Doctorate of Humane Letters. Now he, too, will truly be part of Bay Path's history.

I am humbled and proud to have served as your president. As a young woman, I would never have imagined that I would have this opportunity to help influence and affect the lives of so many people and to create an environment for our faculty and staff to channel their special talents and dreams to help change the course of Bay Path and higher education. When the moment came to lead and serve Bay Path, I followed a course so reflective of our motto, “Seize the Day.” This is my wish for you—may you always seize the day.



Carpe Diem!

Yours,

Carol A. Leary
Carol A. Leary

TAPPING YOUR INNER LEADERSHIP





Ready to sharpen your leadership skills? There are seemingly endless resources available to help hone those skills, with the giant e-commerce site Amazon alone offering over 60,000 books related to leadership. With topics ranging from emotional intelligence to workplace culture to daily routines, better leadership capabilities seem to be only a few technical adjustments away.

While books and courses are essential for leadership development, if you ask Dr. Joshua Weiss, Bay Path's program director for the MS in Leadership and Negotiation and a Senior Fellow at the Harvard Negotiation Project, there's another place to begin: by looking in the mirror. "Leadership is within us," Weiss shared. "If you really want to be effective, you have to turn the mirror on yourself first."

A firm believer that leaders can be made instead of born, Weiss stresses the importance of strengthening your emotional intelligence and understanding your inner workings before you tackle learning how to lead others. "You have to know yourself, how you think about things, how you approach things, your biases, what helps you, what stands in your way—all of these things impact your thinking," he shared. "Half of your challenges are out there, with other people and the dynamics at play. But half are within you. You'll become a better leader if you focus on the things outside, but you won't become a great leader until you focus on the things inside."

For women in particular, some of that work involves breaking out of the traditional cultural and societal roles that are baked into their everyday lives and learning that they are worthy of their goals and ambitions. "Asserting for themselves is the biggest problem for many of my students," shared Weiss. "They've been put into positions where they've tried to be assertive and it wasn't met with the response they were hoping for."

Weiss offers a two-step approach to overcome this challenge. First, it's important to understand the difference between being assertive and being aggressive. "Assertiveness is standing on your own two feet," said Weiss. "Aggressiveness is standing on someone else's toes to get to where you want to go. Effective leaders don't step on other's toes. You may get a boost up by doing that, but you're making an enemy."

**"IN TODAY'S WORLD,
MORE THAN EVER BEFORE,
WE NEED PEOPLE TO
ACT LIKE LEADERS."**

*Dr. Joshua Weiss, program director for
Bay Path's Leadership and Negotiation
graduate program*



Once comfortable diving into your assertiveness, it's important to let others know that they can expect a change in you. "It can be difficult for coworkers to accept a quick, sudden, 'lean in' type of change," Weiss said, referring to the Sheryl Sandberg book that sparked these types of discussions around dinner tables and conference tables everywhere in 2013. "You have to communicate that you are no longer willing to have your

needs go unmet and how you will be approaching things will change.”

The need to communicate effectively doesn’t stop there. Vision is key to leadership, but equally as important is knowing how to communicate that vision so people buy into it. “Making people a part of the process is crucial, and it’s important to respect the connection between leader and led,” Weiss said. “That connection also requires flexibility and adaptability, as people can be unpredictable. It’s important to be firm on your end goal,” Weiss shared. “But how you get there should be flexible. Have contingency plans. Map out three or four avenues that can get you to the same end goal.”

problem, instead accepting that they haven’t found the solution...yet.”

Finding that solution may include compromise, but it’s much more likely about creativity. “Leadership is all about problem solving. It’s realizing what the problem is and finding a solution that might satisfy yourself and those you are dealing with,” Weiss said. It may also involve digging a little deeper, embracing both emotional reactions to the issue at hand and being confident enough to accept when you don’t have the answer. “Leaders can’t know everything, and it’s okay to show your vulnerability,” Weiss shared. “You can’t keep emotions out of leadership. When you start to suppress

“Leadership is within us. If you really want to be effective, you have to turn the mirror on yourself.”

Part of that planning process involves crystal-clear communication. “When it comes to working with others, make sure you’re talking about the same problem. People make assumptions all the time, and assumptions and perceptions are the silent killers of effective leadership. Words and ideas have connotations and you have to be really clear what you mean, especially if you are using concepts or words with multiple meanings,” shared Weiss.

And if your plan still fails? That’s where your resilience and persistence kicks in. “If your narrative is that you’re going to fail, then you’ll fail. If you want to stick with that narrative, you’ll make it true,” Weiss stated. “The best leaders are resilient and persistent. They are unwilling to accept that there isn’t a solution to a

your emotions, that’s where problems come in. This emotional intelligence piece is critical for great leadership.”

That shift in mindset and that ability to be creative and adaptive are at the heart of what makes a great leader. “When we look for leadership, we often look at the political realm,” Weiss stated. “But leadership is at every level. At home, at school, and in the world around us. And leadership is not really a role, it’s more about actions. Just because you’re not in the C-suite doesn’t mean you don’t have the ability to lead and it’s not critical that you learn to do this. You have to see yourself as a leader. We all do and we all are. In today’s world, more than ever before, we need people to act like leaders.”

the change maker



Dr. Melissa Morriss-Olson is the founding director for the Center of Higher Education Leadership & Innovative Practice (CHELIP).

LAUNCHING BAY PATH'S
HIGHER EDUCATION
LEADERSHIP AND
ORGANIZATIONAL STUDIES
(HELOS) PROGRAM AND
THE CENTER FOR HIGHER
EDUCATION LEADERSHIP
AND INNOVATIVE
PRACTICE (CHELIP),
DR. MELISSA MORRISS-OLSON
PREPARES COLLEGES
TO FACE THE FACTS –
AND THE FUTURE.

In mid-March, when the specter of COVID-19 emptied lecture halls and turned tight-knit seminars into remote Zoom chats, thousands of colleges and universities scrambled to reinvent the college experience for the students suddenly exiled from their campuses.

While the coronavirus has wrought monumental and unprecedented disruption to higher education, including rising costs, shrinking populations and head-spinning technological transformations, many have long forecasted the end of the campus-bound academic business model, while trumpeting the need for a “new normal.”

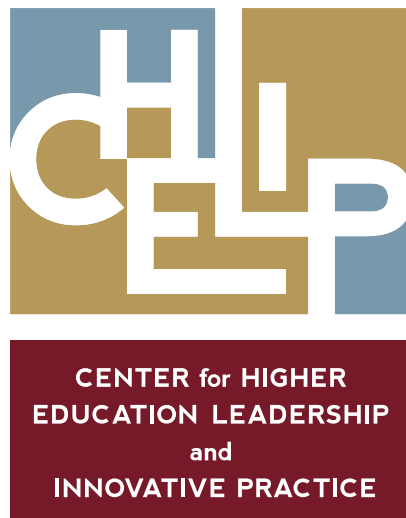
Since the beginning of her career, Bay Path’s provost, Dr. Melissa Morriss-Olson, has been intrigued by the potential of this brave new normal and what it takes to develop and sustain innovation in the face of so much ongoing change.

“In the 90s, I did my doctoral dissertation on successful college management practices,” she says. “I studied the financial performance and management practices of 100 small colleges over a ten-year period. These schools looked similar at the beginning, but by the end of the decade, some were wildly successful, some experienced little change, and some had declined. The burning question I had was, ‘How do you account for the difference in performance; how is it that some but not all were able to pull together the courage, ambition, and skill to improve and become more resilient?’”

One of Dr. Morriss-Olson’s key findings, repeatedly confirmed throughout her career, is that many institutions are shortsighted in their strategy. In financially challenging times, the temptation to “cut one’s way to an improved bottom line” is tempting. And yet, institutions that focus exclusively on cutbacks rarely succeed. Even in tough times, it is essential to invest in new ideas and in the future, says Morriss-Olson.

Her results found that most successful schools possessed “an innovation mindset.” They were highly opportunistic and outward looking, with a focus on diversifying program mix

and revenue streams and strengthening key operational areas, such as admissions and fundraising. They had leaders who were visionary and highly adaptive. She calls them “chaos pilots,” a term first coined in 1991 by Uffe Elbaek, founder of Kaospilot, an innovative business school designed to teach students how to lead through uncertainty. She also saw that many institutions—and those who ran them—seemed ill-prepared to meet the challenges they were facing and would continue to face.



“I went through a traditional higher ed leadership doctoral program (Loyola University of Chicago), and while I thought it was an exceptional program, my experience working in small, resource-constrained institutions—and that’s been my entire career—revealed a disconnect between my doctoral preparation and what I was actually experiencing as a professional in the trenches,” she explains. “This whole question of how do you lead and manage in the midst of disruption; how do you cultivate an innovative mindset, while moving an institution forward? It’s just not something anybody teaches in the traditional higher education doctoral programs.”

Tapping into her passion and experience in helping to build nimble, resilient institutions, MMO, as she’s affectionately referred to by her Bay Path colleagues, envisioned a doctoral program that would prepare professionals by giving them both the mindset and skills to implement bold new solutions for the evolving higher ed landscape.

More than 30% of all enrolled students take at least one course online.

Between 2010 and 2016, total enrollment in degree-granting institutions has declined by more than one million students (from 21,019,438 to 19,841,014).

Source: Digest of Education Statistics



In October 2019, the inaugural class of the Doctorate in Higher Education Leadership & Organizational Studies gathered on campus for an official launch meet and greet.

Launch of the Higher Education Leadership and Organizational Studies (HELOS) program

This past fall, Dr. Morriss-Olson and program coordinator Dr. Mela Dutka launched Bay Path's Higher Education Leadership and Organizational Studies (HELOS) program and welcomed 23 students from higher ed settings throughout the country into its first cohort.

With a global pandemic forcing most industries, including higher ed, into panic mode, the timing was fortuitous. "Frankly, I think we've just skimmed the surface of what the coronavirus impact is going to be," she notes. "I'm on a listserv with other provosts, and I'm struck by how many are talking in terms of 'Well, when we get past this, we'll go back to x, y or z,' and I'm thinking 'Wow, they still don't get it.' This is going to change everything." For one thing, I think that the ongoing debate of whether online learning is valid is now off the table," she continues. "When you have the most elite institutions in our

country moving their entire educational experience online, it's going to be a hard thing to back off of."

"To have an advantage going forward, institutions are going to be challenged to use technology to provide a really robust, personalized, and dynamic experience that meets the student where she or he is at, whether or not that student is tethered to a physical space."

These ideas are all seeds of bigger conversations Morriss-Olson envisions herself facilitating as she steps down from her ten-year stint as provost and into her new role as Distinguished Professor of Higher Education Leadership and Founding Director of the HELOS program and Bay Path's newly formed Center for Higher Education Leadership and Innovative Practice (CHELIP).

!NGenJoUs

Ingenious is a new podcast offered by CHELIP and featuring interviews with Dr. Morriss-Olson with leading voices and change makers in the higher education sphere.

In consort with the HELOS program, the Center will invite faculty from across the institution to experiment with innovations in teaching and learning, and students from Bay Path's higher ed graduate programs to grow their innovative leadership skills.

With rapid change and widespread closings more imminent than ever, some may be tempted to imagine a dystopia of empty campuses and lectures by laptop, but Morriss-Olson remains steadfastly committed to preserving the diversity and range within America's higher ed system.

"As a first-gen college student who could have never imagined when I was 18 years old the professional trajectory that I have

"Change is ongoing, always happening, and not something we typically take the time to understand, especially when we are in the midst of it."

Dr. Melissa Morriss-Olson

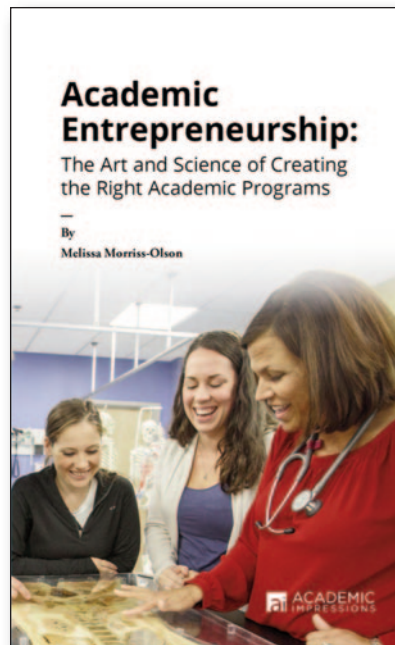
Academic Entrepreneurship: The Art and Science of Creating the Right Academic Programs

been so fortunate to have, I believe strongly in the need for a place like Bay Path," she explains.

"But," she ponders, "maybe today's students don't need to be in a traditional classroom for three to four hours a week, for 15 weeks, with a professor at the front of the room?"



Discussion was lively at the October gathering of HELOS.



Academic Entrepreneurship: The Art and Science of Creating the Right Academic Programs, authored by Dr. Melissa Morriss-Olson, was published (January 2020) by Academic Impressions and is available on Amazon.

"Maybe, rather than having students in residence for four consecutive years, we have them spend their first year at home online, shadowing and getting some hands-on experience," she proposes. "And then, they come to campus and have an on-campus experience that may, or may not, look different than what we're used to."

13 percent of presidents could see their own institutions closing or merging within the next five years, according to a recent survey by *Inside Higher Education*.

Academic Entrepreneurship, p. 23

"Then your third and fourth years are how you design them, or maybe it's not even four years; the whole thing is unbundled in such a way that they get what they need as they need it, according to whatever career trajectory they're on—and it could be extended over the course of an entire lifetime."

She adds knowingly, "Now, I'm really out there. But I think five years from now, that may be where we're headed."

FILLING THEIR OWN WELL



How Bay Path students learn to be leaders through their Women as Empowered Learners and Leaders (WELL) program.

CEOs, athletes, and leaders the world over have spent lifetimes proving the old adage “great leaders are born, not made” is anything but true. Ask any Bay Path undergraduate student or alumna, and she’s likely to tell you the same thing. The idea that leaders are made and the characteristics that define a great leader can be learned, shaped, and honed is what prompted Bay Path to develop its signature Women as Empowered Learners and Leaders (WELL) program, and the idea is what has empowered students to become leaders of their own making.

WELL courses, which are required curriculum for both traditional undergraduate students and The American Women’s College (TAWC) students, are designed specifically to help students identify their life goals and give them the confidence, skills, and knowledge to achieve those goals successfully. For traditional students, their unique WELL program allows them the time needed to reflect on their strengths and weaknesses and identify their self-narrative. “Once students are comfortable with their self-narrative,” shared Dinah Moore, the executive director of the traditional undergraduate WELL program, “they can use that narrative to lead others. Students also learn to recognize their areas of opportunity and are able to flip them into a testimony that can not only help themselves but others, as well.”

“WEL100 is a course that prepares you for life; it prepares students to stand up for what they believe in, and it prepares them to create who they want to be,” shared Lily West ’20, a psychology student and a peer mentor for the traditional WELL program. “College is a new chapter in everyone’s life, and it is often a time when people wish to recreate their image or their beliefs, and WEL100 provides a safe environment to do exactly that. WELL classes beyond WEL100 teach us how to be successful in life.”



Dinah Moore, the executive director of the traditional undergraduate WELL program.

Students are also encouraged to put those freshly minted leadership skills to use by engaging in student clubs. “We talk about student leadership roles and how they can get involved,” Moore shared. “A lot of the students might not have even known or felt confident enough to get involved before that conversation.”

For TAWC students, many of whom have decided to return to college to change or advance their career, the WELL program provides a much-needed chance to focus on themselves and their development as leaders. “Many TAWC students have never had the luxury of time to focus on themselves and

WELL COURSES ARE DESIGNED SPECIFICALLY TO HELP STUDENTS IDENTIFY THEIR LIFE GOALS AND GIVE THEM THE CONFIDENCE, SKILLS, AND KNOWLEDGE TO ACHIEVE THOSE GOALS SUCCESSFULLY.

their goals; they are always busy supporting others,” shared Gretchen Heaton, Bay Path’s senior director of Career and Leadership Development and academic director of Leadership & Organizational Studies and the TAWC WELL Program. “The WELL program series gives them targeted training in how to do this, with a lot of one-on-one guidance and support. Students are so excited that they get the opportunity to focus on this kind of personal and professional development.”

Both traditional and TAWC WELL courses focus on tactical skills such as interview prep and resume and cover letter writing, as well as teaching students about the effect of leadership on community through social action projects where students can put their leadership into practice through real-life exercises.

Throughout the WELL classes, students learn that leadership is more than aiming for the corner office and being the decision maker. It’s built on confidence, excellent time management, being able to work with others, understanding group partnerships, and problem solving. “Soft skills such as leadership, communication, critical thinking, and adaptability, these are examples of the skills that employers often say college students lack,” Moore stated. “The WELL program focuses on these things not only to help prepare the students for internship opportunities (and ultimately the workforce), but also to allow students to complete the program by applying what they have learned to a community-based project.”

Upon the culmination of their WELL journey, students emerge with strong “whole-person leadership” skills and confidence in who they are, their values, and their ability to work with others. They emerge as true leaders.



Gretchen Heaton, WELL program senior director at The American Women’s College.



Before COVID-19, big changes were anticipated for the world of higher education. Don't look now—they are already here, particularly in the area of online learning.

"Engagement is one of the pillars in online learning. In a thoughtfully built online course, the interactions between student and student and student and faculty member are at the core of the experience." Peter Testori, associate dean of Learning Resources & Academic Support Services and assistant coordinator of Title IX.

THE ONLINE LEARNING SPACE

For years, online learning was one of the most contentious areas of debate in the academic world. Each side had its advocates and detractors. For some educators, nothing could replace the in-class experience. Online learning was neither vigorous nor robust. For others, the virtual space allowed them as faculty to connect with students in new and surprisingly profound ways. Moreover, online learning was flexible and adaptable, reaching more students who would not be able to follow the traditional avenues for earning a college degree.

Then, COVID-19 changed everything. Midway through the 2020 spring semester, colleges and universities across the country migrated to the online platform, not in months but in days and weeks. There was no choice.

A recent survey study (released April 2020) conducted by Bay View Analytics (formerly the Babson Survey Research Group)

asked 826 higher education faculty and administrators across 641 institutions within the United States about their transition to emergency online learning. The results were insightful:

- 97 percent of institutions moving classes online had to call on faculty with no previous online teaching experience.
- 50 percent of institutions had at least some faculty with online teaching experience.

More importantly, one-third of colleges and universities nationally had offered no or few online courses before the crisis. Many were ill prepared for the challenges brought on by the pandemic, not to mention the future.

No wonder students, families, and others were questioning the state of higher education.

AT BAY PATH, WE OWN THIS SPACE

If Bay View Analytics had asked Bay Path about our experiences in the online learning transition, we would have provided far different answers. For years, Bay Path has been offering graduate degrees completely online, and The American Women's College developed the Social Online Universal Learning platform, a learning system that has earned accolades for thoughtfully and

intentionally building quality learning experiences that include active engagement. Online learning wasn't a strange and unwieldy beast. Rather, Bay Path's early entry into distance learning has given us a leg up on the competition.

Undoubtedly, shifting teaching styles and moving from the physical classroom to the virtual space was a challenge for some Bay Path faculty. However, there were two things differentiating Bay Path from a number of other schools, placing us in an advantageous position. First, for some time, the practice and study of online learning and the use of technology had been part of faculty development through workshops, discussions, and presentations. Second, there were a large number of instructors who had experience with technology and online learning who were willing to share their knowledge and best practices with their peers. The groundwork was there to migrate totally to online learning.

Regardless of the implications of COVID-19, it's not a stretch to state that online learning is here to stay. At Bay Path, we've known that for quite some time. Here are some of the faculty who are leading the charge. Each of them brings his or her own perspective to online learning.

TECHNOLOGY IS IN HIS COMFORT ZONE



Dr. Tom Menella
Associate Professor of Biology
Director of MS in Applied Laboratory
Science & Operations

"Even before COVID-19, I was implementing the flipped learning approach in the classroom. Students do the passive learning before class through lectures recorded on YouTube. In the classroom, we do deep, critical thinking activities based on the lectures. My role is to be a coach and guide. When the outbreak started happening, I immediately started thinking and planning. What am I going to do? My classes adapted cleanly, and I went completely asynchronous. I went truly online. The passive information was still on YouTube, but in-class activities became discussion threads in CANVAS. I have to say, the discussion threads were incredibly robust, and the students were engaged at an extraordinary level. As a faculty member, I had to put myself in there, but the results were astounding."

ALWAYS LOOKING FOR THE NEXT BEST THING



Professor Gillian Amaral (Palmer) G'12
Assistant Professor of Management

"I've had previous experience teaching online, so when the time came to have all my classes online, I was prepared. Prior to COVID-19, I had taken the time to learn as much as possible about online learning. Right now, I am teaching my courses in a synchronous format."

I have discovered that if I want to know what works for students, I have to be proactive, so I am not deterred from talking with other professors and students to learn what works and what doesn't with online learning. I then take that knowledge and infuse it into the classroom. I've joined outside groups and do weekly Zoom meetings with professors at different universities. Everything is on the table. What tools, techniques, and other technology do you use? I take those tidbits and put them into my classrooms. I have to say, because they are business students and know technology, they have adapted extremely well."

ONLINE LEARNING OPENS UP OPPORTUNITIES



Dr. Sara Milillo
Senior Academic Director,
The American Women's College

"At The American Women's College at Bay Path, all our courses were already online, so in a way, it was business as usual when COVID-19 forced schools to go to distance learning. Earlier in my career at a previous institution, I had migrated from the traditional teaching format to online. Why? I like new opportunities, and I have a strong sense of social justice. The more I learned about online learning and the more I worked with instructional designers—these are the magicians behind well-designed courses—I realized the potential for online learning. The reality is there are many people who cannot afford to go to college, or they have so many responsibilities the traditional route is not an option. Once a student is exposed to an intentional, thoughtful, and structured online course, his or her mindset changes about this style of learning. From both the faculty and the student perspective, online learning is all about mindset."

To learn more about how each of these faculty members makes online learning work, as well as others at Bay Path who play a major role in creating a robust online environment, visit www.baypath.edu/springbaypathway.

Useful Terms

Hybrid: A blended course that takes advantage of the best features of both face-to-face and online learning.

Asynchronous: Online learning without real time—an example is discussion threads where students must post a number of interactions on their own time.

Synchronous: Online learning happening in real time, such as a Zoom lecture.

Instructional Designer (ID): Among their many responsibilities, IDs help faculty figure out how to best put their courses online and how to use the technology to connect with students.

Bay Path's "thank you" banner to first responders hangs proudly on campus.



We strongly advise everyone to visit the University's website for more information.

For updates, resources for students, faculty, and staff, and health guidance, please visit **www.baypath.edu**

If you have a specific question, forward it to **covid19info@baypath.edu**

Bay Path Responds to **COVID-19**

Online resource center established with Bay Path's latest updates and guidelines on the COVID-19 pandemic.

It was early March, and Bay Path was nearing the midpoint of the 2020 spring semester. Suddenly, and seemingly at lightning speed, the University had to pivot in our operations to address the COVID-19 pandemic. As news from the state and health organizations on guidelines for the pandemic began to emerge, a COVID-19 task force was immediately established, and an online resource center was established on our website.

At the time of this publication, all classes are being held online, and all campus facilities are closed. Faculty and staff are working remotely, and only essential personnel are allowed on campus.

In addition, teams are working to develop a thoughtful and strategic plan that is looking at a variety of learning models, as well as the necessary steps and options to reopen Bay Path campuses, including this fall, when circumstances are favorable. We are looking at all options. At the same time, we recognize the unpredictability of the pandemic, and uppermost in our decisions are the safety and wellbeing of students, faculty, staff, alumni, and visitors.

Commencement 2020

Congratulations to Bay Path's Class of 2020!

The Bay Path community came together virtually to celebrate the achievements of our undergraduate and graduate students.

We encourage you to watch and share the 2020 Virtual Commencement Celebrations, which include congratulations from President Leary and well-wishes from professors, by visiting baypath.edu/commencement!

Saturday, October 17, at Springfield's Symphony Hall is the tentative date and location for the in-person graduation ceremonies for the Class of 2020. Please stay tuned for further updates.



The American Women's College Becomes Part of the Largest Course-Sharing Network in the U.S.

As COVID-19 unexpectedly disrupted the daily lives of Americans, many higher education institutions responded to the pandemic by closing their physical campuses and quickly migrating to delivering courses online.

In a recent *Forbes* magazine article from April 6, 2020, the situation has been characterized as “not a mismatch between supply and demand, but a mismatch between supply and student access.” Enter Acadeum, a national organization overseeing the largest online course consortium in the country, which had already been collaborating with over 200 universities and colleges, including Bay Path's The American Women's College (TAWC), prior to the pandemic crisis. In brief, the Acadeum consortium allows for the seamless sharing of courses, revenue, and final course grades. Its goal is to allow students to take online courses through consortium members to complete the courses they need in their major and earn the credit needed to graduate. For example, if a student's college or university doesn't offer a specific course during the semester or if she wants to take a summer course, she can take a comparable online course through a consortium member's institution, just as if she were taking it at her own school. The American Women's College joined the Acadeum network in Spring 2019 as a teaching institution, offering “seats” in its courses to consortium members' students as available and providing them the quality online learning experience for which TAWC is known.



Because of the scale of the learning disruption, COVID-19 presents an additional challenge. In the words of Acadeum founder Robert Manzer, “Millions of students who have never taken an online course are suddenly doing so, and many are taking courses that weren't designed to be online at all. Against that backdrop, many students may not complete. And a growing number of students close to graduation are wondering about the options that exist for them to complete their degree. Today, we are proud to announce that a coalition of 19 universities has launched the Higher Education Course Recovery Consortium, with the goal of ensuring continuity and access for students displaced by the pandemic.”

The American Women's College is a member of this elite 19, chosen because it has passed a stringent and comprehensive quality review that includes course design, evidence of student success, accessibility requirements, and wraparound online student support.

“We've been pleased to see our enrollment through Acadeum double from Spring 2019 to Fall 2019 and then more than double this spring—and we are still enrolling for our final session of this semester. These enrollments are an indicator that students are increasingly looking for flexible ways to meet degree requirements, and our partnership with Acadeum allows us to be part of the solution. We're thrilled that Acadeum recognized our quality online education in choosing us for its COVID-19 response consortium, since TAWC is poised to serve well students whose progress has been interrupted by the pandemic,” states Dr. Maura Devlin, deputy chief learning officer at TAWC.

Undoubtedly, this is a win-win scenario, both for the student and the participating higher education institutions. And it further confirms that not only is online education here to stay in a big way, but that students and institutional partners will increasingly seek quality and proven online learning environments.

Visit www.acadeum.com for more information on this initiative.

Students are looking for flexible ways to meet degree requirements and our partnership with Acadeum will allow us to be part of the solution.

Bay Path University Awarded \$2.25 Million Federal Grant

In October 2019, Bay Path University was awarded a \$2.25 million Title III grant from the U.S. Department of Education through its Strengthening Institutions Program for the "Learning for the 21st Century: Reshaping the Student Experience" project. Bay Path was one of seven higher education institutions selected from New England to receive funding.

*This grant
will revolutionize
learning and
advising while
better aligning
computer and
data systems
with student and
institutional needs.*

Within days of the announcement, teams formed and work began immediately on the initiative. The grant addresses three major areas: guided pathways, reframed student support, and integrated technology.

Guided pathways is a framework that incorporates many elements, allowing us to build on many of the great initiatives already happening at Bay Path. Most importantly, from day one, it provides students a clear "map" for each program of study, guiding them as they select courses and at the same time aligning them with career opportunities in the workplace. Reframed student support translates into reforming the advising and registration processes to help all students identify their goals early in their academic careers and support them as they progress along their pathway. Finally, integrated technology can smooth a variety of processes for students, allowing them to focus on successfully moving forward with their education. Ultimately, there will be a "one-stop center" with one technological hub that can track a student from inquiry to graduation, facilitate communication between students, faculty, and staff, and be a central repository of information linked to each student.

When all universities and colleges across the country are asked to be more responsive to the student experience while balancing access and persistence, at Bay Path this grant will address all these areas. In essence, it will revolutionize learning and advising and better align computer and data systems with student and institutional needs. It will be just what the Bay Path student needs for 2020 and beyond.

Welcome ***Multiplicity*** Magazine!

Leanna James Blackwell, director of the Master of Fine Arts (MFA) in Creative Nonfiction, is pleased to announce the publication of the first issue of *Multiplicity*, the online literary magazine produced by the MFA program. Entirely online, the first issue launched in April of 2020.

Two years in the planning, the magazine is a dream come true. *Multiplicity* is the product of an extraordinary team effort of three MFA faculty members, three MFA alumni, and one current MFA student, along with the invaluable support of Dr. Kris Barnett and Dr. Melissa Morriss-Olson.



The first issue focused on and featured the theme of "Borders, Boundaries, and Belonging," and features 18 essays by established and upcoming writers, four mini-collections of poetry, and a selection from Bay Path's writer-in-residence, Suzanne Strempek Shea.

The publication calendar is twice a year, in the spring and the fall. *Multiplicity* is open to all writers of creative nonfiction and poetry, and submission guidelines can be found on <https://multiplicitymagazine.com/submit-2/>.



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25th annual Bay Path University Women's Leadership Conference



SARAH MACDONALD
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413.384.6819

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BayPath.edu/SA

WATCH US

<https://sa.baypath.edu/vr-recordings>

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A LEGACY OF LEADERSHIP

“Leadership is the capacity to translate vision into reality.”*

Those words aptly describe the leadership of President Carol Leary. From the beginning, what set Carol Leary’s leadership apart was her ability to look beyond the horizon and see limitless possibilities. A February 2020 editorial from *The Republican* stated what many people had recognized for some time: “Her vision was ahead of her time.”

While vision was the cornerstone of her presidency, these ideas took shape in the form of a succession of vision plans—blueprints for the future. Carol Leary would be the first to credit the vision teams, drawn from the Board of Trustees, faculty, staff, and valued advisors, for the successful implementation of these vision plans leading to the incredible transformation of Bay Path University. In particular, the Trustees played a vital role by probing and questioning, identifying priorities, finding resources, allocating funds, and serving as at-large ambassadors for Bay Path. Their contributions were invaluable, and their support and counsel gave not only Carol Leary, but also the University community the strength of purpose and confidence to meet vision goals.

Throughout her presidency, Carol Leary’s charismatic leadership style resonated within the fabric of Bay Path. She guided people in a common direction, and along the way, she empowered individuals to innovate, act, and take risks. She encouraged people to strive and take great leaps forward. Bay Path became a place where dreams were made.

In the end, President Carol Leary inspired all of us to reach for the moon and beyond. That’s what defines a great leader.

EVERY GREAT IDEA NEEDS A PLAN

At Bay Path, every vision plan was a community plan. From every department and area of the University, people shared their ideas and thoughts. Through a careful process of sifting and refining, a strategic plan would emerge that would push Bay Path forward to a new level of achievement.

Vision 2001: *Bay Path College: Expanding Horizons*; Vision 2006: *Leveraging Our Strengths for Growth*; Vision 2011: *Good to Great*; Vision 2013: *A New American Women’s College for the 21st Century*; Vision 2016: *Evolution to Revolution*; Vision 2019: *Imagining the Bay Path University for the Future*.

WORKING TOGETHER

The successful development of these vision plans depended on thoughtful and measurable fundraising campaigns. At the core of these campaigns have been the people. The generosity from the Board of Trustees, alumni, major donors, faculty, staff, and friends in support of campaign goals and the mission allowed Bay Path to reach its vision goals. As a result, the endowment increased, students were able to receive scholarships and the assistance they needed, new programs were initiated, and a culture of stewardship and gratitude were cultivated.

Seize the Day, Seize the Dream (1998-2003); *Charting New Paths* (2008-2011); *It Begins Here* (2013-2016).

*Quotation from Warren Bennis, lecturer, educator, and pioneer in the field of leadership studies.

President Carol A. Leary Milestones:

TRANSFORMING BAY PATH UNIVERSITY

BOLD.

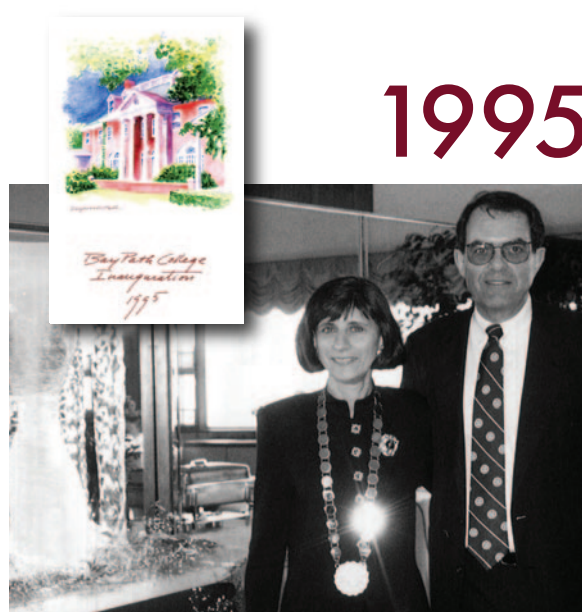
IMPACTFUL.

VISIONARY.

These three words capture the essence of the remarkable growth and transformation of Bay Path throughout the 25 years of Carol Leary's presidency. During her tenure, an unprecedented number of institutional improvements and initiatives, such as strengthening academic offerings, enhancing the student experience, investing in capital projects, establishing ties with the greater community, and cultivating new partnerships, touched every aspect of campus life.

With each passing year, Carol Leary built an institution of higher education that dared to challenge the norms of an industry bound by tradition. Her steps were bold and courageous. Always keeping students at the center of decisions, she placed Bay Path firmly at the forefront of new academic models by offering accelerated and flexible pathways for learning, both on ground and online. Ever mindful that many of our students were the first in their family to attend college or aspire to greater things, she created a place where students were prepared for emerging careers and the constantly changing workplace. And ever true to the mission of Bay Path, she proved that a women's college could flourish and still have value in today's world. She made Bay Path a place of pride for alumni, students, faculty, staff, and others.

Indeed, President Carol Leary forged a University for the 21st century.



1995

▲ Dr. Carol A. Leary, with her husband, Noel, by her side, is inaugurated as Bay Path's fifth president on Saturday, April 22, 1995.

1996

Bay Path's first Women's Leadership Conference, entitled "New Ways of Doing Business: Conversations with Women of Influence," is held in Springfield, MA on March 29, 1996, and attended by over 800 attendees. The keynote speaker is Elizabeth Dole, former U.S. Labor and Transportation Secretary and senator from the state of North Carolina, and past president of the Red Cross.

► From left: President Carol Leary; Elizabeth Dole; and Noel Leary.



1996

The first *Capitals of the World* Trip embarks to Rome, Italy. Over the years, hundreds of students, faculty, staff, alumni, and friends will accompany President Leary and her husband, Noel, to cities around the globe, including Paris, Dublin, Madrid, London, Athens, Berlin, Amsterdam, Warsaw, Prague, Vienna, and Beijing.

► While broadening their perspectives on the culture and history of unique cities, *Capitals of the World* introduced hundreds of students to the joys of traveling abroad and instilled in them a newfound appreciation as citizens of the world.



1997

Bay Path celebrates the 100th anniversary of its founding in 1897. Professor Muriel Mitchell pens the definitive 100-year history of Bay Path, and in recognition of the themes of Vision 2001, three Americans of distinction are recognized: U.S. Representative Lindy Boggs for leadership, engineer and NASA astronaut Mae Jamieson for technology, and co-founder of the Harvard Negotiation Project, Roger Fisher, for communications.

1998

Margaret Thatcher, the first woman prime minister of Great Britain, delivers a lecture at Springfield Symphony Hall, arranged and sponsored by Bay Path.

► ▼ It was a once-in-a-lifetime event when former Prime Minister Margaret Thatcher came to Springfield. Alumna Racquel Labrie Fisher '00 chats with Mrs. Thatcher, and later, President Leary had a moment to relax with the prime minister.



1999

The One-Day-A-Week *Saturday College*, an accelerated degree program for adult women, is launched on the Longmeadow campus. The first class of over 100 students begins in October of that year.



▲ It is a proud moment for Dr. Leary and the University when the first class of One Day women, known as “The Pioneers,” earn their college degrees.

2000

The Commonwealth of Massachusetts authorizes Bay Path to grant graduate degrees. The Master of Science in Communications and Information Management (CIM) is approved by the Massachusetts Board of Higher Education in June, and the first class begins in October.

▼ Students in the first CIM class work on a project in the MassMutual MultiMedia Lab in D’Amour Hall.



D’Amour Hall for Business, Communications and Technology opens with state-of-the-art technology classrooms.

▲ President Leary joins Big Y co-founder Gerald D’Amour and Jeanne D’Amour ‘40, a former Bay Path Trustee, at the ribbon cutting.

2000

On Saturday, October 21, 2000, the Blake Student Commons is dedicated to longtime supporters and friends of Bay Path, S. Prestley and Helen Blake.



▲ From left: President Leary; co-founder of Friendly's Ice Cream and Bay Path Trustee emeritus S. Prestley Blake; and Helen Blake.

◀ The Irene & George Davis Foundation awards Bay Path a record \$1 million grant to fund technology initiatives in support of the curriculum.

▶ The newly renovated Breck Fitness Center is also dedicated, funded by the generosity of M. Constance Breck '30 of the Breck & Co. family.



▲ Hundreds attend the grand opening and dedication of the Blake Student Commons. It quickly becomes the center point and gathering place for the Bay Path Community.



2003

The Central Massachusetts Campus is established in Sturbridge/Charlton, offering the One-Day-A-Week Saturday College. Eventually, graduate programs are made available through this satellite location.



The President's Innovative Thinking and Entrepreneurship Lecture Series is founded, emphasizing leadership, results, and the process of innovation. Over the years, guest speakers include Tom Stemberg, co-founder of Staples, Inc.; Sue Morelli, CEO and president of Au Bon Pain; and Robert Kraft, owner of the New England Patriots, among others.

2007

The Eastern Mass Center is established in Burlington, MA, to accommodate the growing popularity of the One-Day-A-Week Saturday College. By 2007, over 800 students are enrolled across all Bay Path locations in the program. Today, the Eastern Mass Center is located in Concord, MA, offering graduate programs in education and psychology for women and men.



2010

The Women as Empowered Learners and Leaders (WELL) program is launched within the curriculum and becomes Bay Path's signature leadership initiative tailored for traditional and adult women.

2012



▲ In June 2012, Bay Path welcomes the inaugural class of MS in Physician Assistant Studies.

In October 2012, Bay Path University receives a \$2 million grant from the U.S. Department of Education as part of its Title III: Strengthening Institutions Grant initiative for “The Learners and Leaders” project.

◀ There is excitement and joy in the air as the Title III grant is announced. The grant will be a major step of redefining curriculum and how teaching and learning are delivered to students. Pictured from left: Dr. Melissa Morriss-Olson, provost; U.S. Congressman Richard Neal; and President Leary.

2013



◀ The American Women’s College enrolls women throughout the United States. It is a reflection of the New America – as of 2019, 42% are from diverse backgrounds, and 47% are first-generation students.

The American Women’s College (TAWC), the first all-women, all-online bachelor’s degree program in the country, is officially launched in 2013. Located in Springfield, MA, TAWC’s goal is olympian: to provide an opportunity for millions of women in America to earn their bachelor’s degree through the revolutionary Social Online Universal Learning (SOUL) platform. In 2014, SOUL is one of only 24 institutions in the U.S. to receive a FIPSE (Fund for the Improvement of Postsecondary Education) “First in the World” grant for \$3.5 million from the U.S. Department of Education.

2014

The College secures approvals from the Massachusetts Department of Higher Education and the New England Association of Schools and Colleges (NEASC) for the transition to university status. Bay Path faculty, staff, and students welcome July 1, 2014, as the official first day as a University, and as **the first women’s university in the Commonwealth of Massachusetts.**

► “It’s All About U” is the theme for the transition campaign. President Leary is pictured here at this momentous occasion with faculty, staff, and students.



2015



▲ With the full commitment of the Board of Trustees, a campus-wide Diversity and Inclusion initiative is created, promoting a culture of safety, respect, and inclusion.

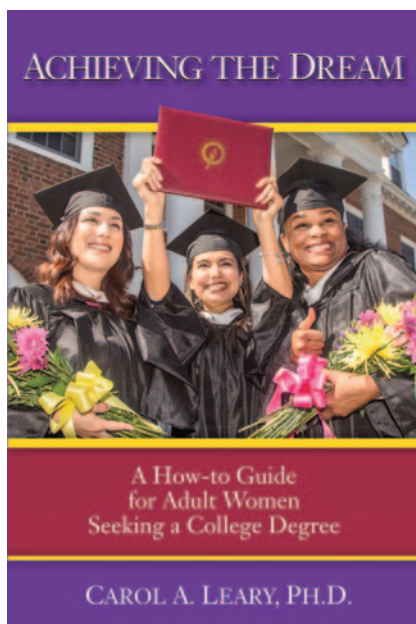
The Chronicle of Higher Education: Almanac of Higher Education 2015 lists Bay Path as one of the top 20 fastest-growing private baccalaureate institutions (rank #8) in the United States.

◀ The incredible growth at Bay Path on all levels—including first-generation students and diversity—is reflected in the faces of these students.

The 58,000-square-foot Philip H. Ryan Health Science Center is dedicated in January 2015. It is the first free-standing academic facility built by Bay Path since 1963 and includes state-of-the-art laboratories, classrooms, and study areas, while allowing for future academic program expansion. Developed to be a “total campus experience,” the 11-acre site features labs, a full-scale model apartment, extensive Wi-Fi throughout the complex, a resource room, wellness room, self-service kitchen and café, a hi-tech building security system, and ample parking.



▲ Bay Path celebrates the opening of the Ryan Health Science Center, making it possible for the University to expand current and create new academic programs in the School of Education, Human & Health Sciences. Pictured above, to President Leary’s right, is Phil Ryan, benefactor and former Trustee; to President Leary’s left is then Chair of the Board of Trustees George C. Keady III; and they are joined by students and members of the executive staff.



2016

◀ President Leary's book *Achieving the Dream: A How-to Guide for Adult Women Seeking a College Degree*, a step-by-step guide for adult women returning to college, is published.

The Strategic Alliances division at Bay Path University is established to further diversify the ways in which the University serves lifelong learning by offering employers and employees customized leadership development programs online, in-person, or blended, as well as online professional certifications and re-certifications.



2017

The first doctoral degree is offered by Bay Path, and the 100% online Occupational Therapy Doctorate program is launched.

▼ Bay Path presents its 5th annual Cybersecurity Summit, building on the University's expertise in cybersecurity education and featuring President Leary as a panelist.



▲ It is a proud moment in the University's history when the first graduates from the Occupational Therapy Doctorate program receive their degrees. They are pictured here with President Leary and Dr. Melissa Morriss-Olson, provost, to left of President Leary.



Bay Path University is on the leading edge for cybersecurity education at both the undergraduate and graduate level and one of the first in the country to launch an MS in Cybersecurity Management. In 2018, Bay Path's cybersecurity programs received a \$250,000 grant from the Massachusetts Technology Collaborative, one of three in the commonwealth, to improve and widen the pipeline to attract talent to the profession.

2019

Bay Path University, one of seven higher ed institutions in New England, is awarded a \$2.25 million Title III grant from the U.S. Department of Education through its Strengthening Institutions Program. The grant, "Learning for the 21st Century: Reshaping the Student Experience," is designed to help higher education institutions expand their capacity to serve at-risk students by providing funds to improve and strengthen the institution's academic quality, institutional management, and fiscal stability.



2019



Bay Path University graduates the largest class in its history, with 1,050 undergraduate, graduate, and doctoral students receiving their degrees before a standing-room only crowd of over 5,000 at the MassMutual Center in Springfield, MA.



Bay Path University is awarded a \$1.6 million grant from the Strada Education Network for a three-year project titled "Closing the Gaps: Building Pathways for Adult Women in a Technology-Driven Workforce." The grant is implemented through Bay Path's American Women's College to prepare adult women to enter the cybersecurity and information technology workforce.

2020

The Board of Trustees, alumni, students, faculty, and staff recognize the contributions and 25-year legacy of President Carol A. Leary and, in her honor, rename Deepwood Hall to Leary Hall.

Artist rendering shown; dedication to be announced.



A QUARTER-CENTURY OF PROGRESS

ACADEMIC YEAR
1995

BAY PATH UNIVERSITY'S RECORD OF ACHIEVEMENT

ACADEMIC YEAR
2020

Snapshot of Students

494

TOTAL ENROLLMENT

3,324

450

TRADITIONAL UNDERGRADUATES

628

44

ADULT WOMEN UNDERGRADUATES

1,189

0

GRADUATE STUDENTS

1,507

10%

Minority Representation of
Undergraduate Students (%)

40%

6,526

Alumni

17,000+

Academics

17

UNDERGRADUATE MAJORS & CONCENTRATIONS

71

0

GRADUATE DEGREES

37

0

DOCTORATE

4

0

NCAA Division III Teams

7

\$16.9
MILLION

Endowment

\$57.5
MILLION

35

Acreage

65

1

Campus Locations

5

Getting Personal



On the eve of becoming the sixth president in Bay Path's 123-year history, Sandra Doran, JD, shares a bit of her personal side, and gives us a glimpse into those beliefs that have influenced her leadership style.

In February 2020, you were introduced to the Bay Path University community. What stood out most for you?

When Steve and I arrived at Bay Path, there was a wonderful sense of being part of a village. It was very clear to me that our community is focused on our mission and our students. This mission, this commitment to the success of our students by our faculty, staff, alumni, and broader community, is the heartbeat of the Bay Path experience. Now, more than ever, the critical importance of maintaining and strengthening a vibrant community is central to our students thriving, whether in person or online.

You have a diverse background—from lawyer to president of a women’s college. What compelled you to enter the field of higher education?

I have witnessed first-hand the power of higher education for women. It has particular significance to me as my grandmother graduated from Barnard, a women’s college, and my mother returned to school to earn her teaching degree at a women’s college as an adult learner. During my professional life, I have discovered that work is either a job, a career, or a calling. Working as general counsel at a large retailer and as CEO at a software company were stages in my career. However, leading Bay Path University is my calling. I have found that my work in higher education provides me with the opportunity to develop a strong connection between my core personal values of creativity, respect, kindness, courage, tenacity, and transparency and the work at Bay Path.

What is your definition of leadership? I believe in the axiom attributed to John Quincy Adams: “If your actions inspire others to dream more, learn more, do more, and become more, you are a leader.”

Who has influenced you or been a mentor in your career? Everyone I have met—students, colleagues, my family—has influenced me. Along

the way, the people I have met have introduced me to new ways of learning and new ways of thinking, and allowed me to imagine a future of possibilities.

As president, you are constantly reading about what is happening in the industry or keeping up with developments in education. What was the last book(s) you read for enjoyment?

I recommend Eric Larsen’s book, *The Splendid and the Vile*. It is a wonderful examination of what it means to lead during difficult times. In World War II, Winston Churchill’s eloquence, courage, humanity, and perseverance bound a country together.

What is your favorite pastime when you have a free moment?

Without a doubt, I like to spend time with family and friends in the great outdoors. I find that sailing is restorative, as are hiking and skiing. They are all ways for me to achieve clarity, which is a critical aspect of my position as president. I believe it is imperative that everyone should take the time to feel renewed.

Is there a saying or a quote that you live by?

It is from Mark Twain: “Twenty years from now, you will be more disappointed by the things that you didn’t do than by the ones you did do.” Mark Twain’s quote is a constant reminder for me to never cease exploring. And, of course, Carpe Diem!

“Work is either
a job, a career,
or a calling.

Leading Bay Path
is my calling.”

PEOPLE IN THE NEWS

Bay Path Welcomes New Director of Public Safety

Former Longmeadow Police Department (LPD) Chief **John Stankiewicz** is the new director of public safety at Bay Path University. Chief Stankiewicz worked for the LPD for more than 37 years, having served as captain from 2008 to 2015 and chief of police from 2015 to March 2020. Chief Stankiewicz holds a bachelor's in criminal justice from Westfield State University, a master's in criminal justice with distinction from American International College, and numerous certifications from the Federal Bureau of Investigation.

"We are thrilled Chief Stankiewicz will be joining the Bay Path community as director of public safety and look forward to his arrival on campus," said Michael Giampietro, vice president for finance and administrative services. "His extensive experience in the field of public safety, his connection to and understanding of Bay Path through his work in town, and his previous experience as an adjunct faculty member in our criminal justice program make him the ideal candidate for this role," said Giampietro.



The chief will lead a staff of 13 full-time and part-time officers and oversee the safety and security of five Bay Path University locations, including Longmeadow, East Longmeadow, Springfield, Sturbridge, and Concord.

Faculty Authors

Dr. **Joshua Weiss**, director of the MS in Leadership and Negotiation at Bay Path University and co-founder of the Global Negotiation Initiative at Harvard University, has written *The Book of Real World Negotiations*, described as the first comprehensive collection of real world negotiations in business, government, and everyday life. It will be published by John Wiley & Sons on August 28, 2020, and is available for preorder wherever books are sold.

Professor **Janice Berliner**, director of the MS in Genetic Counseling, has drawn upon her years of experience as a genetic counselor to pen the new book, *Brooke's Promise*. A recent review described it as "...a multigenerational saga of devastating secrets." It is available on Amazon and with other major booksellers.





Thinking **Great Thoughts**

The President's Award for Excellence in Innovative Thinking is presented annually to a Bay Path University faculty or staff member, team, or department. The 2019 recipient was **Kevin Barlowski**, director of theatre and performance studies, seen here with President Leary at the annual holiday party. The award recognizes excellence in innovative thinking among our faculty and staff members and encourages a culture of creativity, transformation, innovation, and continuous process improvement while supporting the University's mission.

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

Three new members have been elected to the Bay Path University Board of Trustees. From left: **Pia Sareen Kumar**, co-owner and chief strategy officer of Universal Plastics Group; **Jeanette Weldon**, managing director of Connecticut Health and Educational Facilities Authority; and **Rodger K. Metzger**, CFA, president, and chief investment officer of Hooker & Holcombe, will each serve a three-year term. Visit www.baypath.edu for additional background on each of our trustees.



Saluting Our Retirees

Every year at Bay Path's Holiday Party held in December, we honor our retirees, not only for their years of service to the University and its students, but as our friends and colleagues. As valued members of our University community, we applaud your achievements and wish you joy and exciting adventures in your next passage in life's journey. Carpe Diem!

Pictured below, from left: **Karen Carlson**, Director, Eastern Massachusetts Campus; **Ann Dobmeyer**, JD, Dean, Division of Research and Academic Resources; Professor **John Woodruff**, Legal Studies Department; **Angelika Melien**, Leadership Giving Officer; and **Robert Hoffman**, Distinguished Professor of Health Sciences, Physician Assistant Program.



40 years and Counting!

After 49 years working at Bay Path, **Paul Stanton**, below, right, director of facilities, announced his retirement in spring 2020. The buildings, grounds, infrastructure, equipment, and systems that keep the University functioning have all fallen under Paul's leadership. On his next to last day, Paul was treated to a drive-by parade that included family, friends, and co-workers. We extend our thanks for his dedication and best wishes for the days ahead!



LETTER FROM THE ALUMNI ASSOCIATION COUNCIL PRESIDENT

Dear Bay Path Alumni:

I am excited and humbled to serve as your next president of the Alumni Association Council effective July 1, 2020. I owe a debt of gratitude to Lynn Pellerano, who has led the council with vision, dedication, and Bay Path boldness! I have big shoes to fill and am honored to receive the torch from Lynn to carry on the alumni legacy.

As is true with so many of us, Bay Path has played such an integral role in shaping our lives. From stepping out of our comfort zones and trying out for sports teams to taking a leadership position, dancing the electric slide on Campus Day, or traveling the world for the first time, Bay Path has been there for us.

I remember the excitement of my first day of class, the first Capitals of the World trip that I went on, and volunteering at the Women's Leadership Conference. Bay Path's education for me reached far beyond my classroom walls. As alumni, we want to support the next generation of students so their educational experience reaches far beyond their classroom walls and allows them to realize their dreams!

This summer, we will welcome President Sandy Doran to our campus. We will show her the diverse richness that is the Bay Path community. We will teach her our beloved traditions and, with her, make new ones. It's an exciting time for all of us. Let us stay close to our community and each other and continue to make Bay Path an amazing place.

Lastly, for the past 25 years, Dr. Leary has left her mark on the Bay Path campus and on the lives of all of us. To say she will be greatly missed is an understatement. In the true spirit of the legacy Dr. Leary leaves on campus, we will continue to perform random acts of kindness and use our time, talent, and treasure to better the Bay Path community and the world at large.

Whether you are an alumni from the residential campus, the One Day or The American Women's College programs, or one of our many graduate programs, I hope you will join me in supporting the next generation of students so their educational experience will allow them to reach for the stars!



Carpe Diem.

Stephanie O'Leary
'05 G'16 G'17

Bay Path University Alumni Association Council

Lynn Pellerano '11 G'13
Outgoing President

Maria Furlow '10 G'12
Chair, Engagement Committee

Courtney Whalen '00 G'09
Chair, Fundraising Committee

Members:

Lindsay Beer G'17
Nekpo Brown G'08
Dawn Bryden '05 G'07
Josie Camerota '06
Michelle Cotto Smith '03
Tori Gomez '12
Thea Katsounakis '70
Jen Kubala Horn '00
Haydee Lamberty-Rodriguez '04
Jarrod Liebel G'03
Lousie Locario G'09
Jill Monson-Bishop G'12
Ann Moulton '09
Norma Nunnally '01
Stephanie O'Leary '05 G'16 G'17
Gillian Palmer G'12
Denise Pape '84
Courtney Phillips '06
Lynn Polaski '88 G'10
Bianca Romero '18
Amy Rust '18
Alison Schoen '15
Adam Zinkievich G'12

ALUMNI ASSOCIATION COUNCIL MISSION

The Alumni Association Council is dedicated to inspiring lifelong connections with the University by fostering a spirit of community among all alumni, students, faculty, and staff. The Council will support the mission and vision of Bay Path University by serving as ambassadors, representing the interests of alumni, and providing opportunities for alumni engagement.

Alumni Provide Support for Frontline Heroes

Across America, Bay Path University alumni are working on the front lines of the COVID-19 pandemic and also responding to the new social needs to keep our neighborhoods and communities safe and healthy. We're so proud of the important work that they're doing to help their communities during the pandemic, and we are honored to share just a few of their stories in their own words. If you have a frontline story, please share it with us at alumni@baypath.edu.



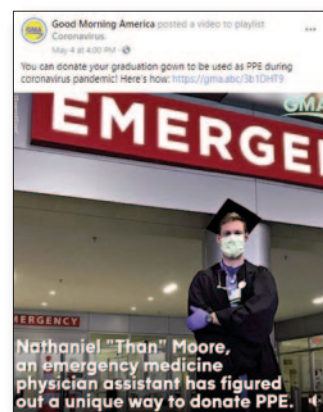
Susan and Craig with their home on wheels.

Susan Burke Wilson '72: RVs for Healthcare Heroes (MA)

"In 2017, Craig and I purchased a new 32' motor home, as we wanted to travel and see more of this country. As part of the RV lifestyle, we subscribe to many online resources. Early in the COVID-19 pandemic, we learned of a Facebook group called RVs 4 MDs. They were looking for RV owners to donate the use of their motor homes to MDs, nurses, and first responders so they can isolate themselves from their families. We immediately signed up to help. We hoped that our small contribution would help protect family members and possibly save a life. We then learned about a local group, RVs for Healthcare Heroes MA, which matches RVs with Baystate Medical's frontline personnel. Our RV is now in Belchertown, helping an emergency room technician. It was the perfect fit." To learn more, visit rvsforhealthcareheroesma.org

Nathaniel "Than" Moore G'14: Gowns4Good

"I work as a physician assistant at the University of Vermont, a Level I trauma center. Working on the front lines, I know that medical facilities worldwide are lacking PPE (personal protection equipment) and are using anything they can to protect themselves, even makeshift trash-bag gowns and masks cut from bed sheets. Graduation gowns are more effective than alternatives, given their length, sleeves, and easy donning with zippered access. So, I teamed up with fellow University of Vermont Sustainable Innovation MBA students, and we launched Gowns4Good. To date, we've donated over 7,500 gowns from 49 states and have received requests for 85,000 gowns from hospitals and medical facilities nationwide. Please consider donating your graduation gowns to protect our healthcare workers!" To send your own graduation gown and to learn more, visit www.gownsforgood.net.



Good Morning America featured Than and Gowns4Good in one of their segments.



Every day, you can find Alexandria at the sewing machine making masks.

Alexandria Vassallo '08: Better than a Bandana Masks

"I'm a special education teacher at Westfield High School, and I saw one of the school nurses had posted a request on Facebook for fabric masks for her spouse, who is also a nurse. I said to my four children, 'Let's learn a life task!' They pitched in, and we have made more than 3,500 masks and distributed them to the Visiting Nurses Association, Visiting Angels, and others. We are now working with Westfield Emergency Management to help get more masks into the hands of people. All the materials to make them have been given to us; therefore, every mask is given out at no cost [100% cotton with elastic or ties] We've also partnered with Mask Makers of Westfield—we could use more mask makers, as well as donations of materials such as cotton fabric, 1/8-inch elastic, and thread. Although we are giving out masks, it is

important to continue practicing social distancing. If you don't have to be out, don't go. Stay home and flatten that curve so we can all get back to 'normal'." Alexandria can be contacted through the Facebook page "Better than a Bandana Masks – Westfield."

Annual Millennium Society

Millennium Society donors joined Bay Path students for an evening of music, magic, and memories. A musical performance set the stage as students shared their own moments of magic during their time at Bay Path, made possible by the generosity of our donors.



Students from the traditional, The American Women's College and the graduate school were on hand to greet the Millennium Society guests and share their Bay Path stories.



Above, left: Angie McGinnis, a member of the Board of Trustees, and Jozzlyn Lewis '21, student government president, talk over dinner.

Above, right: Khalia Albury '20 shared her story of perseverance and determination to succeed as a Bay Path student.

Left: From left: Chair of the Board of Trustees Johnathan Besse with past Board Chair Pat Pierce; Vice Chair of the Board Carrie Burr '86 and new Legacy Society member Donna Drouina '68 G'08.



Reunion Weekend

Over 160 alumni gathered together on October 26, 2019, to wish Dr. Leary a fond farewell at her final Alumni Homecoming Reunion as president of Bay Path University. A special breakfast was held for the 50th Reunion Class and the Classes of 1939 to 1968, and the day was full of events, including catching up over a cup of coffee, campus tours, student presentations, and a special reunion lunch celebrating our award winners, as well as the moments, people, and experiences that make Bay Path so special.

Left, top: Recognized at the reunion awards were, from left, Donna Chapin '69 with the Power of One Award; President Carol Leary; Jada Furlow '19 with the Recent Alumni Award; and Stephanie Huckel '04, G'09 with the Bold Woman Award. Not pictured: Jane Roulier '89 was recognized with the James McGill Carpe Diem Award and Noel Leary with the President's Award.

Left, center: Classmates Donna Chapin '69 and Mary Babbit '69 reminisce over memories.

Left, bottom: Members of the Class of 2009 celebrated their 10th reunion.

One Day to Today Celebration

The lights were dimmed and the mood was set for the 20th anniversary celebration of Bay Path's hallmark One Day program. Alumni from both the One Day program and The American Women's College gathered together for an evening filled with reconnecting with classmates, celebrating accomplishments, and looking back through the rich history of 20 years of adult women earning their education through weekends on campus and online classes.

Right: Front row, from left: Lynn George, Dr. Jo-Anne Sipple, Professor Joan Inzinga, Dr. Vana Nespor. Back row, from left: Dr. William Sipple, Charles "Bert" Bertolino, Dr. Cheryl Leary, Professor Chris Leary, and Professor Andrea Russo.



Right, from left: Yesenia Garcia-Key '04, Briana Sittler '04, and Sharla McAuliffe Sethi '03

Far right: President Leary recognizes Lynn Pellerano '11 G'13, president of the Alumni Association Council and a One Day graduate.

Below left, from left: Wendy Vowell '10, Heidi Krause '04, Gwendolyn Carty '16, Amber Chaban '14, Michelle Smith Cotto '03, and Rose Fernandez '13.



Below center, emcee Milagros Johnson '15, at left, and Debra Burke '16.

Below right, Gwendolyn Carty '16 at left, and Ruth Kola James '16 G '19.



Reunion Weekend continues...

Left: President Carol Leary recognized Mary Duray '49 as the oldest alumni in attendance.

Right: President Carol Leary recognized Lia Bogran '02 as the alumni who traveled the farthest, coming all the way from Honduras to be with us for the reunion.



4TH ANNUAL
BAY PATH UNIVERSITY
PRESIDENT'S
Gala

A TRIBUTE TO
CAROL & NOEL LEARY
25 YEARS

Although the President's Gala was not held this year, one thing remains the same at Bay Path: our students are at the heart of all we do. Thank you to our generous sponsors, Finish Line donors, advertisers, attendees, auction donors, volunteers, students, and staff that supported this farewell to Dr. Carol and Noel Leary. You have helped us raise over \$380,000 for our students!

The President's Gala is the signature fundraising event of the year; all donations go to student scholarships and The Finish Line Fund, which provides critical financial support to our most vulnerable students. Through this fund, we are able to assist students to the finish line so financial burdens, like tuition and other emergency expenses, do not remain obstacles to degree completion.

Helping Our Students Get to the Finish Line.



MARLENE TAPIA REYES '20

B.S. Business Administration

"As an independent woman, I was really struggling to pay tuition for my final semester. When I received Finish Line assistance, I felt so grateful. It meant I would be able to pay my tuition, focus on my classes and graduate. Thank you all for your amazing support and for believing in women's education. Because of you, I am going to be able to have my dreams come true."

SAMANTHA BUDYNKIEWICZ '21

B.S. Forensic Science

"I am a first-generation college student and I have been working since I was sixteen years old to save money for college. I recently lost my father to stage four metastatic melanoma. The hospital bills kept coming in and by the end, it looked like I wasn't going to be able to continue with my education. When I was first notified I would be receiving The Finish Line scholarship, I was in absolute tears. I didn't think I would be coming back this semester. The fact that The Finish Line scholarship was awarded to me was the biggest relief of my life! Once you leave college it's so hard to get back in. Thank you for making it possible for me to continue my education."



ANN MARIE WEBSTER '20

B.S. Business Administration, Paralegal Certificate

"As a student at The American Women's College, I would not be getting my degree if it weren't for The Finish Line Fund. Working two jobs, I just didn't have money to cover all the expenses this year. In September of 2017, my husband of 35 years was diagnosed with lung cancer. I stopped attending college and put my needs on the back burner to care for him. He lost his battle on September 11, 2018, but I know he is cheering me on as I graduate. I am so grateful for The Finish Line scholarship so that I can complete what I started in 2016."

Mission Moment



At the annual President's Gala, attendees raise their paddles to donate to The Finish Line Fund. Since we were not able to celebrate this year, one of our most generous donors raised her paddle virtually.

Pat Pierce, former chair of the Bay Path Board of Trustees, continues to help make education possible for our students in need. She has provided countless opportunities that enable our students to shine, and her passion for Bay Path is infectious. Now, at a time when Bay Path students need us more than ever, Pat made an inspirational gift of \$50,000 to The Finish Line Fund to meet students' emergency needs. She called it her mission moment.

However, there's more. Pat also pledged to match up to another \$50,000 by challenging the Board of Trustees. Without hesitation, the Trustees met the challenge. As a result, over \$150,000 was raised for The Finish Line. Pat's bold act inspired others to respond.

To support our students through The Finish Line Fund,
please visit give.baypath.edu/donation/finishline

Thank You To Our Generous Sponsors

∴ MassMutual

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LAURA & RICK GRONDIN
MICHELLE & PETER WIRTH

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PHILANTHROPY FOUND US.



For Ann Bailey
Hammer '62, '13 and
Neil "Bob" Hammer,
giving back runs in
the family.

Ann Hammer's first job after graduating from Bay Path was with the Ford Foundation. It was 1962, and the Wellesley native found herself in New York City, an epicenter of business and culture, working for one of the world's largest philanthropic organizations. "Philanthropy found me," states Ann. "The Ford Foundation taught me so much."

The early 1960s in the Big Apple was an exciting era—think *Mad Men* on Madison Avenue and beatniks in Greenwich Village—and Ann was not only in the thick of activity, but with her associate degree in secretarial science, she was also equipped to work in the most popular occupation for women at the time.

It was through a night class in art appreciation at Columbia University that Ann and Bob met. Eventually, they married and had a family. Bob, a graduate of Columbia, would go on to have a promising early career with a large chemical, plastics, and fibers company. In 1982, he shifted focus and launched a successful entrepreneurial career in computer-related technology.



An entrepreneur at heart, Bob early on “... saw things happening in the Silicon Valley.” He became involved with startups, leveraged buyouts, and turnarounds. In time, through hard work and risk-taking, this humble man from Brooklyn achieved incredible success.

The common thread of their partnership is their commitment to giving back through the Hammer Family Charitable Foundation Inc. In Bob and Ann’s words: “In Silicon Valley, there is a strong tradition of giving back. They believe that philanthropy helps make the world a better place.” Bob and Ann chose education as a focus to their philanthropy.

Bob is quick to point out, “If there is one thing about Ann that I would like people to know, it is that she has a big heart. All her life, she has volunteered from children’s reading programs in schools to teaching exercise classes for the elderly to being an active patron of the arts. And she is a big advocate for education—at any age.”

That last phrase is important. Fifty years after receiving her associate degree, Ann enrolled in The American Women’s College and earned her bachelor’s degree online. In recognition of Ann’s accomplishment and with the knowledge of the joys and challenges of the women in her cohort, Bob established the Ann B. Hammer ’62, ’13 Endowed Scholarship for Adult Women, which over time reached \$500,000. At our recent 20th anniversary One Day to Today event held on October 26, 2019, the Hammers enhanced the scholarship with an additional \$500,000, creating the largest scholarship in support of adult women at Bay Path and The American Women’s College.

As for the significance of this leadership gift, both Bob and Ann are on the same page. “It goes without saying that women deserve as much opportunity as men. If they can have access to a career path, at any point in their lives, it benefits not only these women, but their families, workplaces, and communities. Moreover, we do this to honor President Leary’s legacy. It’s up to all of us to make sure that her work is carried on.”

For information on how to make a planned gift, contact Allison Gearing Kalill, vice president for development and planned giving, at 413.565.1150 or agkalill@baypath.edu; or visit baypath.giftlegacy.com.

Children Are Her Cause

Bernitta Burnett '18

In January 2020, Educare, a nationally based early childhood educational organization, opened a satellite school in Springfield, MA. Educare has a simple goal: establish a network of early learning champion schools around the country that are focused on children as young as infants to five years of age. They established their first school in Chicago, IL, in 2000, and now, 20 schools later, the results are stunning. The Springfield school is the most recent addition to this initiative (underwritten by the likes of the Gates Foundation and the Davis Foundation) and is proudly led by Bay Path's own Bernitta Burnett '18. She states: "I am exactly where I need to be in my life."

Read her complete story at Bay Pathway Online.

ENGAGEMENTS

Michelle Hurley '06 and Daniel Moina were recently engaged. Michelle received her master's degree from Johnson & Wales University in Nonprofit Business Management.

Ace Marinelli '17 and **Jasmine LaSala '16**, both alumni, got engaged on the Disney Cruise Line in October 2019 and have set the date for October 10, 2020, in Peabody, MA. They met at Bay Path through the Performing Arts Department and have been together over six years!

Geena Ravella '06 and Nick Larson got engaged on August 4, 2019.

WEDDINGS

Jennifer Miarecki '08 and Nick Lopata were married on October 19, 2019.

Amanda Rodriguez '08 and David Wendt were married on May 31, 2019.

Christine Hollingworth '10 and Joe Clyburn were married on November 2, 2019.

Molly Dower '11 and Mario Epstein were married on September 20, 2019.

Laurel Fortier '11 G'14 and Joseph Baldwin were married in West Chesterfield, NH, on May 11, 2019 and moved to central Texas in July.

Lianna Loveitt '12 G'13 and Jameson Fecteau were married on September 1, 2019.



Ace Marinelli '17 and Jasmine LaSala '16 celebrate with Minnie Mouse.

ARRIVALS

Jennifer Pudder '03, welcomed a baby girl, Brooklyn Avery, on February 18, 2020.

Jennifer Corey LeFort '06, and her husband, Walter, welcomed a 6 lb. 10 oz. baby boy, Kevin Earl LeFort, on January 31, 2020, and Jennifer's niece was accepted to BPU!

Tiffany Beauchamp Moroch '09, welcomed a boy, Austin Tyler, on May 7, 2019.

Emily Flanagan Symski '10, welcomed her first child, a baby girl, on March 20, 2019.

Melanie Decker Blanden '11, welcomed a girl, Chloe Elizabeth Blanden, on July 13, 2019.

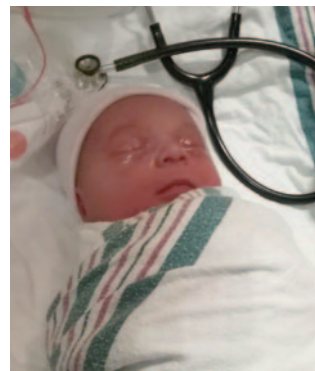
Melissa Tharau Story '12, welcomed a girl, Addison Grace Story, on March 30, 2020.

Stephanie Rose Kirk Windyka '13, welcomed a girl, Emmersyn Mae, on June 29, 2019.

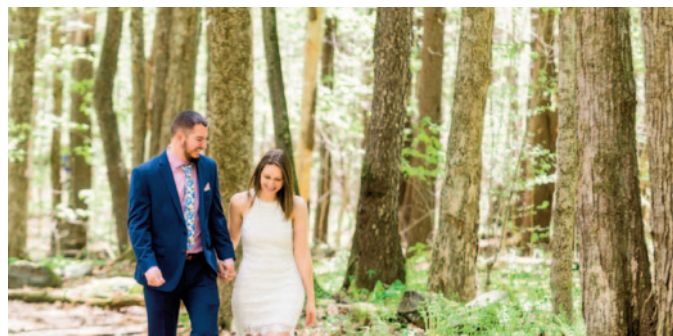
Alicia Seltzer '13, welcomed William Seltzer to the world on July 17, 2019.



Hello Baby Symski!



Welcome William Seltzer!



Congratulations Laurel Fortier '11 G'14 and Joseph Baldwin.

IN MEMORIAM

Jean Genasci '49
December 7, 2019

Carol Page '50
June 24, 2019

Estelle A. Fisette '50
September 12, 2019

Georgiana Sutherland Bristol '51
May 7, 2020

Carol Meehan '62
June 30, 2019

Joan Miller Heid '63
August 7, 2019

Susan Whiting '72
October 10, 2019

Susan Rondeau '09 G'13
February 25, 2020

Elizabeth Jane Andrews Cullen Doyle
July 15, 2019

Gloria Plante George
August 7, 2019

NOTES Class agents are listed below each class year. If no class agent is listed, please send your news to the Development Office at alumni@baypath.edu.

1938



Venessa O'Brien *Class Agent*
39 Robin Rd., Longmeadow, MA 01106
413.567.1375 obrienbutterfly1@gmail.com

A MESSAGE FROM VENESSA:

"As your Class Agent, I have learned so much about how our gifts to Bay Path support the many exciting initiatives for current students. As Bay Path continues to strengthen its academic programs, they rely heavily on financial grant support from Foundations and corporations. One of the most significant criteria for successful grants is the alumni percent of participation. Your gift is important—not the amount! I hope that you will join me in making a gift to Bay Path, of any amount, that will benefit the students. Thank you."

1962

Ellie Gay *Class Agent*
56 Lynwood Dr., Chicopee, MA 01022-1105
413.539.8109 desde42@icloud.com

1979

Ellen Soden Camacho *Class Agent*
3 Smith Circle, Lakeville, MA 02347
774.766.1546 ellen_camacho@comcast.net

1982

Cheryl Stanco says "Hi ladies from Elliott House! Would love to catch up with you: Jean, Mary, Cindy, Barbara, Karen and so many more! Hope you all are well during this crazy epidemic! Let's catch up!"

1967

Rosalie Capaccio Bialy *Class Agent*
P.O. Box 173, Andover, MA 01810-0003
978.352.8807 tommiesam@comcast.net

1980

Mary-Anne Hurd Edwards *Class Agent*
maeedwards@comcast.net

1988

Tammi Perry Stanley recently completed her Master of Legal Studies from Northeastern University.

1969

Betty Lange Notzon is happily retired with her husband in San Antonio, TX, the Alamo city! Between working on her embroidered tapestries, teaching catechism to third and fourth graders at her church, and reading, reading, reading, she has also recently been invited to join a club in San Antonio called Discimus, Latin for 'discussion.' The group was founded in the early 1950s and does, indeed, at each meeting have one of its members give a fairly well-researched presentation on any topic of interest to the group. She sends her greetings to all those in her graduating class of 1969 and invites anyone from Bay Path who finds themselves in San Antonio to look her up. Tours are free!

Mary Lynn Nowak Pelletier *Class Agent*
71 Uconn Dr., Bristol, CT 06010-2381
860.584.5261 m13pelletier@yahoo.com

Lynn Houle says hello to the class of 1980. "How can it be 40 years since we were students walking around our beautiful campus! I've become a camper in retirement and will be camping my way back to the east coast, from Colorado, starting in August. Looking forward to celebrating our 60th birthdays together!"

1981

Janice Miller *Class Agent*
1163 Dickinson St., Springfield, MA 01108
203.427.7759 sxm1jan@gmail.com

2001

Cheze Chizuru Inoue recently started working as a study abroad consultant at SI-UK. **Norma Nunnally** began her new position on March 2 as a personnel officer for the libraries division working at the main library, W.E.B. Du Bois Library, at the University of Massachusetts Amherst.

2003

Jennifer Pudder *Class Agent*
559 Orchard St., Raynham, MA 02767
617.992.5181 pudderj@gmail.com



Here Comes the Judge

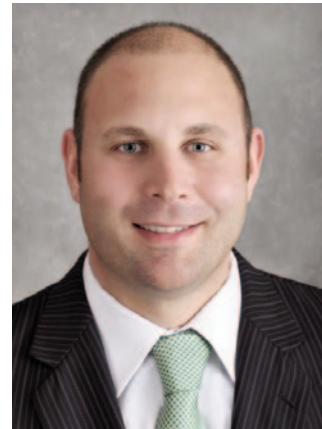
Carolyn McCaffrey '96

Carolyn graduated from Bay Path as an accounting major. She never planned to be a lawyer, but after landing a position as a bookkeeper in a large area law firm, Carolyn took a different path. Acting on the advice from a lawyer in the practice, Carolyn set her sights on law school. After earning her law degree in 2000 from Western New England University School of Law, Carolyn went on to join a law firm and, in time, she hung her own shingle outside the door. Today, Carolyn still has her own practice, but she now also sits on the bench and is the probate judge for the North Central Connecticut Probate Court. *Read her backstory on Bay Pathway Online.*

A Position of Trust

Jarrold Liebel G'03

As the Assistant Vice President of Peoples Wealth Advisory Group, a subsidiary of PeoplesBank in Holyoke, MA, Jarrold Liebel G'03 knows the value of trust. For almost 20 years, he has worked with hundreds of people in his role as a financial advisor, helping them plan for a safe and secure future. Jarrold is also a member of Bay Path's Alumni Association Council. By bringing his talent and experiences to the table, alumni can trust Jarrold to represent them with a time-tested demeanor of calmness and objectivity—the same trust this also valued by his clients. *Read the Bay Pathway Online to discover how, as alumni, you can also put your trust in Jarrold.*



Community Driven

Lyn Simmons G'03

When Lyn Simmons '03 first came to the Longmeadow campus in 2001, she had no idea that she would return fifteen years later as Longmeadow's Town Manager. Upon graduating with a Legal Studies degree, Lyn was offered a job with the Springfield law firm that was also her intern site, but it didn't take long for her to realize that a big law firm wasn't where she belonged. She yearned to work directly with clients and to make a real difference. Soon, she found herself in an area she had never before considered: municipal government. That change in industry has led to a lifelong career filled with a passion for making a difference for the residents and business owners of the community which she helps lead. *Read the Bay Pathway Online on how Lyn is making a difference in the town of Longmeadow.*

2004

Stephanie Huckel G'09 was named a 2019 40 Under 40 for the Providence, RI, region.

2006

Kelly Broderick Class Agent
811 Polo Rd., Apt. 0235, Columbia, SC 29223
kelbyanne@gmail.com

Nicole Belbin graduated from Western New England University with her JD in May, 2020. **Kelly Broderick** is now a clinical therapist at South Carolina's Sexually Violent Predator Treatment Program. **Arielle Donmore** received her national board certification in teaching. She is certified as an early childhood generalist. **Crystal Halcott Gallagher** started a new job back in July 2019 working as the consultative administrative assistant for Crossroads School for Autistic Children.

2007

Cassandra Yaiser Class Agent
121 Butternut St., Apt. D,
Middletown, CT 06457
860.510.8624 cassie.yaiser85@gmail.com

Kiyota Garcia was named coordinator of academic advising and transfer center at Springfield Technical Community College. **Anabela Pereira Grenier G'09** President/CEO of the Pioneer Valley Credit Union was recognized for 35 years of service.

2008

Nina Sabettini is now director of visitor services and operations at the Discovery Museum. **Jess Roncarati Howe**, after giving birth to twins in 2019, decided to build a career that works around her family life. She started consulting for nonprofit organizations and quickly found herself with plentiful, rewarding work. She is currently employed as the first Program Coordinator for Dress for Success of Western Massachusetts; she has completed a contract with the Westfield Starfires; and looks forward to working with the Ronald McDonald House and Chikmedia in the coming months.

2009

Chassity Crowell Miller Class Agent
134 Gates Ave., E. Longmeadow, MA 01028
413.654.0581 chassitymiller@gmail.com

Animal Science, Human Touch

Eva Rodriguez '09

When Eva Rodriguez arrived at Bay Path, she knew exactly why she was there. Growing up in Springfield, she cherished the companionship of dogs and horses and long planned to apply that love to a career as a veterinarian. She also knew herself well enough to realize that academic, social, and familial support would be critical to getting through the rigorous science curriculum and clinic hours required for admission to vet school.



"I wanted to stay close to home and have support in the sciences," she recounts. "Throughout the whole process of visiting, admissions, and being a student, I never felt like a number. The campus made me feel like everybody knew me. *They knew who I was.*"

As a biology major, Rodriguez was continually challenged and supported by Dr. Christine Bacon, chair of Bay Path's science department. "I had her for microbiology, infectious diseases, and immunology. Whereas some people would say things like 'Vet school is hard, it's competitive, you might want to have a fallback or consider taking a different career path,' Dr. Bacon would say, 'If you think you can do it and you're going to put the work into it, then you can do it.'"

"There are only 30 accredited vet schools in the United States. Some have only 60 slots, so it's very competitive," notes Rodriguez. Studies show that women's colleges graduate math and science majors at 1.5 times the rate of coed colleges. Recent research by the Women's College Coalition found that graduates of women's colleges are more than twice as likely to attend medical school and earn doctoral degrees as graduates of coed colleges.

While looking for a job to augment her undergrad studies, Rodriguez met Dr. Samuel Carson, owner of the Ludlow Animal Clinic, and formed what would be the most influential relationship of her career. "I sent out a ton of resumes, and it wound up Dr. Carson's wife was a Bay Path alum," she explains. "They said they couldn't technically hire me because I didn't have a degree yet, but that I could shadow and learn."

After graduating from Bay Path in 2009, Rodriguez entered Ross University School of Veterinary Medicine, but left the program after only a month. "In any form of professional school, you're like drinking from a fire hose. They tell you that the first day," she says. *Learn more on how Eva never gave up on her dream by visiting the Bay Pathway Online at www.baypath.edu.*

2010

Maureen O'Connell G'10 is the new marketing director at the West Hartford-based Jewish Community Foundation of Greater Hartford. **Sarah Winiarski G'10**, a West Hartford resident, has been named director of community relations by the Jewish Association for Community Living (JCL). The JCL helps adults with developmental disabilities participate in community life independently and safely.

2011

Jessia Toner Wolanin Class Agent
146 Tariffville Rd., Simsbury, CT 06070
860.682.0796 jtwolanin@gmail.com

Patrick Carpenter G'11 was named director of institutional advancement at Holyoke Community College. In his new role, Carpenter will serve as the principal gifts officer for the HCC Foundation, facilitate donor cultivation and engagement, and supervise the office of alumni relations.

2012

Victoria Ann Rodriguez G'16, as of February 2018, is a licensed real estate agent in Massachusetts working for Homes Logic Real Estate LLC. **Melissa Sipple G'14**, director of enrollment marketing at Bay Path University, was named by *BusinessWest* as a 40 Under Forty Honoree, Class of 2020. **Jill Monson-Bishop G'12** recently joined the American Cancer Society (ACS) in the role of community development manager.



Melissa Sipple '12 G'14

2013

Lorena Cisneros was hired by the Enfield, CT, Board of Education as the new business manager. **Andréa Marion** was recently named executive director of the Greater Holyoke Chamber of Commerce, and believes good things happen when people get together.



Andréa Marion '13

2015

Aleksandra Chernyak accepted a position in July 2019 as the campus advisor with the Committee for Accuracy in Middle East Reporting



She's on the Case

Veronice Santana '13

"There was no one in my family who was a lawyer. I don't think I even knew a lawyer personally, until I went to Bay Path and met Elizabeth Dineen, my professor and greatest mentor," Veronice Santana recounts. "My roommate and I would say to each other, 'We want to be Liz Dineen when we grow up.'"

Visions of renegade police work and crime lab heroics were what initially lured Santana to criminal justice courses, but as a bona fide lawyer, she's quick to admit, "That's not how it works."

It was in Professor Dineen's class, Criminal Evidence, that Santana got a glimpse of the criminal justice system—and saw it was a far cry from the dramatic interpretations delivered by CSI and Law & Order.

The child of Puerto Rican parents raised in Hartford, CT, Veronice Santana grew up speaking Spanish as her first language. After attending community college, she transferred to Bay Path and was the first in her family to obtain a bachelor's degree, before earning her juris doctorate from Western New England University School of Law in 2019. She is an assistant district attorney, serving as the District Court prosecutor for the Northwestern District Attorney's office, which oversees cases in Hampshire and Franklin Counties and the town of Athol, MA. Read her backstory on Bay Pathway Online.

and Analysis (CAMERA). She will be a mentor to students who are addressing misinformation about Israel and anti-semitism on their college campuses. **Milagros Johnson** is a writer and independent ("Indie") author of a children's book, *Lolita's Rainy Day*. Milagros hope to inspire and motivate children on the important topic of financial literacy. **Kelly Partridge G'15**, founder of Contribution Clothing, was named by *BusinessWest* as a 40 Under Forty Honoree, Class of 2020.

Renee Broadbent G'18 has joined Wolf & Company P.C., a regionally recognized accounting firm. She will be working with clients in the healthcare industry on improving their information security practices and compliance. PeoplesBank has appointed **Jennifer DeBarge G'18** as assistant vice president of marketing. She has more than 22 years of financial-services and marketing experience and will provide strategic direction and execution for various marketing projects, supporting the lines of business and brand.

to the Board of Higher Education her research was accepted. Stephanie also co-authored an article that was published in the *New England Journal of Higher Education*. **Christine A. Brooks G'19** graduated in April, 2019, with a MFA in creative nonfiction and has published a book of poetry (www.christinebrookswriter.com).



Christine A. Brooks G'19

2018

Ysabel Garcia started her job as a graduate residential assistant for inclusion and community at Mount Holyoke College in August of 2019, and secured an internship with the UMass Center for Community Health Equity Research.

2019

Aieshya Jackson has been appointed Westfield Banking Center manager. She has more than 10 years of financial services and banking experience. **Stephanie Teixeira**, after presenting

What have you been up to? We'd love to hear from you! **Send your news and photos** (the better the quality of the photo, the more likely we'll print it) **to your class agent** listed in the ClassNotes section or the Development Office at alumni@baypath.edu.

Meet the team who support our alumni. Clockwise from below left: **Allison Gearing-Kalill**, Vice President for Development and Planned Giving; **Veatrice Carabine '07**, Executive Director of Annual Giving and Alumni Relations; **Meg Morrill**, Associate Director of Advancement; **Meredith Cervasio**, Advancement Data and Research Associate; **Victoria Pereira**, Alumni and Donor Engagement Coordinator; **Kathleen S. Cotnoir**, Director of Stewardship and Leadership Giving; and **Eunice Bragg**, Major Gifts Officer.



“Because of the coronavirus, my father lost his job. I am afraid that I can no longer continue my education because we cannot afford it. I have one more year to go, and I don’t want to give up, but I don’t make enough money to make up the tuition deficit and pay for living expenses. Finishing my degree means everything to me. I need help.”

VICTORIA, CLASS OF 2021



COVID-19 STUDENT EMERGENCY RELIEF FUND

Despite these unprecedented times, one thing remains the same at Bay Path: Our students are at the heart of all we do. And we are doing everything we possibly can to deliver on our mission of empowering students for success.

The COVID-19 Student Emergency Relief Fund will provide critical financial support for students who otherwise will not be able to stay in school to earn their college degrees. Now more than ever, these students need your help. Through this fund, we are committed to assisting students to the finish line by offering microgrants, so financial burdens like tuition and other education expenses do not remain obstacles to degree completion.

We are all living in uncertain times and deeply understand everyone’s financial situation is different. If you are in a position to make a gift to the COVID-19 Student Emergency Relief Fund, we would be profoundly grateful. When you contribute to this fund, you are not simply helping a student to pay a bill—you are helping her change her life.

TO DONATE, GO TO **WWW.BAYPATH.EDU**
CLICK **SUPPORT BAY PATH**
SELECT **COVID-19 STUDENT EMERGENCY RELIEF FUND**

THINKING OF EARNING A GRADUATE DEGREE?



Now is the time to “Stay on the Path”!

**BAY PATH IS OFFERING 25% OFF TUITION
FOR SELECT GRADUATE DEGREES.**

If you have been thinking about earning a graduate degree to get ahead or expand your professional credentials, Bay Path is introducing a new program, **STAY ON THE PATH**, that may be just right for you.

WHAT IS IT?

Stay on the Path provides a 25% tuition discount for enrollees in a Bay Path graduate program for either the 2020 summer or fall semester.

WHO IS ELIGIBLE?

Current graduating 2020 students from the traditional, The American Women's College, and graduate programs, as well as all Bay Path alumni.

HOW DO I GET MORE INFORMATION?

Visit www.baypath.edu/stayonthe-path
OR contact the graduate admissions
office at graduate@baypath.edu.

There are 25 graduate programs participating in **Stay on the Path** — check them out!