



SPRING 2018

Bay Pathway

Beth Grueter '12 G'16
Superstar fifth grade teacher

COVER GIRL



Yes, Lena Waithe, that's you

on all those April 2018 *Vanity Fair* covers! At the end of Lena's interview with President Leary at this year's Women's Leadership Conference, "Be Curious," Lena was surprised and delighted when audience members stood in applause and held up copies of the magazine, compliments of Bay Path University Trustee Robyn Newhouse.

Bay Pathway

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On the Cover

Beth Grueter '12 G'16 is a fifth grade teacher at the Heard Street Discovery Academy in Worcester, MA. Her classroom is exciting, inviting, and incredibly diverse.

WE WANT TO HEAR FROM YOU!

Comments and correspondence should be sent to: socialmedia@baypath.edu or contact@baypath.edu

Visit www.baypath.edu for the latest info on upcoming events!

Carpe Diem

FROM THE PRESIDENT

Among the special qualities that define Bay Path is our ability to adapt and innovate. We have always looked to the future and the needs of our students and community, and responded by developing cutting-edge academic programs, building new facilities and renovating spaces, and daring to launch new learning platforms—like SOUL at our American Women's College—that redefine how students will be educated.

While we are truly proud of these accomplishments, we are now undertaking an important initiative that will have a lasting impact on our community. With deliberation and much thought, through workshops, dialogue, and events, our faculty, staff, students, and Board of Trustees have been engaged in a deep examination of the culture of diversity and inclusion at Bay Path.

The question we are addressing is this: “How do we create a community that is welcoming and diverse?” This issue of the *Bay Pathway* is a response to that question, and reports on Bay Path's commitment to fostering an environment in which diversity is welcomed and all individuals feel they belong. From the classroom to the Boardroom we seek to strengthen the diversity and inclusion of our community to ensure we are best serving our increasingly diverse student population, a population that reflects the shifting demographics of

America. As the infographic on page 10 demonstrates, in the decades to come we will be a nation where there is no clear majority. The impact will be profound on businesses, organizations, schools, government, and higher education. The world is shifting, and Bay Path is shifting with it.

This issue also includes highlights from the previous months, including our incredibly successful 23rd Annual Women's Leadership Conference, “Be Curious,” which featured the talented writer and producer Lena Waithe, and our 121st Commencement celebration which had over 1,000 graduates—a record number. And the campus was buzzing with excitement as our Bay Path Wildcats softball team won the NECC Championship. Winning the championship resulted in an automatic invitation to the NCAA Division III softball tournament—the first time ever in our University's athletic history. Early in the morning, as the team

prepared to board the bus to Ithaca, New York, for the tournament, students, faculty and staff gathered to cheer them on and celebrate their accomplishment.



We have been making strides in the classroom as well with several new academic degrees that further deepen our programs in the health sciences.

Recruitment has already begun for fall enrollment for our Doctor of Nursing Practice and the Master of Public Health—visit www.baypath.edu/academics for more information on these programs.

In closing, I look forward to greeting you at any of the many events that are held throughout the fall—visit www.baypath.edu/events for the most up-to-date schedule, and, of course, follow us on Facebook and join us on Twitter.

Noel and I wish to extend to you a restful and joyful summer!

Carpe Diem!

Carol A. Leary
Carol A. Leary

*P.S. Mark your
calendars for
Reunion on
October 27, 2018.
Save the date!*



**THE ENTIRE BAY PATH
COMMUNITY HAS BEEN ENGAGED IN
A DEEP EXAMINATION OF THE CULTURE
OF DIVERSITY AND INCLUSION ON CAMPUS.**

Diversity and Inclusion

WHY NOW AND WHY AT BAY PATH?

We are all familiar with the Black Lives Matter, #DACA and #MeToo crusades. They are a few of the several groundbreaking social movements that have emerged recently, putting a spotlight on the very critical, but not mutually exclusive concepts of diversity and inclusion. Aided by powerful social media tools, our awareness of issues surrounding diversity and inclusion is greater than ever. As a result, communities, companies, organizations, schools, and institutions of higher learning are re-examining and re-focusing their efforts in this crucial area.

At Bay Path, it's important to recognize that diversity and inclusion initiatives began as a Vision 2019 imperative with the overarching question asking, "How do we create a community that firmly embraces diversity and inclusion?" This was in direct response to the changing composition of Bay Path's student population. Our students now represent a spectrum of differing backgrounds, values and beliefs—just like America. It is not enough to give them access to classrooms and experiential opportunities. Bay Path must build a culture that says to students, "...you belong here," and lets them know we are behind them to ensure that failure is not an option.

THE FIRST STEPS

In early November 2015, President Carol Leary established a diversity and inclusion Task Force consisting of members from across the Bay Path community. Under the leadership of Provost Dr. Melissa Morriss-Olson, the group developed a Diversity and Inclusion (D&I) Action Plan with eight identified goals (see www.baypath.edu/about/diversity-and-inclusion/) on a number of key levels, including: creating a culture that promotes and ensures safety, respect, and inclusion; implementing professional development and training; strengthening recruitment, retention and persistence of students from diverse backgrounds; and engaging key leadership and the Board of Trustees to ensure top-down support.

The last goal has particular importance since meaningful change with diversity and inclusion on the Bay Path campus depends on the full support of the Board of Trustees.

“First and foremost, I have been encouraged by the enthusiastic response from all corners of the campus. The genuine and sincere sense of support for the diversity and inclusion initiative has been profound. We still have work to do, but our momentum is going in the right direction and I know we will reach our goals.”

DR. MELISSA MORRISS-OLSON, PROVOST



WHAT IS DIVERSITY AND INCLUSION?

Diversity means all the ways we differ, including but not limited to race, ethnicity, gender, sexual orientation, age, social class, physical ability or attributes, religious or ethical values, or national origin. Some of these differences we are born with and cannot change. Anything that makes us unique is part of this definition of diversity.

Inclusion is the act of bringing people together and harnessing these diverse forces and qualities. Inclusion puts diversity into action by creating an environment of involvement, respect, and connection—where everyone’s ideas, backgrounds, and perspectives are valued.

THE BOARD IS ON BOARD

From the beginning, Bay Path’s Board of Trustees took ownership of the initiative. Workshops, structured conversations, and special sessions were held with Dr. Amir Ahmed, a social justice educator and consultant, and Dr. Beverly Daniel Tatum, president emerita of Spelman College and author of *Why Are All the Black Kids Sitting Together in the Cafeteria?* The Board’s role cannot be underestimated. In fact, according to Peter Eckel and Cathy Trower, authors of *Boards and Institutional Diversity: Missed Opportunities, Points of Leverage*, “...boards have



"In the 21st century, our world will require an ability to work together...to have dialogue with one another. I am pleased to serve as the Trustee representative on the Diversity and Inclusion Council because I believe my presence as an observer shows the commitment for this initiative by leadership."

DR. ESTELA LOPEZ, MEMBER, BAY PATH BOARD OF TRUSTEES

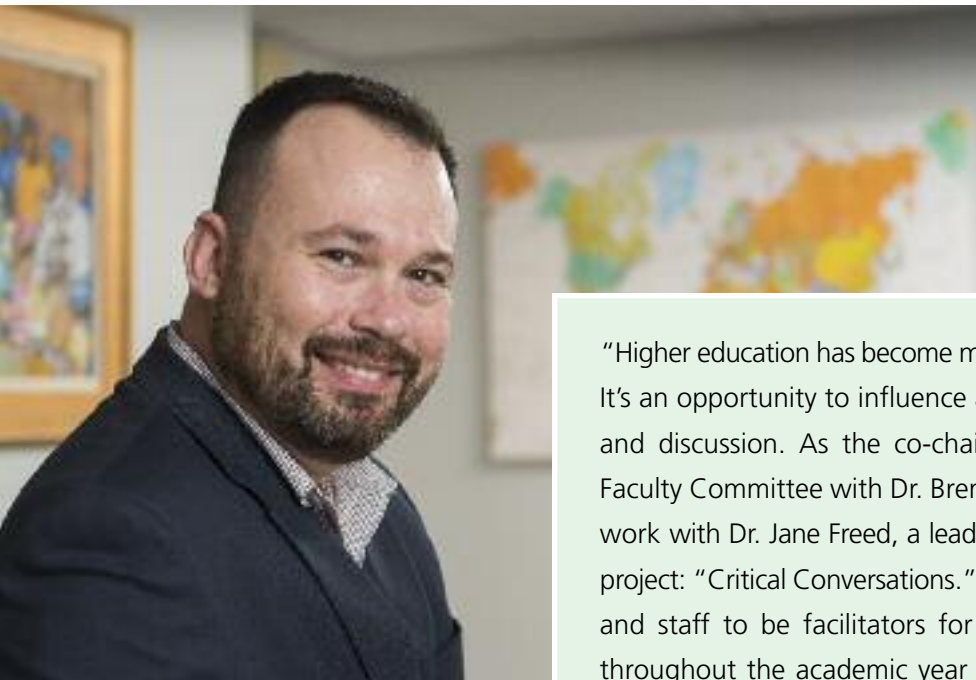
a unique ability to address diversity issues because they can avoid the immediate and focus on the important, take a long-term view, and bring fresh perspectives from beyond the academy." With the attention on diversity and inclusion established at the board level, in October 2016 a 21-member University Diversity and Inclusion Council was created, inheriting the charge of the Task Force. The Council serves as a standing group to initiate, monitor, and assess programs, policies, and procedures that align with the eight goals.

ALL IN THE COMMUNITY

The Diversity and Inclusion Council is comprised of faculty, students and staff, and also two subcommittees focusing on educational and training opportunities for faculty and staff. The latter is critical because the faculty and staff are the faces of Bay Path. More than anyone else, they inherit the cultural pluses and minuses of the institution. From the beginning, staff and faculty participated in interactive sessions introducing the concepts of implicit bias: what it is, why it happens, and how it affects our interactions with others, as well as understanding the various labels we apply to ourselves and others in our everyday lives.

Another key partner with the Council is the Office of Multicultural Affairs and Office of Student Affairs. Throughout the year, the Office of Multicultural Affairs plans and presents events, such as the Black History Month Symposium, and serves as a clearinghouse and gathering space for all students. The Office of Student Affairs provides workshops for student leaders and supports clubs and organizations in their efforts to connect and engage all members of the community. All these groups work, and will continue to work, in concert to create positive changes in the Bay Path environment that values access, opportunity, and support for all.

VISIT THE UNIVERSITY WEBSITE FOR HISTORY, UPDATES,
AND PROGRESS ON DIVERSITY AND INCLUSION:
www.baypath.edu/about/diversity-and-inclusion/



"Higher education has become more than just a learning institution. It's an opportunity to influence and provide a place for discovery and discussion. As the co-chair of the Diversity and Inclusion Faculty Committee with Dr. Brenda Hardin-Abbott, I'm excited to work with Dr. Jane Freed, a leading diversity consultant, on a new project: "Critical Conversations." We are training a group of faculty and staff to be facilitators for conversations that will be held throughout the academic year and be open to the community. It's one of the best ways to foster diversity and inclusion."

PETER TESTORI, EXECUTIVE DIRECTOR, ONLINE & DIGITAL LEARNING;
ADVISOR TO USG (UNITED SEXUALITIES AND GENDER) ALLIANCE

"We want everyone to feel at home when they arrive on campus. Students come to Bay Path with extreme social capital. They have distinct personalities and backgrounds. So, what we are trying to do is to advance what they bring to the table. We have to build on that base by providing activities, mentoring and connections. Our goal at the Office of Multicultural Affairs is simple: we want to build community."

ELIZABETH CARDONA, EXECUTIVE DIRECTOR
OF MULTICULTURAL AFFAIRS & INTERNATIONAL
STUDENT LIFE



ADDITIONAL RESOURCES

Learn more about issues, topics and current news on diversity and inclusion at these websites:

Diverse: Issues in Higher Education; www.diverseeducation.com

Insight Into Diversity; www.insightintodiversity.com

Diversity, Equity, and Inclusive Excellence Resource Hub; www.aacu.org

“BEING
WOKE.”



FOR VICTORIA THOMAS '20, HER POSITION AS A STUDENT MULTICULTURAL ADVOCATE IN THE OFFICE OF MULTICULTURAL AFFAIRS HAS BEEN CHARACTER BUILDING AND MUCH MORE.

"It's a matter of being woke," states Victoria Thomas. Woke is a powerful word. It's not just the past tense of wake, but "being woke" is a term that is quickly becoming mainstream. With roots in African American vernacular English, woke describes a person who is aware of issues concerning social and racial justice.

Victoria's role as a multicultural advocate is to awaken her fellow students—to challenge and shake up their own definitions of diversity and inclusion. "Diversity is not minority groups coming together, but something larger. It is all people coming together and sharing their own life experiences and beliefs for the benefit of the entire community. For example, I am Trinidadian and Puerto Rican. I am a student and a worker. I have lived in Springfield, MA, and in the South. And I am the daughter of ministers. My perspective is different from the person sitting beside or across from me, but our views are equally important. In my mind, inclusion is finding a common space where we can all respectfully discuss those differences and how they relate to issues in our world."

Throughout the year, Victoria has been working in the Office of Multicultural Affairs helping to plan and coordinate events, such as LatinX Heritage Month and the Black History Month Symposium. Recently, she held the first event, "Two-Sense: Paying Attention to Pressing Issues," in the Critical Conversation Series with other students. But if Victoria would have to point to one "ah-ha" moment from the last several months it would be her interview with Dr. Beverly Daniel Tatum, president emerita of Spelman College and author of the acclaimed book, *Why Are All The Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race*.

"I grew up somewhat shy because we moved frequently, and often I just wanted to blend into the background. But now, because of my work as a multicultural advocate, I feel I am growing into the person I am meant to be. Even a couple of years ago, I never would have imagined I would be up on a stage interviewing Dr. Tatum in front of hundreds of people. I can't even explain what that did for me."

Dr. Tatum's appearance on March 2 was a result of the University's ongoing efforts to become a more diverse and inclusive community as part of Vision 2019 (*For additional info see On Campus. Online.*) "Dr. Tatum truly opened my eyes. I think I speak for many in the audience who were also enlightened by her knowledge. And that was one of my most important takeaways. She encouraged me, and others, to use our academic privilege to analyze and be thoughtful. Always ask questions and educate yourself. It is up to all of us to develop a mindset of being engaged."

And how would Victoria sum up her experiences for the past year? "I can definitely say I am woke. But I still have a long way to go." Actually, Victoria is well on her way.

Victoria Thomas is a biology major with minors in chemistry and small business development. In April 2018, Victoria delivered the winning pitch for her product MicroBuddy, a portable allergen pen, at the annual Grinspoon Foundation Elevator Pitch Competition. In front of an audience of hundreds, her business plan was one of three which came out on top over student representatives from 13 other area colleges and universities. Victoria is also the incoming 2018-2019 president of the Student Government Association.

Counting on Diversity

...a snapshot of change

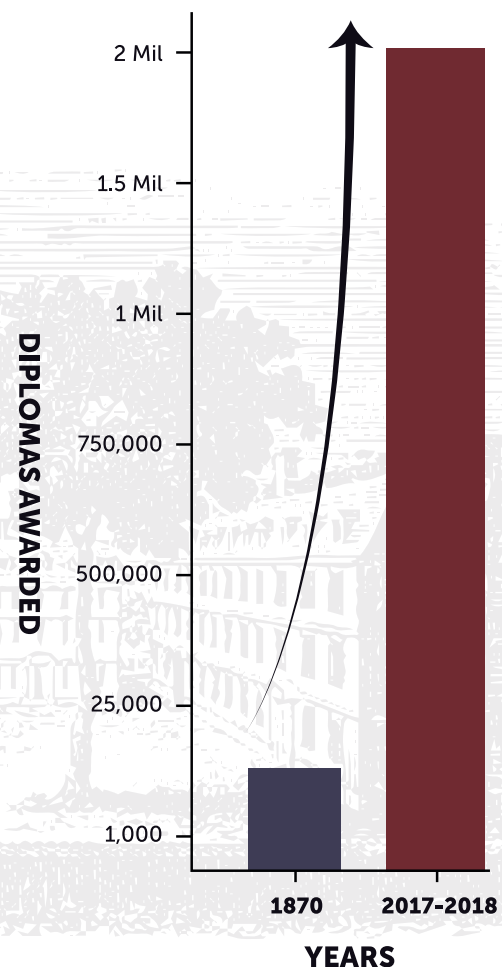
In 1636, the Massachusetts Bay Company agreed to the establishment of the first college in the American colonies. It would become known as Harvard, and in 1642 it would graduate its first class of nine men. From this humble beginning nearly 375 years ago, higher education has come a long way. But what's behind the numbers? 🎓🎓🎓🎓🎓🎓🎓🎓🎓

Higher education has long held

a special place as the launching pad for success and social mobility in America. Over the centuries, colleges and universities have evolved from an elite opportunity for the few to the gateway for our country's ever-changing population.

- In **1870**, the first year that official statistics were gathered on U.S. higher education, approximately **9,400 bachelor degrees** were awarded.

- During the **2017-2018** academic year, it is estimated that approximately **1.9 million bachelor's degrees** will be awarded.



There is no doubt the profiles of the incoming college undergraduates

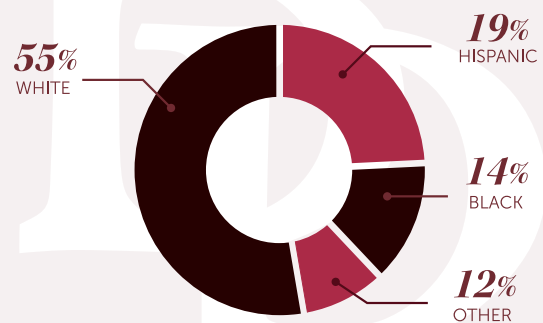
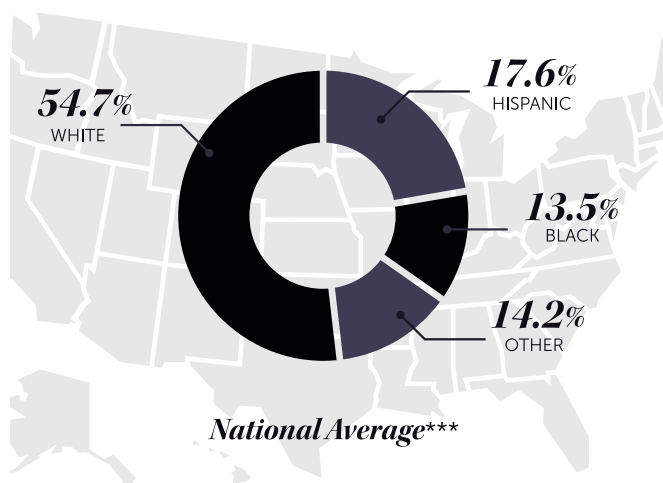
are challenging our stereotypes of the typical student. Latest statistics show that they no longer come to college straight from high school, attend classes full-time, and live on campus. Instead, here's what you'll find.*




It is projected that by 2025 the fastest-growing undergraduate student

populations in the United States will be **Hispanic students** (32% increase from 2014) and **Black students** (22% increase from 2014), respectively.** According to the U.S. Census Bureau, by 2044 the United States will be a "majority minority nation," meaning that no single ethnic or racial group will comprise a majority of our population.

How diverse are our country's undergraduate college students and how does Bay Path compare?



*Tia Brown McNair et al., *Becoming a Student-Ready College: A New Culture of Leadership for Student Success*, ** National Center for Education Statistics 2015, ***National Center for Education Statistics (2017)



IT'S 2018: MEET AN AMERICAN PUBLIC CLASSROOM

**FIFTH GRADE TEACHER
BETH GRUETER '12 G'16
KNOWS FIRSTHAND ABOUT
DIVERSITY AND INCLUSION.**

At the crest of a short, steep hill sits the Heard Street Discovery Academy in Worcester, MA. Surrounded by homes, it's a typical neighborhood school, where students walk, bike, or ride the bus to class. With almost 300 students in kindergarten and grades one through six, Heard Street is just the right size where everyone knows everyone's name. Even when walking through the main doors, visitors immediately feel that this is a school where children are nurtured and mentored. It's just that kind of place.

**SHE IS
ON THE
FRONT LINE
OF AMERICA'S
SHIFTING
PUBLIC
CLASSROOM.**

A NATURAL BORN TEACHER

Fifth grade teacher Beth Grueter is the first to admit she doesn't have a quiet classroom, but that doesn't bother her. "I grew up in a big family, and my mother had an in-home day care. There were always children around in our house, so I am used to the hustle and bustle, and managing on many levels." With 23 students under her charge, each day is different, challenging and rewarding. Beth loves her job because she loves her students. In many ways, she is a natural born teacher who has no hesitation in bending down to look a student in the eye, or to liberally give out hugs when needed. But Beth almost didn't become a teacher.

Beth grew up thinking she would eventually become a nurse. Instead she became a weekend warrior working in the Air National Guard as an EMT. In time, her plans became derailed. At 30, she had her first son and wondered how she could make a change in her life. And then Beth passed a billboard about Bay Path's One Day Program on Saturdays and she knew there was another option.

"As a single mom, the program was perfect for me. I decided to become a teacher, and I knew immediately I had made the right decision."

In her first official year in her own classroom, Beth was met with the unexpected. "In truth, I had an inclusive classroom with several students on IEPs (Individualized Education Plan). Although I had aides, I had to adapt my teaching style. I decided to return to Bay Path to earn my master's in special education because I believed my

students would benefit from what I would learn, and classrooms were becoming more and more inclusive."

Today, her class has several students across the spectrum with a variety of needs. Although they receive focused and structured learning tailored to each of their plans, they are a vital part of the classroom activities. As much as possible, children, and not just in Beth's class, are being educated in a totally integrated environment. And the benefits are enormous.

"I had a young boy from another country who had a very apparent cognitive delay, among other things. Now, children are very perceptive. One of the smartest boys in the class began mocking this

young boy. When the opportunity arose and the new boy was not present, I spoke truthfully and honestly with the class. From that moment on, there was an immediate change, and the other students became much more supportive. And the boy, who was originally so unaccepting of the new classmate, did a complete turn around and began helping the new boy—he became his biggest champion. By the end of the year, I saw tremendous changes in attitude—one of the most important being students discovered empathy."

Increasingly, public schools in America are embracing the inclusion model which is based on the belief that when all children, regardless of their differences, are educated together, everyone gains. When education excludes and segregates,

**"AS A SINGLE MOM,
THE ONE DAY PROGRAM
WAS PERFECT FOR ME.
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TEACHER, AND I KNEW
IMMEDIATELY I HAD MADE
THE RIGHT DECISION."**



it perpetuates discrimination. When education is more inclusive, concepts of respect, empathy, community, and understanding are cultivated in students. Qualities they can carry on to adulthood.

WE ARE MORE DIVERSE THAN EVER

There's another feature about Beth's classroom and the Heard Street Discovery Academy: it's remarkably diverse. Almost 50% of the enrollment at Heard Street is African American, Asian, Hispanic and Native American, while 45% is white. In Beth's classroom, the students reflect that composition—a composition that is also an indication of demographic trends in America.

They are growing up in a very different America, one that reflects shifting neighborhoods. For example, data from a recent poll showed that 77% of Millennials prefer living in an urban setting. This is a dramatic shift from the decades that saw whites living predominately in the suburbs, and minorities in the cities. Schools are already mirroring these changes as lines and barriers become torn down. More important, employers, educators and parents have recognized we are living in

a global society. It requires a new level of understanding and appreciation—and the earlier students are exposed to these differences the better prepared they are to live in our communities and adapt to the next generation of the workplace. In the paper, *How Racially Diverse Schools and Classrooms Can Benefit All Students* (by Amy Stuart Wells; Diana Cordova-Cobo; and Lauren Fox), one of the assessments is particularly profound: "There is no institution better suited to touch the lives of millions of members of the next generation than our public schools."

**TODAY'S GLOBAL SOCIETY REQUIRES
A NEW LEVEL OF UNDERSTANDING
AND APPRECIATION, AND THE EARLIER
STUDENTS ARE EXPOSED TO THESE
DIFFERENCES, THE BETTER PREPARED
THEY WILL BE TO ADAPT TO THE NEXT
GENERATION OF THE WORKPLACE.**

In Beth Grueter's classroom, the students don't sit in a row of desks, but gather in groups, or at work tables. There's a high level of energy in the class—the students are helping each other and they are curious. And as she threads her way among them answering questions or encouraging their efforts, they are learning and collaborating

together as one. That's the impact diversity and inclusion makes in a classroom.





The learning curve never stops in an organization.

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"...it was great to hear the many examples from employees who had put their learning experiences into real-work action."

- Scott Kinney
HR director, Northstar Recycling

1 Try Our Virtual Roundtables

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- Reinventing Yourself: Managing Life's Transitions
- Building and Cultivating Trust

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To register
-or-
learn more

visit - BayPath.edu/SA

email - partners@baypath.edu

or call - **413.565.1555**



Office of Strategic Alliances

588 Longmeadow Street Longmeadow, MA 01106





STANDING SHOULDER TO SHOULDER

It's difficult for many people to approach a stranger's house and knock on their door.

It's quite another matter if you are knocking on doors and running for public office. Within minutes, you need to introduce yourself and connect with the person on the other side of the threshold. We call it being face-to-face—a fundamental form of human communication.

When Assistant Professor Sarah Hernandez '14 G'15 of the occupational therapy department decided to run for the school board in her local town, the process of canvassing in the community and meeting strangers was absolutely terrifying. "At first, I had to watch how people did it. And, slowly, I learned to pick up certain cues and how to handle myself in different situations. People were very patient with me. It was a big step when I knocked on that first door."

Sarah's success is all the more remarkable because she is neurodiverse: she is on the autism spectrum. Autism Spectrum Disorder (ASD) is a development condition defined by social and communication difficulties and repetitive, inflexible patterns of behavior.

When you first meet Sarah, a mother of three with a friendly and welcoming smile, she appears to be the opposite of society's profile of being autistic. But appearances can be deceiving. Sarah, along with many other young girls and women, has mastered what is known as "social camouflaging," or hiding in plain sight. In many ways, this coping technique has led to women of all ages to be misdiagnosed, or in some cases, not diagnosed with autism at all. And that gets to the heart of Sarah's story.

"I was diagnosed in my thirties, and that is not unusual for women. I knew that I was different somehow, but I couldn't put my finger on it. There were times that I just had to shut down and not communicate. I was lucky to learn it was a form of autism because most women fly under the radar and never find out. They live in a world of inner turmoil. It's only recently that researchers

are looking at the gender differences in autism. In fact, the criteria for diagnosing ASD are based on data gathered from the studies of boys.”

According to the Centers for Disease Control and Prevention, the disorder is 4.5 times more common in boys than girls. As awareness of autism grows, new protocols are being developed that indicate the gap may not be as wide as once thought. In the meantime, there are discernable shifts in society’s perceptions of autism.

Expanding the Definition of a Diverse Workplace

Sarah, like many others on the spectrum, has learned to live with her autism. She is a role model for her occupational therapy students, sharing her experiences in order to make them more sensitive to the differences and contributions of the members of her “tribe.”

“Who do you think made
the first stone spears?
The Asperger guy.
If you were to get rid of
all the autism genetics,
there would be no more
Silicon Valley.”

DR. TEMPLE GRANDIN

*educator, author and speaker on
both autism and animal behavior*

“I let my students know right up front that I am autistic. And I share my knowledge of the strengths of autism—our ability to think in patterns, to visualize, and to be problem solvers.”

In fact, this skill set is prompting companies and organizations to expand their definitions of a diverse workplace. A recent article in the *Harvard Business Review*, “Neurodiversity as a Competitive Advantage,” by Robert Austin and Gary Pisano, reports that the neurodiverse population remains a largely untapped talent pool. With a vast number of IT and IT-related positions going unfilled, HR departments are re-examining their recruitment practices and working environments to accommodate neurodiverse employees. In companies with active neurodiverse hiring programs, such as Hewlett Packard, Microsoft, Ford, and others, they have already realized productivity gains and a high number of innovations. They have found that diversity does deliver.

Standing Should to Shoulder

“I know I am incredibly lucky to be working at Bay Path,” states Sarah. “I am doing what I love, and I can be honest about who I am.”

Sarah’s generosity of spirit does not stop at Bay Path. She and her husband have one biological child, have adopted two children, and are therapeutic foster parents. When one of Sarah’s children experienced difficulties in school because she is darker in complexion, she knew she had to step forward to give voice to her daughter and others. She decided to run for the school board.

“I can hide my disability, but my daughter can’t turn her skin color off. I decided that I needed to stand shoulder to shoulder with others on the spectrum, as well as represent all those who need a spokesperson.”

So, Sarah left her comfort zone and began knocking on doors, participating in debates, and attending meetings. She never hid her autism. And she won.

But her victory wasn’t just for the schoolchildren in her town. Through social media, her election gained broad attention. *NBC Hartford* did a profile on her, and at a national conference on autism she shared the stage with former Senator Tom Harkin, who introduced the Americans with Disabilities Act (ADA) into the Senate.

For Sarah, the attention was sometimes hard to believe: “As a person on the spectrum, I believe we live in a world that wasn’t made for us. But we have to keep participating, and we have to work to represent ourselves. I like to say, ‘We have to put our pants on in the morning.’ We just need to show up.”

Sarah certainly has.

Famous People on the Autism Spectrum

The list of people from present day, as well as from the past who may have been considered to be on the autism spectrum, includes some of our greatest minds:

- + Lewis Carroll
- + Emily Dickinson
- + Albert Einstein
- + Temple Grandin
- + Michelangelo
- + Wolfgang Amadeus Mozart
- + Andy Warhol
- + William Butler Yeats,
- + to name a few.

PEOPLE IN THE NEWS

Four Appointed to Board of Trustees

Four new members have been elected to the Bay Path University Board of Trustees: Dr. Andrew Lam, an assistant professor of ophthalmology at the University of Massachusetts Medical School; Lynn E. Pellerano '11 G'13, customer service director, document management services and data quality for MassMutual Financial Group in Springfield; and Tania Barber G'09, president/CEO of Caring Health Center, will each serve a three-year term effective July 2017. Andrea Hill-Cataldo, founder and president of Johnson & Hill Staffing, was elected to the Board of Trustees at the May 2018 meeting.

Dr. Andrew Lam is a nationally-recognized retinal surgeon and the author of two books: *Saving Sight*, an Amazon bestseller about his work as an eye surgeon, and *Two Sons of China*, a novel of the Second World War that won Foreword Reviews' Book of the Year for military fiction. His writing has appeared in *The New York Times* and *The Washington Post*. A graduate of Yale University and the University of Pennsylvania School of Medicine, he is currently an assistant professor of ophthalmology at the University of Massachusetts Medical School. He resides in Longmeadow, MA, where he is a member of the Finance Committee. Dr. Lam also volunteers in his hometown in a number of ways, from the Center School Council to the Longmeadow Soccer Association to the Republican Town Committee. He is also a member of the Century Club.

Lynn Pellerano '11 G'13 is very committed to the mission of Bay Path. She earned her bachelor of science in business administration through the One Day Program, and her Master of Business Administration (MBA) in Entrepreneurial Thinking and Innovative Practices. Since 2015 she has been a member of Bay Path's Alumni Association Council, and in 2017 was named president of the Council, leading to her seat on the Board of Trustees representing all alumni. Her dedication to Bay Path spans far beyond her involvement with the council, however. Pellerano has been a donor to the University's Millennium Society since 2015, and has supported the Carpe Diem fund, BOLD Women's fund, One Day Strong, and the 2017 inaugural President's Gala. She currently serves as a mentor through the newly-launched "Project Grow," a Pass the Torch program for online students enrolled in The American Women's College at Bay Path University.

Tania Barber G'09 is the president/CEO of Caring Health Center. She leads the only federally-funded (Section 330) Community Health Center in the city of Springfield. Barber joined CHC in 1996, and was named president/CEO in 2013. Barber earned an MBA in Entrepreneurial Thinking and Innovative Practices from Bay Path University in 2009, and has remained actively involved since graduating. She was honored for her leadership and dedication to community service and improvement at the 2016 Women's Leadership Conference

where she was named to the 21st Century Women Business Leaders Hall of Fame. Barber earned her bachelor of administration in organizational management from the University of Massachusetts Amherst University Without Walls. She sits on several boards including the Board of Directors for the Massachusetts League of Community Health Centers, the Regional Employment Board, and Health New England. Most recently, Barber was elected to serve as a Corporator for Florence Savings Bank.

Andrea Hill-Cataldo is the new chair of the Bay Path University Advisory Council. She is also the founder and president of Johnson & Hill Staffing Services, Inc. Johnson & Hill is a woman-owned staffing company with offices in West Springfield and Northampton that service Western Massachusetts and Northern Connecticut. It is the area's leading firm specializing in administrative, accounting, legal and professional staffing. Hill-Cataldo worked in Boston and Cambridge, MA, for national staffing firms before relocating to Western Massachusetts in 1995 to form Johnson & Hill. She is a graduate of the University of Massachusetts, Isenberg School of Management, where she earned her bachelor's in business administration with a concentration in marketing and a minor in economics. She is a longtime resident of Longmeadow, MA, where she lives with her husband and son. Like many of the employees at Johnson & Hill, community involvement has long been a passion for Hill-Cataldo, who volunteers her time to local organizations including Big Brothers Big Sisters, St. Mary's Academy in Longmeadow, and Girls, Inc. among others.

Board of Trustees Recognizes Roberta B. Bolduc and George C. Keady III

At the May 11, 2018 Bay Path Board of Trustees meeting, the honorary title, trustee emerita, was conferred on Roberta B. Bolduc and trustee emeritus on George C. Keady III, in recognition of their exemplary service to the University. Both were elected to the Board in June 2003; Bolduc served as Chair of the Board from 2010 to 2013; Keady was Chair from 2013 to 2016. Also retiring from the Board are Trustees Dianne Fuller Doherty, Stephen D. "Dusty" Hoyt, and Jane E. Roulier '89. Kathy Devlin, who held the three-year term of Advisory Council Chair and accordingly served as a Trustee, and Susan Davis Abello G'16, also rotated off the Board. Bay Path wishes to extend sincerest gratitude to all for their leadership, dedication, and generosity.





Hall



Mennella



Weiss



Nespor

Faculty & Staff Updates

Dr. Kristen Bonanno-Sotiropoulos, assistant professor and coordinator of graduate programs in special education, has published two books recently, with three more to be released this year. *Wrestling with writing: Instructional strategies for struggling students* and *Paving the pathway for educational success: Effective classroom strategies for students with learning disabilities* are available on Amazon.com and through the publishing house, Rowman and Littlefield Publications.

Dr. Diane Hall (pictured above), professor of psychology, was selected by The Society for the Psychological Study of Social Issues as a recipient of the 2017 Innovative Teaching Award Honorable Mention. The award was based upon an evaluation of her course PSY 441 Advanced Seminar in Forensic Psychology. Together with Dr. Kristine Barnett, Diane presented her innovative approach to teaching and learning at the national SOSSI conference in June.

Dr. Thomas Mennella (pictured above), associate professor of biology and director of the master of science program in applied laboratory science and operations, has been appointed to the international faculty of the Flipped Learning Global Initiative (FLGI), a worldwide coalition of educators, researchers, technologists, professional development providers and education leaders.

Dr. Julie Watson has been appointed Program Coordinator to lead Bay Path's first doctorate program: the all-online, post-professional Occupational Therapy Doctorate Program. A Florida native, Watson maintains ongoing clinical experience at Brooks Rehabilitation and Therapeutic Learning Center in St. Augustine, FL, and serves as the North East Florida Regional representative for the Florida Occupational Therapy Association.

Dr. Joshua Weiss (pictured above), assistant professor and program director for the MS in Leadership and Negotiation, co-authored a children's book this year with San Diego native Gregg Relyea, Esq., entitled, *Trouble at the Watering Hole: The Adventures of Emo and Chickie*. The book can be purchased on Amazon.com.

Congratulations to our Retirees!

Debbie Hatzipetro

Senior Director of Health Services Administration and Nursing
Debbie joined the University staff in 1997 as an adjunct faculty member, and in 2013, was hired on part-time as Director of Online Business, Leadership and Organizational Studies Programs. She stayed in that role only briefly before becoming the full-time Director of Online Business and Health Services Programs for The American Women's College. In 2016, Debbie was named Senior Director of Health Services Administration and Nursing for The American Women's College, and is credited with the development of the fully-online RN to BSN program. In her retirement, Debbie will continue with Bay Path as an adjunct faculty member.

Diane McDonald

Library Associate for Circulation

Diane joined the Hatch Library staff in 1982. During her 35-year tenure at Bay Path, she wore many hats and worked under six different library directors. Several generations of Bay Path students benefited from Diane's careful stewardship of the Hatch collection and from her caring guidance to the many student assistants who were privileged to work with her in Hatch Library.

Vana Nespor (pictured above)

Vice President for Special Initiatives

Vana joined the University in 1999 as Dean of Enrollment Services, launching the innovative One Day Saturday Program. In her combined decade of service to Bay Path, Vana has focused on providing opportunities and support to adult women who aspire to earn a college degree. Vana left Bay Path for a brief period of time, and returned in 2012 as Dean of Adult and Online Studies, eventually becoming the Chief Learning Officer for The American Women's College in 2013. In 2016, she was named Vice President for Special Initiatives. Her impact on this University has been transformational. In recognition of her leadership in the One Day program, the Rose Ceremony is now the Vana Nespor Rose Ceremony. She also received an Honorary Degree at Commencement 2018 for her extraordinary contributions to the University.



121st Commencement Features Largest Graduating Class Ever

It was a river of mortar boards as the class of 2018 processed down the center aisle at the MassMutual Center on May 12. A record number of 1,017 graduates earned bachelor's, master's, and specialist in education degrees.

Massachusetts-based poet and writer Charles Coe spoke at Bay Path's 2018 Commencement and received an honorary doctorate degree. The author of two books of poetry, *All Sins Forgiven: Poems for my Parents* and *Picnic on the Moon*, Coe has earned many accolades for his writing including a fellowship in poetry from the Massachusetts Cultural Council, and recognition as a "Boston Literary Light for 2014" by the Boston Public Library. He was selected as an Artist Fellow for the St. Botolph Club, an organization that supports the arts and the humanities in Greater Boston. For 2016-2017, Coe was also chosen as an Artist-in-Residence for the city of Boston.

Dr. Vana Nespor was also a recipient of an honorary doctorate degree at the ceremony. In 1999, she launched the innovative One-Day-A-Week *Saturday Program*—transforming the lives of adult women across the Commonwealth and throughout the country. Dr. Nespor also played a key role in the development of The American Women's College, a revolutionary learning model now serving adult women online and on campus. Dr. Nespor retired in 2017 as Vice President of Special Initiatives. Congratulations and Carpe Diem!

Open Education Resources (OER) Saves Bay Path Students \$\$\$

One of the overarching questions of Vision 2019 has been to address the cost of a college education. For many of our students, traditional and adult, the cost of books and materials can be challenging. In fact, it is often identified as one of the barriers for our students in continuing their education. Now, with the rise of the Internet and other platforms, Open Education Resources (OER) have become a viable alternative in the learning space. OER are materials for teaching or learning that are either in the public domain or have been released under a license that allows them to be freely used, changed, or shared with others. By adopting OER, the savings realized for Bay Path students has been enormous and has been estimated to be over \$200,000 just for the 2017-2018 academic year alone.



Far Left: Dr. Charles Coe delivers the 121st Commencement Speech.

Left: Dr. Vana Nespor is hooded by former Bay Path Provost Dr. William Sipple while Patricia J. Pierce, Chair of the Board, looks on.



Congratulations to the RN to BSN Completer Program!

In the fall of 2017, the online RN to BSN Completer Program at The American Women's College received official accreditation from the Commission on Collegiate Nursing Education. And on May 11, 2018, the second cohort of 11 nursing graduates celebrated their own milestone achievement at the Nursing Pinning Ceremony as part of the University's graduation festivities. Congratulations to the Completer Program and the new BSN graduates!



Second Annual On the Move Forum Packs CityStage

It was fitting that our second annual On the Move Forum took place on International Women's Day, March 8, 2018, at CityStage in Springfield, MA. Last year's event was so incredible it was difficult to believe we could top the excitement. But "Know the Past, Chart the Future," truly exceeded expectations with over 250 people in attendance. Under the leadership of Assistant Professor Janine Fondon, chair of the undergraduate communications department, and Melina Rudman, director of WELL and Community Life, it was an evening where women of all ages and from all walks of life gathered to discuss the important issues of our times, and to pass down our history through the stories as enacted in character on stage.



Bay Path students at the second annual On the Move Forum with, from left, Assistant Professor Decorti Rodgers-Tonge, Assistant Professor Maureen McGuinness, and Michelle Mirti from Student Life.

One America 10th Anniversary

It has been 10 years since our first group of Bay Path students left in the early morning hours of January to travel the highways and byways of America. The program, launched by Caron Hobin, Vice President of Strategic Alliances, has been made possible by the generosity of Board Chair Patricia J. Pierce. Over the years students have visited Alabama, Mississippi, Texas, Arizona, Georgia, among others, to experience the history, culture, and cuisine of our great nation, while also participating in community service. This year, in honor of the 50th anniversary of Dr. Martin Luther King, Jr., One America began their weeklong trip in Atlanta, Georgia—the birthplace of Dr. King. The trip was led by Dr. Robert Surbrug, associate

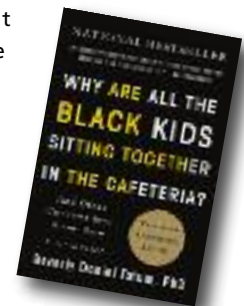


professor of history and director of the honors program. Throughout the trip, they explored historical events surrounding the civil rights movement reflecting Dr. King's influence by visiting Montgomery, Alabama, Selma, Alabama, and Memphis, Tennessee.



Beverly Tatum Speaks on Campus Why Are All The Black Kids Sitting Together in the Cafeteria

Dr. Beverly Daniel Tatum, president emerita of Spelman College, and the author of the national bestseller and classic work, *Why Are All the Black Kids Sitting Together in the Cafeteria?*, led our Board of Trustees and Bay Path community in discussions about diversity and inclusion. She shared her research and insights on the persistence of segregation and discrimination in our country, and helped us to frame racism within the broader context of the shifting demographics and political developments in our country. She provided many pro-active ideas, and in the coming months, with the help of the Diversity & Inclusion Community Council, the goal is to put many of her suggestions into action.



She's **GOLD...** and **BOLD!**

The BOLD Woman Award was given to Olympian Kacey Bellamy, seen below with President Leary, at the 23rd Annual Women's Leadership Conference. The Bold Woman Award is bestowed upon women who have dedicated their lives to being bold, taking risks, striving to achieve their goals with dignity and passion, and who exemplify the very best attributes of being a bold woman. Kacey, a native of Westfield, MA, is a member of the gold medal 2018 U.S. Women's Hockey Team. The audience gave Kacey a standing ovation not only for her hard work and dedication to her sport, but because she epitomizes what the student-Olympic athlete represents for so many people.



In Memoriam

On April 23, the Bay Path community gathered in Hatch Library to honor Joanne Guernsey, retired director of advertising and publications, with a memorial plaque. With deep sadness, we learned Joanne passed suddenly. This ceremony was a fitting remembrance both in place and significance, as Joanne was an avid reader and devoted to the written word. Joanne's commitment to Bay Path was extraordinary. She began her tenure at Bay Path in October 1973, as a public information assistant. For the next 34 years of her employment, she served under three presidents and was witness to the remarkable transformation of Bay Path from Junior College to College, and eventually University. A graduate of the University of Massachusetts Amherst with a major in journalism, Joanne put her reporting and skills as a scribe to good use—for 30 years she was the editor of the *Bay Pathway*, among her many responsibilities. Joanne's historical knowledge of Bay Path was legendary. Her ability to recollect events, people and stories will be sorely missed, as well as her quick wit and her finely honed pen as a grammarian. We will miss her... and we dedicate this issue of the *Bay Pathway* to her memory.



Left: President Carol Leary presents roses to Joanne at her retirement.



Director of Athletics and head softball coach Steve Smith, fourth from left, and assistant coach Andy Goodhart, second from left, are joined by the Wildcats championship team, including only graduating senior and Eagle award winner Lauren Vallee '18 from Bristol, CT.

ROAR! Wildcats Softball has Historic Season

The Wildcats Softball team won four games in a row to capture the New England Collegiate Conference (NECC) Championship. It was a historic feat, as the team became automatic qualifiers for the NCAA Division III Softball Ithaca Regional Bracket. NECC Tournament MVP was Bay Path pitcher Felicia Gaillardetz '20! Katrina Peck '19 and Lauren Vallee '18 were also recognized as NECC All-tournament players. In the first round of the NCAA Division III tournament, the Wildcats faced #1 seed Ithaca, losing 4-0. They came up short in the consolation game against Ramapo, 12-1. But this was a great and memorable experience for the team and the University—congratulations Steve Smith, director of athletics and NECC softball coach of the year, and the entire Wildcats softball team.

She Made a Perfect Pitch!

In front of a crowd of 450 guests including college presidents, faculty, entrepreneurs, and students, Victoria Thomas '20 was one of three students selected as a winner in the 15th annual Live Elevator Pitch Competition at the Grinspoon Entrepreneurship Initiative Annual Banquet held on April 25th at the Log Cabin in Holyoke, MA. Victoria's winning pitch was for her potential product, MicroBuddy. A handheld, portable test-probe device, MicroBuddy detects allergens in any type of food before taking a bite. MicroBuddy is small enough to fit in a purse, pocket, or a child's school backpack, and uses existing technology to provide the accurate food allergen detection needed. Congratulations to Victoria and her coach and mentor, Assistant Professor Laurie Rosner, chair of undergraduate business programs!

Below: from left, Assistant Professor Laurie Rosner '99 G'08, Victoria Thomas '20, and Provost Melissa Morriss-Olson.





23rd Annual Women's Leadership Conference Receives **Rave Reviews** by Attendees

From start to finish, our Women's Leadership Conference "*Be Curious*" was a home run! The crowd listened intently to morning keynote speaker Amy Cuddy, author and social scientist, and her presentation on power posing and adult bullying. The lunchtime panel with our 2018 inductees into the 21st Century Women Business Leaders Hall of Fame was a big hit with participants—congratulations to Lisa Tanzer, president of Life is Good; Nancy Shendell-Falik, president of Baystate Medical Center and senior vice president of Hospital Operations at Baystate Health; and Kirk Arnold, former CEO of Data Intensity and our 2004 inductee, for sharing their stories. Closing speaker Lena Waithe, writer, producer, and actor, was absolutely riveting. Her honesty and authenticity truly impressed the audience. *Save the date for next year's Conference: March 29, 2019!*

Top: President Carol Leary in conversation with Lena Waithe.

Below: 21st Century Business Women's Leaders lunchtime panel, from left to right: Kirk Arnold, Nancy Shendell-Falik, Lisa Tanzer, and emcee Yvette Frisby.





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MILLENNIUM SOCIETY DONOR RECOGNITION EVENT:

AN EVENING OF CELEBRATIONS AND GRATITUDE

SPRINGFIELD COUNTRY CLUB | OCTOBER 27, 2017

IN EVERY LANGUAGE, OUR APPRECIATION IS HEARTFELT.

On October 27, 2017, Bay Path extended deepest thanks to alumni and friends for the countless ways our donors make education possible for Bay Path students. Through their philanthropy, Millennium Society members have eased financial burdens through scholarships, invested

in Bay Path's buildings, labs, equipment and technologies, provided internship stipends, and numerous experiences in-and-out of the classroom. To our generous contributors, thank you, again, for believing in our mission and fueling the dreams of our deserving students.





1. A group of deserving students expressed their gratitude by sharing the many ways that Millennium Society members have allowed them to pursue their dreams.

2. Alison Quinn Banker and Carol Soutra Quinn '63

3. Dr. Peter Judson and Dr. Grace Makari-Judson, Trustee

4. Alumni Association Council members
Stephanie O'Leary '05 G'16, G'17 and Thea Katsounakis '70

5. Dr. K. Francis and Melinda Lee



6. Kasia and Peter Novak



7. Ann Marie DaSilva-Nembirkow and her daughters Caitlin and Cassandra DaSilva, who all graduated from Bay Path together in May 2017, spoke of their shared journey to earn their degrees.

To learn more about the Millennium Society and other leadership giving opportunities, visit www.baypath.edu, click on "Support Bay Path," and select "Leadership Giving Societies."

“Never Underestimate the Power of One.”



LETTER FROM THE VICE PRESIDENT FOR DEVELOPMENT AND PLANNED GIVING

Dear Friends,

I have recently joined Bay Path as Vice President for Development and Planned Giving. For the last eight years, I have been working in healthcare in a similar role. I have already discovered the missions of healthcare and education have much in common: providing assistance for people in need—often at the most unexpected or critical times—with the goal of enabling them to live a life of independence, of dignity, and to their full potential.

But I must share that my journey to Bay Path began earlier in my career. I had the privilege to be part of the team that launched the inaugural Women’s Leadership Conference. Even then, I was inspired by the passion of President Leary, and I developed a strong connection to the University’s mission to empower women, and now men graduate students, through career-focused education. I was impressed then...and I still am today.

As a member of the greater Springfield business community, through the years I have witnessed this incredible transformation of Bay Path. Although many things have changed, the University has remained true to its core values of being a place where innovative learning is embraced. From the Women as Empowered Learners and Leaders (WELL) program to the diverse number of graduate programs for women and men, to the groundbreaking impact of The American Women’s College, Bay Path has been fearless in challenging the status quo of higher education.

More importantly, the reputation of the University continues to grow. From my perspective, there are many factors that contribute to enhancing Bay Path’s name, but none more important than the role each and every one of our alumni play in representing and supporting our students and the University. How can one person make a difference? I always say, “never underestimate the Power of One,” especially when it translates to gifts that will help our current students learn, grow, and be curious.

“Our alumni play an important role in representing and supporting our students – and enhancing the reputation of Bay Path.

As a first-generation college graduate in my family, I know the financial challenges of our students. For many Bay Path students, without a scholarship they would never be able to complete their education; without a travel stipend, they would not be able visit parts of our

country to learn about our great history or culture; without a grant for their internship, they would not be able to gain the experience they need for their

future jobs or graduate school. These are just some of the opportunities made possible by the generosity of our donors. I, and my department, will be building on this momentum through one gift, big or small, from one person at a time. We will put the “Power of One” into action.

In the weeks and months to come, I am excited to provide leadership in the areas of planned giving, annual fund giving, alumni relations, special events, and major gifts. I would also love to speak with you about how you can include Bay Path in your estate plans, take advantage of corporate matching gifts, or establish a scholarship in your name or in memoriam of someone you hold dear. Feel free to email me at agkalill@baypath.edu, or call my direct line at 413.565.1150, if you would like to chat more. I look forward to meeting you!

Sincerely,

Allison Gearing-Kalill

To read more about Allison and her amazing backstory, visit www.baypath.edu.

LETTER FROM THE ALUMNI ASSOCIATION COUNCIL PRESIDENT

Dear Bay Path Alumni and Friends,

I feel fortunate, as president of the Bay Path Alumni Association Council, to represent such a diverse and inclusive community. The University continues to evolve along with the composition of our alumni, who represent a diverse array of backgrounds, academic interests, and life stages.

Your Alumni Association Council has been hard at work these past few months, creating new strategic priorities and examining our structure and mission to ensure that we represent you, the alumni, to the best of our abilities. I'm proud to report that our 27 members represent a cross-section of alumni – traditional undergraduate students from the Class of '70 to the Class of '15, women from our One Day A Week Saturday program and The American Women's College, graduate women and, yes, even graduate men! One of our goals in the coming months is to increase the effectiveness of the Council and our visibility to the entire alumni community. To learn more about your Council members and our current projects, please visit our website at www.baypath.edu/alumni.

Most importantly, we want to hear from you! No matter where your path has taken you since graduation, you are a valued member of the Bay Path community. Keep in touch, share class notes, connect on Facebook, and send any updates to alumni@baypath.edu. As you reconnect, I ask you to consider the Power of One – one classmate or faculty member who impacted you, or one experience that helped shape you. Now, it is your turn to make an impact on a current student. Every gift is powerful. Help us realize the Power of One by visiting baypath.edu/powerofone to make your gift today.

Thank you for the opportunity to serve as your Alumni Association Council President!

Lynn Pellerano '11 G'13
Director of Customer Service
MassMutual

Bay Path University Alumni Association Council

Lynn Pellerano '11 G'13
Council President
Nekpo Brown G'08
Dawn Bryden '05 G'07
Josie Camerota '06
Sarah Chadwick G'01 G'16
Michelle Smith Cotto '03
Maria Furlow '10 G'12
Thea Katsounakis '70
Jen Kubala Horn '00
Lindsie Lavin '10
Raquel Lee '15
Jarrod Liebel '03
Louise Locario '09
Ann Moulton '87 G'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
Nicole Poulin-DiCaprio '05
Evelyn Riffenburg G'13
Victoria Rodriguez '12 G'16
Jess Roncarati-Howe G'09
Alison Schoen '15
Courtney Whalen '00 G'09

Lynn Pellerano '11 G'13, far right,
with her wife Amber Hiersche



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.




Seeing Things from Both Sides of the Table

Kathy and Tim Cotnoir in Hatch Library

Ask many alumni and friends of Bay Path if they've heard of Kathy Cotnoir, and they're likely to say, with a smile, "of course!" Kathy has been at Bay Path for years—in fact she just recently celebrated her 17th anniversary—serving as director of stewardship and leadership giving.

While most of those same alumni and friends wouldn't recognize the name Tim Cotnoir, Kathy's husband, he is a well-known patron of Bay Path's Hatch Library. He is also Kathy's partner in philanthropy. Together they've donated to Bay Path every year during Kathy's tenure and are long-standing members of the University's Millennium Society.

Kathy knows the meaning of giving back, as well as the importance of leading by example. She is also keenly aware of how Bay Path students are impacted by gifts. Donor generosity is critical to students being able to attend Bay Path and to take advantage of experiences that enable them to successfully graduate.



So in the closing months of the “It Begins Here” Campaign, they decided to do more. After family discussions with their sons, Matthew and Daniel, they established The Cotnoir Family Scholarship to provide support for students with high financial need. After meeting with their financial advisor, they decided to fund the scholarship annually through gifts of appreciated stocks. As Kathy notes, “I’ve been speaking with donors for years about making gifts through stocks. I learned first-hand how simple a process it is and how it complements our financial and tax planning.”

But their gift didn’t stop there. According to Tim, “Hatch Library holds a special place in both of our hearts. Through Hatch, I tap into research that is critical to my profession in pharmaceutical sales. I use the facility frequently to take advantage of its academic resources. The staff is genuinely interested in helping me find the information I need. As an avid reader, Kathy loves Hatch as well.”

Their shared affection for Hatch led Kathy and Tim to include Bay Path in their estate plans through a planned gift of a bequest to provide resources for Hatch Library. The Cotnoirs agree, “Hatch Library is a wonderful community asset and we thought this bequest would be a nice way to strengthen and enhance library resources.” Being able to designate their bequest to Hatch makes the gift that much more meaningful to them.

IT WAS SURPRISING HOW EMOTIONAL
WE FELT IN MAKING THIS COMMITMENT
TO BAY PATH. IT FEELS TRULY GOOD
TO GIVE BACK TO THIS SPECIAL PLACE.

“When we were creating both the scholarship fund and the bequest for Hatch, I sat on the opposite side of the table from where I usually am as a fundraiser,” says Kathy. “It made me realize how truly good it feels to give back to this special place. Both Tim and I were surprised how emotional we felt in making this commitment to Bay Path and our students.”

For years, Kathy has been enthusiastically proclaiming gratitude to donors who support Bay Path and our students. Now it is our turn. Thank you, Kathy and Tim, for your extraordinary generosity, for your commitment to Bay Path’s mission, for your love of our students, and for your belief in our future. Carpe Diem!

For more information on Planned Giving, contact Allison Gearing-Kalill at 416.565.1150 or email agkalill@baypath.edu.

A Perfect Day: Reunion 2017



Venessa O'Brien '38 celebrated her 79th class reunion!



New England is its most glorious in fall when the leaves are punctuated with color and the days are cool and sunny. Saturday, October 28, turned out to be just what the weatherman ordered and it was the perfect setting for Reunion 2017. The day kicked off with the traditional "Mimosas Down Memory Lane" celebration in Empsall Hall for the 50th Reunion of the Class of 1967, setting the tone for the events to follow. Kathy Bourque, Vice President for University Relations and Board Liaison, gave the annual State of the University address, and presented the 2017 President's Award to Yvette Frisby. Yvette, a member of the Bay Path Advisory Council and 2017 President's Gala star dancer, was honored for her service to the University and the greater Springfield community. Other awardees honored included: Charlene H. D. Mazer '67, trustee emerita and first woman to serve as chair of the Board of Trustees: the BOLD Woman Award; Gillian Palmer G'11: Recent Alumni Award; and Nancy Burke '14: James McGill '35 Carpe Diem Award. For all who attended—thank you! We look forward to Reunion 2018...



Class of 1967, 50th Anniversary



Left: Gillian Palmer G'11, recipient of the Recent Alumni Award
Above, from left: Charlene H. D. Mazer '67, BOLD Woman Award; Yvette Frisby, President's Award; and Nancy Burke '14, James McGill '35 Carpe Diem Award
Below: The Parade of Classes



CLASSNOTES



Her Words Make a Difference

Crystal Senter-Brown '12 G'14

Crystal Senter-Brown has been taking pen to paper for several years and is the author of many works, including *Gabby Gives Back*, a book for young people that revolves around the themes of kindness and forgiveness. A professor in the WELL (Women as Empowered Learners and Leaders Program) and director of employee relations at Bay Path University, Senter-Brown was recently selected as a *Businesswest* Difference Maker for 2018. With this illustrious award, she joins a remarkable group of people, including President Carol A. Leary, who in the spirit of the award are "...through their hard work to improve the quality of life of everyone in this region...are motivating others to understand that they too, can make a difference."

Read her backstory on the website, www.baypath.edu

ENGAGEMENTS

Sylvia Chimhina '05
and Kudzie Mushonga were
engaged in August 2017.

Tara Popec '12 G'14
was engaged in the summer
of 2017.

WEDDINGS

Heather White '06
and Chris Grimm were married
on October 1, 2017.

Jayna Larson '12
and Kevin Van Fleet were married
on September 16, 2017.

Caroline Pappas-Kenyon Odell '12
and David Odell were married
on November 10, 2017.

Melissa Tharau Story '12
and Kyle Story were married
on October 21, 2017.

Ashley Gazda Crawley '15
and Devin Crawley were married
on September 2, 2017, on the
Silverlining Sailboat off the coast
of Ogunquit, Maine.



ARRIVALS

Meagan Gaudette '01,
a girl, Kelly Bridget Gaudette,
born September 26, 2016.

Amber Cull-Fournier, DVM '05,
a boy, Ezra.

Krista Aronson Joseph '08,
a boy, Kaiden Richard Joseph,
born at Beth Israel Hospital in
Boston October 10, 2017, at
2:24 am. He weighed 8 lbs. 2 oz.

Stephanie Crowell Rigazio '08
and her husband Stephen
(married in September 2015),
a boy, Alexander Charles, born
August 11, 2017, at 5:09 pm.
He was 7 lbs. 4.3 oz. and 19.5" long.

Samantha Hahn Clark
and her wife, a girl, Jordanna
Josephine Hahn Clark, born
November 30, 2017 at 1:38 pm.
Jordanna weighed 9 lbs. 1.2 oz
and measured 21" long.

Heather LeCompte '16,
a boy, Kingston, born July 2017.

**Alexander
Charles
Rigazio**

**Kingston
LeCompte**



Left, top: Ashley Gazda Crawley '15
and Devin Crawley

Left, bottom: Jayna Larson '12
and Kevin Van Fleet



IN MEMORIAM

Jean Rudolph Stewart '38
December 2, 2017

Frances W. Buynicki Brown '39
October 14, 2017

Cletus Raymond '39
July 31, 2016

Grace Howard Wood '48
April 19, 2017

Norma B. Iola Grisé '49
January 14, 2018

Phyllis Talbot Fairbairn '54
October 25, 2016

Nancy J. House Gavoni '59
September 20, 2017

Barbara E. Hoffman Campbell '60
January 3, 2008

Joan A. Hoarle Ferraro '60
February 6, 2018

Frances A. Mikuszewski Beake '61
February 17, 2018

Marianne R. Pedulla '61
December 23, 2017

Victoria Banks Walsh '77
February 6, 2018

Katherine Rick Delisle '95
December 13, 2017

Jennifer Peters '96
January 6, 2018

Diane Johnson Fish '08
December 25, 2017

Myrtle S. Shattuck Elton
December 19, 2017

Anne T. Mamicki Jurkowski
October 31, 2017

It is with great sadness we share that
DAVID POTTER
the founding choreographer and instructor of dance
in the Theatre Department of Bay Path from
1970 to 1976, passed away in March 2018.

For over 50 years, he dedicated his life to sharing
his love of dance with people of all ages, and his
legacy lives on at the University.

We extend our deep condolences to his family.

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.

Reunion years are indicated.

1938 80th REUNION

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

1951

Marion Brooks Waleryszak *Class Agent*
96 Magnolia Ter., Springfield, MA 01108
413.788.4424 waleryszak@aol.com

Marion Brooks Waleryszak's husband, Robert, passed away on January 3, 2018.

1953

Margaret Hill Kreitner shares that since her husband's death in 2015, after 58 years of marriage, she has moved into Covenant Village of Cromwell retirement community. She has been very happy there. Margaret has two wonderful children, a daughter in Burlington, VT, and a son nearby in West Hartford, CT, and has also been blessed with three delightful grandchildren.

1955

Dorothy Masajada Hartland *Class Agent*
70 Cayenne St., West Springfield, MA 01089
413.733.9205

1958 60th REUNION

Joan Aninger Hinterseer *Class Agent*
425 Main St., Unit 17D, Hudson, MA 01749
978.562.2029

Virginia (Ginny) Liucci Carlson *Class Agent*
7820 Fawn Brook Circle East
Jacksonville, FL 32256
904.641.1907 pcorngin@comcast.net

Marian Hills Hollowell is enjoying her retirement!



Judith Rivest Deshaies '63
and Karen Montgomery '77



Lorraine Festa Roseman '65
and Abigail Mae Dori



Jamie Lynn Roseman
and Zack Hosie

1963

Judith Rivest Deshaies' connection to Bay Path truly runs deep, as she served on the Alumni Association Council for 17 years and her father and aunt are also Bay Path graduates. She writes of a wonderful chance encounter with a Bay Path sister. At a recent "OC Women Who Lunch" event in Orange County, CA, Judith found herself sitting next to **Karen Montgomery '77**. The two exchanged contact information and have kept in touch since the event, with Judith even joining the women's lunch group in throwing a birthday celebration for Karen. She urges her fellow Bay Path alumni to "speak up loud and proud and spread the good word about Bay Path University—you may even find yourself making a new Bay Path friend!" **Carolyn Christie Pierson** is a happy grandmother of six; three girls and three boys, all living close by. She shares many trips, walks, and lunches with **Donna Vaders Papa** who also lives in Guilford, CT. **Diane (Dede) Olliver Rudd** urges her classmates to join her for their 55th Reunion this fall. She looks forward to seeing you!

1965

Lorraine Festa Roseman writes with several happy pieces of news. Her daughter Jamie Lynn married Zack Hosie at Del Posto in New York on June 4, 2017. Lorraine also welcomed her new granddaughter, Abigail Mae Dori, on August 29, 2017. Abigail joins her sister Juliet Roberts Dori, and her cousin Jaxon Roseman.

1967

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

Norma-Claire Lang Gruetter is enjoying her retirement and recently started painting in acrylic and watercolor. She loves to do both! She and her husband Frederick just celebrated their 45th wedding anniversary.

1969

Carol Paddock Goodspeed *Class Agent*
P.O. Box 26, Wales, MA 01081
413.245.3082 gdstd@aol.com

1971

Paula Rowse Buonomo *Class Agent*
42 Colton Lane, Shrewsbury, MA 01545
508.842.8680 buonomo@aol.com

Yvonne Bowkett-Kavanagh still lives in Clinton, CT. Early in the summer she met up with former roommate **Drucilla (Dru) Warren Farquhar** in Old Saybrook for lunch!

1972

Deborah Hunt Benoit writes that she and former roommate **Nancy Hoey Bacher** have kept in close touch in the years since their time at Bay Path. The two friends meet halfway between Deborah's home in West Springfield, MA, and Nancy's home in Foxboro, MA, usually at the Publick House in Sturbridge, MA. Deborah says that her years at Bay Path were two of the best years of her life! Not only did she make lasting friends, but she also met her husband at an off-campus Springfield College party. They were married for almost 25 years when cancer took him away, and had two beautiful daughters, both married and one with two sons. Deborah and Nancy had the privilege of attending each other's children's weddings in 2017. Deborah's youngest daughter was married in April, while Nancy's youngest son wed in June.

1981

Janice Miller *Class Agent*
43 Old Windsor Rd., Bloomfield, CT 06002
203.427.7759 sxm1jan@gmail.com

1986

Stephanie Bucher Seymore's seven children are almost all grown up, ranging from 13 to 30. She shares a photo of the entire family from Christmas, including two daughters-in-law, one son-in-law, and two new grandchildren. Luka was born August 22, 2016, and Aiden arrived September 22, 2017. Stephanie volunteers pretty much full time as a Regional Area Coordinator for Operation Christmas Child and she loves it!



Stephanie Bucher Seymore Family

1987

Tracy Citrin Curran and her husband, CW5 Phillip Curran, US Army, have been married for 24 years and have two sons, named Jakob and Joshua. The family lives in Quantico, VA, where Tracy serves as the Deployed Support Teams Program Manager for Soldiers' Angels and President of the Quantico Officers' Spouses' Organization.

1990

Tina D'Agostino was profiled in the Professional Women's Chamber "Spotlight on Talent" section of their newsletter in November 2017. She was recognized for her work as president of CityStage and Symphony Hall in Springfield, MA.



1992

Jean Maziarz was promoted to director of the Richard Salter Storrs Library in Longmeadow, MA.



1996

Stacey Sevivas Wikar began a new position as the director of purchasing at Mount Holyoke College in May, 2017. **Ellen Marie Keith** is teaching at Phoenix Charter Academy.

1998 30th REUNION

Michelle Cayo accepted a position in July, 2017 as vice president, credit administration manager at Florence Bank. **Daryll Sverrisson** and her

husband Gunnar have been married 16 awesome years and live a few miles from Bay Path. They co-own Ballroom Fever Dance Studio in Enfield, CT, and are donating their time and talents for a second year as dance instructors and performers at the upcoming Bay Path University President's Gala. The couple have two children, ages seven and eight. Daryll is considering a return to school for her master's degree.

2004

Ruby Bean, at right, has a new job as director of strategic initiatives for Community Concepts, Inc. She also serves on the board of Western Maine Play Museum in Wilton, ME, and is a Girl Scout leader. **Stephanie Burns Huckel** has accepted a position as senior global program manager for Diversity & Inclusion at IGT. **Jessica Cramer** is excited to announce her new position as a sales agent with New York Life. She writes that Bay Path has given her the tools for success, and that her Paralegal Certification has proven quite useful in the insurance field.



2006

Kelly Broderick Class Agent
522 Child Street, Warren, RI 02885
kelbyanne@gmail.com

Kelly Broderick has a new job as a therapist at High Point Treatment Center doing individual, family, and couples therapy. Kelly writes that she primarily focuses on addiction work, which she loves.

2008 10th REUNION

Kaitlyn Abdale and Andrew Abdale were married on October 15, 2016. Kaitlyn now works as an early childhood special education teacher for Manassas City (VA) Public Schools. She is also pursuing a master's degree from Lynchburg College.

2009

Danielle Ardizzone is enjoying her new position as a line therapist with Behavior Care Specialists. She is using applied behavior analysis (ABA) with students on behavior plans. **Amanda Rice Dufraine** writes that she has left private practice and joined the Social Security Administration Office of Disability Adjudication and Review as an attorney advisor.

2011

Melissa Chelte Przybytek was married in October, 2016. In May, 2017 she graduated with her MBA from American International College. Melissa accepted a position as a data analyst and category manager at Pride Stores in September 2017. She and her husband are now looking to purchase a home in the area. **Samantha Casey** is elated to announce that she has accepted a position as residential supervisor with NeuroRestorative of Maine, offering residential, clinic, and day program services for folks with TBIs, co-occurring disorders and MH diagnoses. **Crystal Senter-Brown** was selected as a *BusinessWest* Difference Maker of 2018. Crystal is an author and adjunct faculty member at Bay Path. She was honored for her stories and lessons, which empower and motivate children and young women to make a difference in their communities. **Precious Price**, at right, was recognized in *Connecticut Magazine's* 40 Under 40 Class of 2018. Precious was honored for her incredible work with the North End Action Team in Middletown, CT. She now serves as director of the Middletown Racial Justice Coalition, as well as a board member of the Annie C. Courtney Foundation, focused on providing services to children in foster care. **Emily Pelletier Skoczylas** recently accepted a position as a caseworker for CHD (Center for Human Development) in the In Home Therapy Program in Ware, MA.



2012

Jason Ostrowsky has accepted a position as the dean of students at the College of Southern Idaho, located in Twin Falls. **Meredith Forts Rodrigues** was recently promoted to assistant director of donor relations at UMass Dartmouth. **Alisha Orton Sullivan**, at left, a member of Robinson+Cole's Employee Benefits and Compensation Group, has been named the co-chair of the Connecticut Bar Association Young Lawyers Section Women in the Law Committee. The Committee plays a key role in planning the annual Pathways to Leadership for Women Lawyers dinner. Hosted in partnership with



the CBA Women in Law Section, the signature event includes the presentation of the Ladder Award that recognizes a female attorney in Connecticut who has demonstrated exceptional leadership affecting women.

2013 5th REUNION

Tabitha Vianna began a new job as associate attorney at Bacon Wilson, where much of her work is devoted to assisting clients with commercial loan closings. She is licensed to practice in both Massachusetts and Connecticut.



2014

Michelle Chase accepted a position as vice president/branch manager of the Ludlow Branch for United Bank.

2016

Myngoc Ho has returned to Bay Path to pursue her MS in Physician Assistant Studies. **Sarah Yurkunas** was promoted to commercial portfolio lender at Country Bank.

2017

Mariann Dinelle was promoted to nurse manager of the emergency department at Mercy Medical Center.

We're curious about your story!



Bay Path alumni gather for a group photo at the recent Women's Leadership Conference, "Be Curious."

Everybody has a story, and we are curious to hear yours. We know what makes Bay Path great is the success of our alumni, and we want to share the news in the *Bay Pathway*, the *Alma Matters* newsletter, and on the website. Don't be shy! We and your fellow alumni want to know—where has your career taken you since graduation? Do you have an inspiring story? Have you been recognized for an accomplishment? Please drop us a line at alumni@baypath.edu, and remember, our stories bring us together. *Carpe Diem!*

SUPPORT THE CARPE DIEM ANNUAL FUND!

What can your contribution really do for current students? Everything.

When you're just one person, it's hard to imagine your donation adding up to much. For many Bay Path students, receiving financial assistance often means the difference between being able to stay in school or not.

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month of
streaming service



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Save the Date

SATURDAY, OCTOBER 27, 2018

ALUMNI REUNION

All classes welcome | 1968 - 50th! | 1993 - 25th! | 2008 - 10th!

- State of the University Address from President Carol A. Leary •
- Alumni Awards & President's Award • Parade of Classes • Celebration Lunch • and more! •

FOR MORE INFORMATION, VISIT WWW.BAYPATH.EDU/REUNION