Dear Colleagues and Friends,

Hope and Joy—two simple words that convey so much meaning and emotion—are at the very heart of this season. The cover story of this issue of Carlow University Magazine (pages 9-19) offers a window into the University’s dedication to bringing hope and joy to vulnerable individuals, particularly women and children, thousands of miles away, in Uganda.

Carlow’s team of faculty and students has spent the last two years determined to make a difference in a country that is ravished by poverty, suffering, and violence. Their efforts, both in Uganda and on our own shores, astound me, and are a true reflection of our University’s historic mission.

At home in Pittsburgh, we continued to move boldly into the future as we finalized our strategic plan, which underscores our unwavering commitment to strengthen Carlow’s place among exceptional women’s universities within our region and beyond.

It is well-known that our students and graduates are leaders and change agents in their communities, and the stories of alumnae Maria Graziani (pages 2-5) and first-year student Rachel Makary (page 6-7) are examples of how members of the Carlow community are putting their passion into practice. Additionally, I heard first-hand how the Carlow experience transforms lives when I welcomed alumni as they returned to campus for a weekend-long celebration in October (page 44), and subsequently found themselves in the midst of even more positive change: significant progress toward the construction of our University Commons (page 31).

As an institution, I’m happy to report that we’ve continued to evolve and respond to the needs of our students and our community. For example, in November our Office of Career Development spearheaded a regional career fair (page 8) funded through grants and sponsorships. Additionally, five faculty members were rated among the “best professors” in the region by Pittsburgh Magazine (page 29), validating Carlow’s excellence in academics and teaching, and our faculty’s focus on our students.”

For the second consecutive year, we are thrilled to be named among the top 20 private colleges nationally in Washington Monthly’s annual “Best Bang-for-the-Buck” issue, and were also ranked in the top 6 percent nationally by Educate To Career, lauding great success in students’ employment outcomes (pages 26-27).

Carlow faculty, staff, students, and alumni embody the same risk-taking, entrepreneurial spirit of our founders; spreading hope and joy as we go. I am honored to share with you our stories, which are a snapshot of how we are achieving our vision of being a preeminent, innovative, Catholic university, renowned for providing transformational learning experiences in which students realize their full potential and become career-ready ethical leaders committed to a just and merciful world.

Sincerely,

Suzanne K. Mellon, PhD
President
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LETTERS TO THE EDITOR
MARIA GRAZIANI has a mind for business. She also loves to see things grow—especially on her Pittsburgh farm.

That’s right. Pittsburgh. Not Butler or Greene or Washington County, but right smack in the heart of Pittsburgh’s über-urban Garfield neighborhood.

Back in the late 1990s, while interning with the Bloomfield-Garfield Corporation, Graziani spent hours immersed in official nitty-gritty: the city’s block and lot database. As she poured through lists of property records, a cluster of 19 vacant lots caught her eye. In person, they looked even better.

Perched at the corners of Hillcrest and Pacific Avenues, 1.7 acres of land—the site of a long-abandoned strip mine—was mostly vacant. Four crumbling, turn-of-the-century frame houses remained, hidden beneath twisting vines, unforgiving weed tangles, dead trees, and mounds of trash.

Graziani saw beyond the rubble and stench. She gazed up and over those sagging rooflines and saw an amazing view of the city. Could this land come to life once again?

Seeking to transform the neighborhood, she enlisted the support of friends and community partners—including the Bloomfield-Garfield Corporation, the Urban Redevelopment Authority, and the city’s Green-Up Program—and by 2004 owned seven of those lots outright, with four more under contract.

Her goal? Farm that land.

“I grew up with grape vines and fruit trees,” says the New Castle, Pa. native. “My dad loved to garden, and even though I went to school for urban studies, that love of the outdoors was always there.”

Years of sweat and hard labor went into transforming what she now calls Healcrest Urban Community Farm. Demolishing houses. Removing more than two giant trucks full of garbage. Beginning a lengthy soil remediation process to treat the earth for high levels of lead, arsenic, and other toxins.

Graziani and early community partners originally planned to use the land for vegetables and organized themselves as a nonprofit, offering space for neighbors to grow crops and working with summer youth employment programs to place city teens ages 14-18 in jobs on the site. Over time, the farm’s true niche seemed to be in the herbal market. Graziani began the process of branding Healcrest and envisioned not only a profitable product line, but also an organization run solely by women.
Empowered by Carlow

In 2009, Graziani turned to Carlow University to further her business expertise. She enrolled in Carlow’s MBA program—flexible enough to meet her needs and a perfect philosophical fit.

“I was nine months pregnant when I enrolled,” recalls Graziani. “I wanted something that was online and would allow me to work at the same time.”

Graziani was also thrilled by Carlow’s commitment to women’s empowerment.

“Even though the MBA program is co-ed, there’s a strong emphasis on supporting women business owners,” she says. “That was inspiring for me to see.”

Today, thanks to hard work, careful planning, community support, two zero-interest Kiva Zip loans to entrepreneurs, crowd-funding, and grant money, Healcrest is thriving. Graziani is CEO, focusing on development of the product line, proprietary blends, farm growth, and small-farm partnerships, along with co-owner and marketing director Dana Launius and farm partners Meg Graham, Michelle Soto, and Suzanne South.

“We’re proud to define ourselves as a women-owned business,” she says. “We’re in a really male-owned environment. Even at farmer’s market events, most of the businesses are run by men. We feel empowered and inspired to be there and to show that we can do this. We can get this done.”

*Summer at Healcrest Urban Farm, located in Pittsburgh’s Garfield neighborhood.*
An Urban Transformation

Healcrest is a model for urban transformation. Ninety percent of the farm is devoted to culinary and medicinal herbs: chaste tree berry and lavender, comfrey and mugwort. There are blackberries and raspberries, beehives and rain barrels, and even a greenhouse and shed (thanks to the 2006-2010 mayor’s Summer Youth Employment Program and the grant that accompanied it) and a chicken coop that neighborhood kids helped to build.

There’s a massive three-trunked oak that provides glorious mid-summer shade, and an apple tree hovering over two wicker chaise lounges, a respite after a hard day’s work.

Today, Healcrest owns or contract manages all but three of those 19 lots, with support from Mayor Peduto’s revised garden waiver program and the Urban Redevelopment Authority’s vacant land leasing program. Little reminders of the farm’s city origins are still evident: a red fire hydrant tucked in the underbrush. A city streetlight, glowing strangely orange in the middle of the afternoon, peeks from beyond the greenhouse.

The land is a haven to bees, birds, and other wildlife that often struggle in an urban environment. The farm is also an inspiration to neighbors, who’ve come there to learn about farming, sometimes receiving free plants and advice about how to green-up abandoned lots near their own properties.

“We are a social enterprise,” says Graziani. “Giving back to the community is important to us.”

Healcrest brings nonprofit groups to the farm to work, but mostly to learn. Local summer camp kids get their hands dirty in Healcrest’s soil, learning how plants really grow.

There are also herb walks and classes—such as this autumn’s “Tree Medicines of Pennsylvania,” teaching the medicinal properties of tree flowers, leaves, bark, and roots, as well as the best time to sustainably harvest and process them into medicine.

The farm is also a Community Supported Apothecary. For a six-month season, members buy a share of the year’s harvest and receive monthly boxes of organically grown herbs, artisanal herbal products, and herbal teas.

And Healcrest’s products are increasingly popular. They hand blend their herbs with local seasonal fruit—much of it from regional farmers—creating tea blends and now Tea Pops, a huge hit around town during the summer months.

Thanks to a 2012 grant from Awesome Pittsburgh, Graziani and Launius began making Tea Pops in 41 different flavors like apple honeysuckle, chocolate lavender, and strawberry knotweed.

The pops are blended and frozen at an East Liberty commercial kitchen and are sold at area markets, such as the East End Food Coop and Klavon’s Ice Cream Parlor in the Strip District. They are extremely popular at farmer’s markets like the Strip District’s Farmer’s at the Firehouse, East Liberty Farmer’s...

The Tea Pops’ success is the pinnacle of what Graziani calls a “lifelong pursuit,” the product of a head for business and a heart devoted to nurturing the land.

Nature, too, is working to reclaim this piece of land. Knotweed squeezes through cracks in asphalt that was once an alleyway. Boughs of locust, Rose of Sharon, and mulberries frame the entrance to what feels like a secret garden—just beyond the wheeze and whine of the city bus, the swoop of the street cleaning machine.

“An area that was once considered a ghetto—abandoned houses, vacant lots, high crime, and a disenfranchised population—is now growing not only community strength and visions of a better future, but the farm is changing people’s relationship to the earth, local food, and their health,” says Graziani. “We have played a role in that change, and that is indeed very worth the work.”
VOLUNTEER PRINCESSES
FOUNDER FINDS A HOME AT CARLOW
First-Year Student Rachel Makary Turns a Fun Hobby into a Vehicle for Spreading Joy

ONCE UPON A TIME (in the summer of 2012), Rachel Makary carefully transformed herself into Merida, the red-haired princess protagonist from the Disney and Pixar movie, Brave, and set forth for a photo shoot at Schenley Plaza and the Carnegie Library of Pittsburgh.

A high school junior at a North Carolina boarding school, Makary was home for the summer. Her homemade costume—the first of many to come—had turned out so well that she commissioned a photographer friend to snap some photos in the park and at the library.

When she and her photographer arrived in the park, they were “absolutely bombarded by children,” Makary recalls—children who wanted photos, and who wanted the princess to read them stories.

That day in Schenley Plaza made Makary think. She loved the kids—and the photo session—but maybe there was something more she could do. Could her love of cosplay (short for costume play) serve a greater purpose—bringing joy to the children of Pittsburgh?

Cosplay is actually a performance art in which participants (cosplayers) dress to represent specific characters or ideas. Cosplay applies to any costumed role-play that doesn’t take place on the stage, and, according to Makary, it’s very popular in the Pittsburgh area.

It’s also no surprise that Makary thrives on cosplay.

Makary’s father was an actor in Russia—her family immigrated to Pittsburgh in 1995—and she grew up around the theatre and elaborate costumes. “I was always dressing up, and I loved it,” she says. “I was always the one making costumes for myself and my friends for Halloween.”

Beyond her love of dressing up, Makary had a deep desire to give back to her community.

Attending Jewish schools all her life instilled a spirit of service—something she would later find at Carlow University. “In Jewish school, they teach Tikkan Olam, which is Hebrew for repairing the world,” she explains. “I’ve always had a passion for volunteering and helping others, especially because my family came to America with nothing.”

What if she and fellow cosplayers could dress as beloved princesses and reach out to children—particularly those in need?

“I went home after that day and said [to my friends], Guys, we need to do this. We need to put this together,” recalls Makary. “It would be super fun.” Her friends enthusiastically agreed and said they’d also make costumes and help when needed. They decided to call themselves the Volunteer Princesses.

During the next few weeks, before she headed back to high school, Makary started a Facebook page for the Volunteer Princesses and a private Facebook group through which she could communicate with her friends. She also started contacting organizations that might want to have princesses visit.

The Volunteer Princesses began offering different free events, from “meet and greets” and photo opportunities to dramatic storytelling and face painting. Their greatest mission: to bring joy to children, especially those experiencing difficult times, such as frightening childhood illnesses.

Their first event was at Ronald McDonald House of Pittsburgh, an organization that provides housing to families of children receiving life-saving medical care. “We were nervous, and our costumes weren’t the best, but the kids loved it,” says Makary. “Parents told us how excited the kids were, and from then on, we said, ‘We’ve got to keep doing this!’”

During her junior year of high school, Makary started looking at colleges. She knew she wanted to be back in Pittsburgh and major in special education. Her aunt, Carlow alumna Anna Mednik ’02, encouraged her to put Carlow on her list.

Part of the reason Makary’s family immigrated was so that Mednik could get a better education. “Many of my aunt’s college credits from Russia didn’t transfer to American universities,” says
Makary, “Carlow helped her through that process and gave her scholarships. So [my] aunt came here, and that’s how Carlow became part of our lives.”

Mednik graduated from Carlow’s special education program and is now a teacher in Maryland. Growing up, Makary spent a lot of time volunteering with Mednik at her school and fell in love with teaching and helping special needs children.

Makary was thrilled to be accepted to Carlow (she wrote about Volunteer Princesses in her application essay), and hopes one day to work professionally with children as a speech therapist.

Meanwhile, during the summer after high school graduation, she planned and executed a re-launch of the Volunteer Princesses. The re-launch included an expansion of services (all of which are free) and a public event back where it all started—Schenley Plaza.

As word of the organization spread via social media, Pittsburgh-based “mommy blogs,” word-of-mouth, and news stories, Makary, who says she was always very well organized, found herself basically running a small business. “It’s a volunteer organization right now,” says Makary, whose stepmother helps manage the business. “We’re working to make it into an official nonprofit.”

Now with more than 30 volunteers—including both women and men who dress up as princesses and superheroes—the Volunteer Princesses delight the children of Pittsburgh through appearances at nonprofit organizations, women’s shelters, community events, and birthday parties; and by hosting their own free, public events.

Organizations or individuals hosting events can request princesses, princes, superheroes, and various TV and movie characters from Volunteer Princesses. Once a request is made, Makary puts the call out to her volunteers to see who can attend.

This summer, princesses and helpers appeared at various community events and activities throughout Pittsburgh including a screening of Disney’s Frozen movie in Schenley Park. They also hosted an art class at the Carnegie Library of Pittsburgh and held two public events in Schenley Plaza where the princesses took photos, read stories, painted faces, and completed art projects with children.

Makary has many other plans and ideas for the organization, which recently launched a new website: www.volunteerprincesses.com.

“Many teenagers and young adults want to get involved, but they don’t know how—they don’t have an outlet or know how to sign up,” says Makary. “I knew I loved working with children and I loved dressing up—this was the perfect thing for me to do.”

Above: Rachel Makary at the Spook-a-Palooza public event for families in Schenley Plaza. At left (L-R): Rachel Makary as Snow White, Tori Prettyman as Aurora, and Desi Wiley as “The Tangled Princess.”
RETHINKING THE PATH FROM COLLEGE TO CAREER

TURNING THE CAREER development process on its head is not the sort of thing you’d expect the director of a career development office to do. But on Friday, November 7 at the Hilton Garden Inn, that’s exactly what Erin Bridgen, MA, director of the Office of Career Development at Carlow University, did.

Bridgen worked in partnership with colleagues at the career centers of Duquesne University, California University of Pennsylvania, Indiana University of Pennsylvania, and Saint Vincent College to plan and produce a one-day conference in Oakland focused on preparing students for a successful college to workplace transition.

“Usually we work with students throughout the year,” said Bridgen, “offering a number of shorter, targeted workshops and networking sessions, as well as tips on interviewing and job search strategies. But when I spoke with colleagues at other institutions we realized that we all faced similar challenges: we were spending a lot of time developing great programs that touched relatively small audiences, simply because our students are very busy—between work, families, and studying, finding time for career development is a challenge.”

And so Bridgen submitted a grant proposal to fund a new kind of career development event: one that would bring students together for one full day of career workshops, leveraging the expertise of a variety of regional institutions and employers in support of a better, more focused experience for the participants. The National Venture Fund, through the Council of Independent Colleges (CIC) and the Association of Independent Colleges and Universities of Pennsylvania (AICUP) awarded Bridgen seed funding for such an event, and once she and her career services colleagues secured the requisite corporate sponsorships, the College to Career (C2C) Conference was born.

“We positioned this as a conference, and this was really important to us. We wanted our students to get that conference experience, to have the opportunity to attend multiple sessions that would boost their employment savvy, but also to be able to network with recruiters and with one another, to really build interpersonal connections,” said Bridgen.

Carlow alumna Pamela Arroyo, program director of the UPMC Campus Programs and Workforce Development Initiatives, offered the keynote address and energized the participants, preparing them for a day full of breakout sessions which covered such topics as resumes and cover letters, social media savvy, personal branding, networking, salary negotiation, and effective interview strategies. Every moment of the conference was devoted to self-improvement: even lunchtime was presented as an opportunity to learn proper dining etiquette, key for those all-too-important business lunches.

“We were so pleased with the event,” Bridgen said upon further reflection. “It gave people the opportunity to connect in really worthwhile ways, in ways that build the relationships that lead to meaningful employment.”

As for looking toward the future, Bridgen is optimistic. “Of course we’re already thinking of ways to improve C2C for subsequent years, but we were so happy with our outcomes, especially because this is the first year for this kind of event in the region. Our colleagues loved it, our recruiters loved it, and, most importantly, the students loved it.”

For more information, or to contribute your time, money, or talent to the next C2C Conference, please contact the Carlow University Office of Career Development at 412.578.6067.

EMILY E. MARTIN

College students from the Pittsburgh region participated in roundtable sessions at the November 7 College to Career Conference. C2C conference and breakout sessions included work on resumes and cover letters, personal branding, networking, effective interview strategies, salary negotiation, and even dining etiquette. Photos courtesy of Stone Swiss of Imagine Careers.
UGANDA

“How blessed we are to engage in this work. Who gets to do this?”
—Susan O’Rourke, EdD
Carlow University’s Passionate Fight for Change

Nearly 40 percent of Uganda’s population lives on less than $2 per day. Such extreme poverty is the breeding ground for gender-based violence and human trafficking, physical disabilities, malnutrition, and starvation.

In 2013, Mary Burke, PhD, professor and director of the doctoral program in counseling psychology at Carlow University, and Susan O’Rourke, EdD, professor of education and director of Carlow’s special education program, were invited to Uganda by Victoria Nalongo Namusisi, founder of Bright Kids Uganda Children’s Home in the city of Entebbe. Their goal was to evaluate possibilities for teacher training in special needs education. Burke focused on trauma and human security; O’Rourke on special education.

Namusisi’s own tragic story is at the heart of her dedication to special education in Uganda. After caring for her adopted daughter, Gloria—who had cerebral palsy—for five years, Namusisi enrolled her in a school for disabled children. Within two weeks, Gloria died, because the teachers didn’t know how to care for her. Namusisi was devastated and vowed to improve educational opportunities and conditions for children with disabilities.

Burke and O’Rourke recognized that, in order to address the needs of vulnerable populations (disabled, orphaned, abused), they would need to take a broad approach that included working with families, communities, and professionals in Uganda. At the same time, they knew they could not do it alone and were blessed with many resources in the United States: talented faculty, engaged students, and a university with a mission to serve others.

In January 2014, three Carlow University doctoral candidates, Leah Russell, Nicole Currivan, and Katie McIntyre, accompanied Burke, O’Rourke, and Carlow adjunct instructor Pauline Greenlick, to provide special needs and trauma-focused professional development to teachers in Entebbe, Mpigi, Soroti, and Bukedea. They also began to work on the issue of human trafficking in Mukono.

In June-July 2014, O’Rourke, Burke, Greenlick, and Currivan returned, bringing with them early childhood education master’s candidate Emily Atheson, as well as Pittsburgh-based mural artist Kyle Holbrook; American educator/magicians Kevin Spencer and Mike Thompson; and Lou Picard, PhD, director of the Ford Institute at the University of Pittsburgh.

This team, and their Carlow community back at home, is dedicated to serving Ugandans in need. Together, they facilitate meaningful improvements and bring joy to the men, women, and children of this nation, which Winston Churchill once called the “Pearl of Africa.”

In the following pages we share just a few of their stories in an ongoing effort to document the work of the Carlow faculty, staff, and students who continue to fight the good fight both abroad and from our own shores.

Left: Children in the village of Opucet in Soroti keep cool in the shade.
Top: (L-R:) Silver Oonyo’s mother and friend resting before dinner.
Bottom: A child in the village of Opucet.
Overcoming a Difficult History and a Harsh Reality

Uganda has a long history of migration and colonization, a side-effect of being situated on 19th-century Arab trading routes along the White Nile River.

Though Uganda emerged from British colonial rule in 1962, citizens have been fighting both internal and external destructive forces ever since. A 1971 military coup installed brutal dictator Idi Amin, whose atrocities against his own people accounted for more than 300,000 deaths.

The Lord’s Resistance Army (LRA), a pseudo-Christian cult and militia led by Joseph Kony, prowled Uganda’s northern territories through the early 2000s, using guerilla warfare to attack villages and take whatever they wanted, including young girls who were abducted, raped, and/or sold into trafficking. Although the LRA is no longer a threat, many of their victims remain traumatized.

Today, Ugandan women and girls are still too often viewed more as property than as individuals, leading to physical or sexual abuse, abduction, and slavery. Though slavery is technically outlawed, human trafficking is a serious concern.

“Uganda has been identified as an area in which human security is significantly jeopardized,” says Burke, who is also founder of the Project to End Human Trafficking.

“In countries with this type of compromised infrastructure, much of the population is vulnerable to exploitation in some form or another,” she explains. “This is particularly true for women and girls who are at increased risk for gender-based violence, including the violence of sex and labor trafficking.”

Burke deepened her understanding of the trauma caused by the LRA through the experiences of Anyait, a 22-year-old who was abducted when she was just 12 years old, along with five other girls from her village.

“Anyait was held by the LRA for three years, was subjected to rape daily, and was the servant of one of the rebels,” says Burke.

Serving the rebel soldier meant that Anyait was forced to cook, clean, set up, break down, and carry his tent from place to place, as the LRA led a nomadic existence in an effort to keep the government from zeroing in on their encampments.

“I asked her how she found the strength to endure this suffering,” says Burke, who was struck by Anyait’s strong desire to complete the education that she missed out on when she was abducted. “She stated that every once in a while she would sit down and cry, but because she wanted to live, she found it within herself to carry on.”

After becoming pregnant in October 2005, Anyait continued to move from location to location with the LRA until, in May 2006, she managed to escape the rebels. She hid by herself in the bush until Ugandan soldiers found her and took her to a village under their control. She soon gave birth to her son, William. Afterwards, she and William were reunited with her parents.

“Reintegrating to her family and village was not easy for Anyait. Some of the immediate family has been supportive, but her extended family and one of her brothers have not,” says Burke, who added that the brother wants to kill William, and many of the villagers subject her and her son to ridicule.

“Unfortunately, this type of reaction is not uncommon,” she says, “and clearly adds to stress and hurt for those who were abducted and enslaved by the LRA.”
Blaming the victim for her troubles—especially those related to gender-based violence—is too frequent even in more progressive societies. In Uganda, the stigma can be nearly impossible to overcome.

The human trafficking team focused on two regions in Uganda—Soroti and Mukono—where they believed they could impact awareness and ultimately decrease citizen vulnerability.

The teams worked with a number of on-the-ground experts, including Moses Binoga, coordinator for Anti-Human Trafficking in Uganda; Silver Oonyu, Judith Akello, and James and Rachel Ongo of Advocacy for Vulnerable Children’s Rights; Bright Kids’ Namusisi; SOS Children’s Villages; and Betty Kinene, a disabled woman who represents the country’s disabled population within the Ugandan National Assembly.

Top: L-R: Pastor Fred Muyimbua, Mary Burke, Rebecca Nansumba, Madame Victoria, (standing), Namale Robina, and other members of the PEHT team after their first community-based training in Mukono. Bottom: Mary Burke with Anyait and her son after a visit in Soroti.
Rebecca Nansumba, a 21-year-old Ugandan native and college student at Africa University in Zimbabwe, also immersed herself in the project when she noticed that girls in her village were disappearing without explanation.

“Together we identified three overarching goals,” says Burke of their efforts to combat trafficking. “First, we wanted to change views about gender-based violence. Second, we wanted to increase access to school, especially for girls, and, third, we wanted to collaboratively develop a plan for raising awareness about human trafficking with Ugandan citizens.”

After meeting together with community leaders, the team facilitated workshops on the problems of gender-violence and human trafficking, taking care to hold separate sessions for men and women in each village so that both groups might speak more openly. Which they did.

It was difficult to hear such comments as “How am I going to control my wife and kids if I don’t beat them?” But such honesty also led to moments of praise from other male participants, who lauded the team’s efforts.

Top: Mike Thompson entertains women and children with the art of balloon making in the village of Opucet in Soroti. Bottom: Opucet children.
“When you go into a country like Uganda,” notes Burke, “where poverty and the problems associated with it are so commonplace, the first question that must be asked is ‘What are this community’s views about what needs to change, and how can we be of assistance?’ The other question to be answered is: ‘Are the ways in which we are providing support sustainable?’”

Sustaining these activities will require determination from the Ugandans—something Burke believes is plentiful, pointing to Anyait’s will not only to survive, but to further her education. “I’ve never met anyone more determined to go to school,” she says.

Russell, too, feels strongly that their efforts will continue to have positive repercussions.

“I feel confident that the information we were able to share will impact the lives of victims of violence throughout the country,” she says.

Creating Hope for Hidden Children

While victims of violence search for ways to move forward, another, painfully vulnerable segment of the population remains hidden on the fringes: children with physical or developmental disabilities.

Historically, most Ugandan children with disabilities do not have access to education and are excluded from participating in their communities. Mothers of these children are often abandoned by their husbands, leaving them particularly exposed to the effects of poverty.

“[Ugandan] children with disabilities are often referred to as ‘hidden children,’ given the cultural belief that mothers who give birth to a disabled child are cursed,” explains O’Rourke. “The stigma associated with not only being disabled but giving birth to a child with a disability serves to ostracize both the child and the mother from society, confining them in their home to care for the child and hide themselves.”

While the Ugandan government has signed the United Nations Convention of Rights of Persons with Disabilities (UNCRPD), there is still a desperate need for information about inclusion of individuals with disabilities in communities and schools. The government reports a disability rate of 16 percent. Many believe the true rate to be much higher.

In June 2014, assisted by a $5,000 grant from the Grace Ann Geibel Institute for Justice and Social Responsibility, the Carlow-led team of experts came to provide not only education and instruction, but also hope and joy.

Joined this time by internationally-recognized mural artist Kyle Holbrook and American educator/magicians Kevin Spencer and Mike Thompson, the team provided arts-based therapeutic training for teachers, administrators, government officials, parents, and caregivers.

Founder of Moving the Lives of Kids (MLK) Community Mural Project, Holbrook’s goal is to use public art as a way to provide positive opportunities and a sense of community for all children. MLK funded his participation in Uganda, providing all necessary materials to create a mural project at Bright Kids Uganda. Together with Spencer and Thompson, Holbrook designed an Arts Day at Bright Kids, inviting children to paint, learn magic tricks, and role play with finger puppets.

Top: Carlow graduate student Emily Atheson trying her hand at brick laying for the Silver Memorial Inclusive School. Middle: The village of Opucet. Bottom: Susan O’Rourke assessing an infant with microcephaly in the village of Opucet.
Kevin Spencer is an educator, researcher, writer, and world-renowned illusionist with dozens of accolades to his credit. He believes strongly in the power of the arts to impact the quality of people’s lives and has trained teachers all over the world in the therapeutic benefits of the performing arts, specifically developing cognitive, communication, motor, and social skills in children with disabilities.

Spencer’s nonprofit organization, Hocus Focus, Inc., provided funding so that he and Thompson could work with O’Rourke in Uganda and also supplied all the educational materials for their workshops. Together, they provided teacher training sessions that integrated special needs information with instructional practices.

Though the main focus of Spencer’s involvement was teacher training, he put his skills as a magician to good use—working with Thompson to provide fun activities for Arts Day, as well as for all of the team’s school visits.

During their June visit, the special education team trained hundreds of teachers and engaged thousands of students in joy-filled festivities in Entebbe, Mpigi, Soroti, and Bukedea.

“Kevin and Kyle’s contribution was significant,” notes O’Rourke, “and made our experiences there so rich.”

According to Namusisi, Arts Day was the first time in Bright Kids’ history that volunteers planned fun-filled activities for children at the home. Children with disabilities were encouraged to join their typically developing peers for a truly inclusive event.

“Our time with teachers and children at the schools was so much fun!” says O’Rourke. “We had a blast. The movement to include these children, who were previously discarded and hidden, into schools is a positive step—one in which we’re making a difference.”

The team offered 16 days of workshops, providing support for parents, training for teachers, and information about increasing access to inclusive schools.

Meetings with parents were emotional, recalls O’Rourke. “One woman explained how isolated she felt and how she couldn’t work due to the burden of caring for a disabled child.” Other parents echoed her struggles.

“Those moments were the most difficult,” says O’Rourke. However, meetings with teachers and administrators were upbeat, positive, and engaging.

“We’re offering real hope and progress in the lives of individuals with disabilities,” says O’Rourke.

The team’s efforts touched many different Ugandan communities, strengthening school infrastructures and providing new resources.

In Bukedea, they worked with teachers to develop a community-based curriculum that went hand-in-hand with the creation of a school garden; facilitating learning while addressing a critical need.

Many Ugandan children simply do not eat during the school day, O’Rourke explains. In one school, only 79 of the 1,168 children in attendance come from families who are able to send them to school with food.

“We needed to design a curriculum that could allow students of all abilities to participate and develop valuable skills, while at the same time providing them with food,” says O’Rourke.

At the St. Francis School for the Blind in the city of Soroti, the team adapted keyboards for students who are blind or visually impaired. Training on effective use of a recently donated computer resource room was provided to about 10 teachers. Some of the instruction included use of the mouse and Microsoft Word design elements, improving accessibility for students who have some vision.
Using materials purchased with funds they had raised themselves, the team mixed the mortar for cement blocks from scratch—literally setting the foundation in place—for an inclusive school, where 130 children are already enrolled. The Rotary of Southwestern Pennsylvania is currently raising funds to drill a clean-water well in the village, so that the school can be officially accredited by the Ugandan government.

“The challenges faced by individuals with disabilities and their families are difficult for those living in western cultures to imagine,” says O’Rourke. “The effects of disease, malnutrition, and extreme limitations in healthcare, coupled with scarce resources such as clean water and food, expose all children to risk of abuse and neglect, but especially those considered to be most vulnerable.”

O’Rourke continues to be amazed by the impact the Carlow team’s visit had on the people they met. “Every day was filled with emotion, gratitude, and wonder,” she says.

The clarifying moment occurred, she recalls, while she walked across the compound at the St. Francis School for the Blind, witnessing the impact the team was having on so many different levels.

“Kevin and Mike were teaching magic tricks to about 100 students who were blind or visually impaired. Kyle and Emily were painting a mural with help from a few students, and Mary and Nicole were providing professional development to teachers, helping them counsel young trauma victims,” she remembers.

At the same time, O’Rourke was holding 30 letters in her hand, written by Ugandan students seeking pen pals within the Pittsburgh Public Schools system. The letters expressed their interests, challenges, and their devotion to God, as well as prayers of gratitude for the Carlow team’s visit, continued safe travels, and their hopeful return one day.

“At that moment, I was struck by an overwhelming recognition of how blessed we are to engage in this work,” says O’Rourke. “I mean…who gets to do this?”

Left Top: Kyle Holbrook and Kevin Spencer work with Bright Kids Uganda children to paint an orphanage wall in Entebbe. Left Bottom: Completed mural at Bright Kids Uganda Children’s Home. Above: Kevin Spencer teaches magic tricks to children at the Bright Kids Uganda Children’s Home.
Support Carlow University’s Uganda Initiatives

Carlow’s work in Uganda continues to move forward. To find out more about how you can support these efforts, please contact Mary Burke (mcburke@carlow.edu) or Susan O’Rourke (slorourke@carlow.edu) for more information.

This page: Bright Kids Uganda children enjoying Art Day activities.
Thinking Globally, Acting Locally

Carlow students and faculty continue to devote themselves to the Uganda initiative from our own shores.

This past Spring, global management became a reality for students in Cynthia Busin Nicola, EdD’s Global Business course. Students developed a list of alternative business options for Susan Geteni, with whom the Carlow team worked in Entebbe. The mother of a special needs child, Geteni’s challenges are exacerbated by her lack of income—a fact that the Carlow students sought to change.

The students worked to market Geteni’s handmade products—handbags and jewelry—and sell them online to support her family. “This project served Carlow students on multiple levels,” says Nicola. “They had a ‘living lab’ in which to practice global organizational behavior concepts and apply skills and knowledge from other management courses.”

The students communicated directly with Geteni via a class Facebook page and created alternate business options including a website template and business partnership recommendations. They also raised most of the money needed to license Geteni’s business.

Kristen Metelmann, a student in the Global Business class, has kept in touch with Geteni. “Susan is the most delightful, amazing, kind hearted, and loving person I have had the pleasure of having in my life,” says Metelmann. “She and her family have found a place in my heart, and I am going to continue to try and find new ways that we can get her business up and running.”

Carlow graduate MBA students have been busy determining the University’s priorities in Uganda going forward by implementing the Analytic Hierarchy Process (AHP). In three courses taught by MBA program co-director Enrique Mu, PhD, students analyzed and prioritized the Uganda efforts using AHP methodology—taking into account nursing, education, and counseling psychology perspectives.

Selected MBA teams presented their work at the Carlow University Graduate Colloquium in April 2014 and at the International Symposium of the Analytic Hierarchy Process in Washington, D.C., in June 2014 (see related article, page 32).

Carlow education students are using what they’re learning in class to help support Ugandan schoolchildren and their teachers.

Susan O’Rourke’s Foundations of Special Education class is conducting a t-shirt sale fundraiser, in order to purchase materials such as parts needed to adapt computer keyboards for Braille users. The class also received a $500 Fides grant, earmarked for schools in the Bukedea, Soroti, and Opucet regions.

Graduate students in O’Rourke’s Creative Inquiry course also plan to use the t-shirt sale proceeds to support a community-based curriculum for Ugandan schools. Since July, they have developed a gardening curriculum: about 25 lessons (Levels 1 - 7) for teachers in six schools—each containing accommodations for students with disabilities.

Projects such as these enable students to connect on multiple levels, says Nicola, but more importantly, “they touch the hand of Catherine McCauley, our own woman of Mercy. Her life’s mission of helping women develop their full potential—in spite of cultural and financial barriers—speaks to us every step of the way.”
CARLOW MERCY PILGRIMS: A STUDENT’S PERSPECTIVE

ANGELA HAY, CLASS OF 2015

AS A SENIOR nursing major at Carlow University, I was thrilled to have my first international travel experience when I journeyed to Dublin, Ireland for the Mercy International Association’s conference for Young Mercy Leaders this past summer.

I have been involved in Carlow Mercy Leaders since my sophomore year, and I’ve always enjoyed learning about Catherine McAuley and the Sisters of Mercy who have made such an impact on my life. Never did I ever imagine I would have the chance to visit the place where it all began!

Our trip included eight very excited students alongside a handful of staff and faculty members, including, of course, Sister Sheila! We arrived at Mercy International Centre on Baggot Street a week before the rest of the conference attendees, and we were lucky to have this special time to get to know the people who lived and worked there on a regular basis. Cheerful nuns were working diligently to prepare for the conference, but they took time to make us feel at home.

Being on Baggot Street was incredible. It was amazing to set foot on the very grounds where Catherine McAuley began her work, and everything I had learned about the history of the Sisters of Mercy was made very real at that moment. But Dublin wasn’t the only special place we visited during our trip—we traveled across the countryside to do sight-seeing and visit tourist attractions—the Cliffs of Moher are easily the most beautiful thing I’ve ever seen.

Eventually we returned to Baggot Street for the conference, and were greeted by many other Mercy Leaders from all over the world. This was extremely eye-opening and gratifying because it is easy to forget there are other students our age at other Mercy institutions trying to accomplish the same things we try to accomplish at Carlow. Over the next four days we met, brainstormed, and reflected on how to change the world and influence others on Mercy.

Overall, this experience was the most meaningful one I’ve had as a Carlow student, and I can only hope to keep the program going for future students so they can benefit in the same way.

CARLOW UNIVERSITY was well-represented at the 2014 Conference of the Division of International Special Education and Services (DISES) held at the University of Minho in Braga, Portugal.

The theme of the conference was Embracing Inclusive Approaches. More than 500 practitioners, researchers, policy makers, and NGOs gathered to engage in lively and informed discussion about the current state of the expertise in meeting the needs of children and youth with special educational challenges. Topic areas included research, practice, policy, advocacy, and the arts in special education.

Susan O’Rourke, EdD, director of special education programs at Carlow and past president of DISES, was conference chair. Nicole Dezelon, MEd, ’07 adjunct professor in art education at Carlow, was an invited speaker, focusing on visual arts, autism, and teacher preparation.

Other Carlow connections included Kristin Ritchie ’12, MEd, an elementary school art teacher with the Bethel Park School District; Amy Palatucci ’08, special education teacher and department chair in the Scottsdale Unified School District in Scottsdale, Ariz.; and Susan Hamilton, former director of Carlow’s Master in Art Education program.

In addition, the conference was the setting for the world premiere of Powerful Medicine: Simply Magic produced by Kevin Spencer, who was a member of Carlow’s Uganda team (see related article, page 9).

Well-known Pittsburgh mural artist, Kyle Holbrook—another member of the Uganda team—also presented in Braga. Holbrook created and donated a mural to host school, the University of Minho, who partnered with DISES in planning the conference.

Top: Kyle Holbrook, a well-known Pittsburgh mural artist, created and donated a mural as part of the DICES conference. Bottom: The logo for the 2014 International DICES conference was designed by Kristin Ritchie ’12, a graduate of Carlow’s Master of Arts in Art Education Program.
CATHARINE FORADORI
Non-Traditional Student Determined to Make a Difference

“College can be tough, but I’ve learned from experience: put your mind to it, work hard, and people will reward you.”
—Catherine Foradori

GRADUATION is right around the corner for senior Catherine Foradori, and while she may not know exactly where her career path will lead her, one thing’s for sure: she’s determined to make a splash.

“Hopefully I’ll wind up being a philanthropic United States Supreme Court Justice who travels the world on a yacht in her spare time!” she says with a laugh.

Foradori may have lofty aspirations, but they’re matched by her determination and grit.

“I’m not just a transfer student,” she remarks, “I’m an adult transfer student. Before I started classes I knew that I might not fit in, and that there might not be a ton of people in my age group, but it’s actually been really fun! I’m here to do work, but being around younger students opens me up to new experiences and fresh perspectives.”

Foradori found herself enamored with a number of different departments and programs upon her transfer to Carlow University. With academic interests that run the gamut, from classical mythology to comic books to women’s rights and back again, she decided to pursue a double major in English and political science.

“I loved class with Dr. Lowe, she’s helped me find a comfortable place within the world of political science, and as for English, well, I love reading and doing research, so that felt like a good fit, too,” she says.

But Foradori knows that loving her classes and majors is just one part of the equation.

“College is hard work. Not a surprise, really, but it’s not just my classwork. I spend hours figuring out how to pay for college,” she says. “The money aspect, that’s just one more challenge, but I’ve learned from experience: put your mind to it, work hard, and people will reward you.”

Reward, indeed. This past summer Foradori was offered an early decision spot to study public policy as a graduate student at the University of Pittsburgh Graduate School of Public and International Affairs (GSPIA).

And in February, the Continuing Education Association of Pennsylvania (CEA/PA) awarded Foradori one of their annual scholarships, which supports two non-traditional students within the state of Pennsylvania who have overcome significant obstacles (financial and otherwise) to achieve a college education.

“I was so honored to receive the CEA/PA scholarship earlier this year,” Foradori says, “I work 24/7 on figuring out how to pay for college, and it’s incredibly rewarding to be recognized for my work and my efforts. And of course I’m very excited to attend GSPIA next fall!”

Though the 2014/2015 school year will be her last as an undergraduate, it promises to be a fruitful one: between internships, volunteering at a local women’s shelter, her thesis projects, and preparing for graduate school, it’s clear—big things loom on Catherine Foradori’s horizon.
DAWN德拉·琼斯
UPMC麦克斯波尔副总裁致力于护理领导

“护理教育不能被隔离开来。”
——黛恩德拉·琼斯，MSN ’06

黛恩德拉·琼斯说，现在是护士上位的时候了——而且她，是的，已经在那里了。

“医疗保健继续演变，”解释道，琼斯，麦克斯波尔患者的护理服务和首席护理长。

“这是我们的时代。我们需要，作为一个专业，确保我们的护士能够处于驾驶座的位置。”

琼斯坚决认为，护士需要适当的训练，以担任各种角色，包括在最高水平的医疗保健管理。

“我们需要确保护理在董事会和董事会中代表，以及在患者的护理中，”她说。“我们需要让护士参与政策制定和游说。”

琼斯指出，卡洛的护理专业——她在1994年获得了护理学士学位，在2006年完成了护理硕士学位——是一个好地方。

“卡洛是那些护士拥抱的学校之一。”
——黛恩德拉·琼斯，MSN ’06

琼斯来自匹兹堡的彭希尔社区，她在卡洛获得了学士学位，并很快决定她想成为一名护士长。

琼斯和她的雇主，UPMC夏德赛德，知道“病人结果与护理提供者的教育水平有关，”她说，所以她回到卡洛，获得了护理学硕士学位，这是一个在领导中，这是一项在晚上完成的工作，同时工作和抚养两个孩子。

“我不能工作，”她说。“一半的MSN在线提供，所以我能够完成我的工作，同时维持一个工作和一个家庭。”

琼斯的学位对她有所帮助：她在UPMC梅瑟、护理劳动力规划的副院长和UPMC护理卓越与创新中心的高级主管，以及UPMC内部护理机构（UPMC Vital Staffing）的总监。

她没有停止——今年12月，她将在匹兹堡大学护理学院完成她的护理实践博士学位。

琼斯很高兴能被UPMC麦克斯波尔接纳。

“我被麦克斯波尔的人们接纳了，”她说。“这是一个美好的，紧密相连的社区，医院是棒的。我们的大多数工作人员在这里工作了很长时间，他们完全致力于服务的患者和社区。”

琼斯仍然完全致力于提升护理领导。

“护理教育不能被隔离开来，”她说。“为了提高和持续质量的护理和结果，我们需要教育护士与其他医疗保健团队的成员（药剂师、医生、治疗师和社工）这样他们可以建立一个跨专业的协作实践，准备好一起工作，作为一个团队。”

“我们必须做的是，”她补充道。
RAE ANN HIRSH

Making Early Childhood Education More Meaningful

RAE ANN HIRSH, Carlow’s director of early childhood education, knows that children are at the heart of everything. And educating them is a wonderful challenge she will always embrace.

“I love education,” says Hirsh, “that challenge of having a young child—or an adult student—who has been told they’re not going to make it, who is described as ‘at risk.’ I love the challenge to make a difference in that person’s life, and I love watching it happen.”

Hirsh has been involved in education at all levels—as a college professor; as an early childhood trainer with the Pennsylvania Quality Assurance Program, providing continuing education for teachers; as a preschool, elementary, and middle school teacher and curriculum coordinator; and as the author of such texts as Early Childhood Curriculum: Incorporating Multiple Intelligences, Developmentally Appropriate Practices, and Play (Pearson).

Hirsh says it’s a really exciting time to be an educator, and feels strongly that Carlow is the right place and this is the right time for educators who want to make a difference.

“More attention is being paid to education today,” says Hirsh. “At Carlow, we can really tap into the resources we’ve had for so long.”

Hirsh is currently overseeing the involvement of Carlow’s early childhood department in the Children’s Innovation Project (CIP), an inquiry-based learning project based out of Carnegie Mellon University’s CREATE Lab (Community Robotics, Education, and Technology Empowerment Lab). Carlow is the only Pennsylvania university to be directly involved with CREATE Lab.

Carlow’s connection to CIP began last semester with graduate students, and continues this semester with a fresh crop of undergraduate students who are, says Hirsh, thrilled to be working alongside classroom teachers at Pittsburgh-Allegheny K-8, on the city’s North Side.

“There is something special and unique about Carlow students... they want to change the world.”
—Rae Ann Hirsh

“There is something special and unique about Carlow students... they want to change the world.”

She says her undergraduate early childhood students—focused on children in grades K-4—get really excited when they are involved in programs that serve the underserved. Like Hirsh, they embrace the challenge to make a difference.

Hirsh’s students often have the opportunity to change lives. A popular Carlow course she teaches, Professional Communities of Practice, offers a unique, eye-opening experience that brings future educators directly into area homeless shelters.

Working in conjunction with the Allegheny Intermediate Unit, Hirsh currently has 17 students placed in eight different homeless shelters, where they implement the Together Time curriculum, a program developed through the AIU’s partnership with the Fred Rogers Company.

Designed specifically for young children experiencing homelessness, Together Time gives parents techniques and ideas for everyday learning, encourages the development of skills that children will need to succeed in school, and strengthens the relationship between parents and their children. Carlow is the only Pittsburgh-area university involved with Together Time.

Professional Communities of Practice culminates with a community fair that seeks to connect families with much-needed resources while also offering them story time, a hot meal, crafts, and Christmas toys collected during a Carlow University campus toy drive. This year’s fair will take place in Braddock.

Hirsh says that her goal—and Carlow’s—is to make elementary education more student-focused.

“If you want to be a teacher who really cares, who really wants to see that light-bulb go off, Carlow’s program is where you want to be,” she says. She is also amazed by the growth she sees in students who immerse themselves in working with those less fortunate.

“The personal growth I have seen in these students is remarkable,” says Hirsh. “This experience, and their commitment to it, helps them realize these are just kids who need love and support—like every other kid.”
IT’S GREAT THAT WE’RE LEVELING THE PLAYING FIELD, BUT IT’S LEVELLED REALLY LOW. WE NEED TO CLOSE THE GAP AND THEN RAISE THE BAR, NOT JUST HAVE EVERYONE CLOSE THE GAP AT THE LOWEST POSSIBLE POINT. (1)

ALLYSON LOWE, INTERIM DEAN, COLLEGE OF LEADERSHIP AND SOCIAL CHANGE

Carlow’s roster for its inaugural men’s basketball season looks like a “Who’s Who” of WPIAL roundball talent. (2)

In the United States, the Gilded Age—the end of the 19th and early 20th century—was the heyday of murals. (3)

SYLVIA RHOR, ASSOCIATE PROFESSOR OF ART HISTORY AND ART

Carlow is one of several institutions in Oakland to join Pittsburgh’s 2030 District, composed of organizations that have pledged to reduce their energy use 50 percent by 2030. (4)

I REALLY BELIEVE THAT WE AS HUMAN BEINGS INJURE EACH OTHER. I DON’T THINK WE ALWAYS DO IT INTENTIONALLY. MY HOPE IS THAT I CAN IN SOME WAY HELP BE INSTRUCTIONAL IN HOW WE CAN HEAL THROUGH EACH OTHER. (5)

MARY BURKE, CHAIR AND ASSOCIATE PROFESSOR, COUNSELING PSYCHOLOGY (PSYD)

We’re a young team…but we are a very hard-working team, and a team with a lot of potential. (6)

ZACH TALLEY, FRESHMAN

I CHOSE CARLOW UNIVERSITY FOR A SELECT FEW REASONS. THE NO. 1 REASON IS FOR ACADEMICS. … SECOND IS COACH KEEFER, COACH GORDON AND COACH SHANK… ANOTHER REASON IS THE HISTORY OUR TEAM WILL BE MAKING. THE FIRST MEN’S BASKETBALL TEAM AT A UNIVERSITY—YOU JUST DON’T SEE THAT OFTEN. (7)

ZACH TALLEY, FRESHMAN

(1) “Pay Equality for Women a Long, Slow Climb,” Daveen Rae Kurutz, Beaver County Times, September 14, 2014
(3) “Mixed Media: Movie Theaters Have Changed, but Murals Remain a Staple,” Mary Thomas, Pittsburgh Post-Gazette, October 23, 2014
(4) “Carlow Eyes Energy Reductions in $15.7 Million Renovation Project,” Madeline R. Conway, Pittsburgh Post-Gazette, September 2, 2014
For the second consecutive year, Carlow University cracked the top 20 private colleges and top 100 overall on *Washington Monthly*’s annual ranking of more than 1,500 colleges that provide the “best bang for the buck.”

“We are pleased that *Washington Monthly* has again confirmed what we have known about Carlow,” said Suzanne Mellon, PhD, president of Carlow University. “For 85 years, it has been Carlow’s mission to provide students with a personalized education that prepares them for both today’s jobs and the future with an emphasis on scholarship, leadership, and service to the community.”

Each year, *Washington Monthly* crafts a list of the colleges in America that do the best job of helping students attain marketable degrees at affordable prices. Only 386 schools out of 1,540 colleges and universities considered made the Best Bang-for-the-Buck list. Carlow was ranked 95th overall (public, private, for-profit) and 17th among just the private schools. Notably, Carlow was one of only two schools from Pennsylvania—and the only regional institution—among the top 100, and one of only two Catholic schools among the top 20 private schools. The closest Pennsylvania institution, geographically, ranked among the top 100 is more than 260 miles away from Pittsburgh.

To qualify for the rankings, *Washington Monthly* rates schools based on their contribution to the public good in three broad categories: Social Mobility (recruiting and graduating low-income students), Research (producing cutting-edge scholarship and PhDs), and Service (encouraging students to give something back to their country).
A recent survey of more than 1,200 colleges ranks Carlow University 69th in the nation in terms of helping its students improve their earnings and attain quality employment after graduation. Carlow is one of seven schools in Pennsylvania, and the only regional institution, listed in the top 100.

Educate To Career (ETC) compiled their College Rankings Index by analyzing which universities with more than 1,000 students did the best job of helping their students to improve their earnings and attain quality employment after graduation.

“For 85 years, Carlow has been at the forefront of preparing career-ready leaders, and providing students access to an education that they might not have otherwise,” said Suzanne Mellon, PhD, President of Carlow University. “The University’s ranking in the top 6 percent of institutions in the nation sends a strong message about the economic value of investing in a degree from Carlow. It is also a testament to the dedication of our faculty and staff to ensure the University’s commitment to provide our students with a transformational education.”

For its rankings, ETC—a nonprofit organization based in California that provides outcome-focused college-planning tools for high school students and their parents—considered the academic profile of students when they enter college, the total costs related to attendance, and students’ success upon entering the labor market, and measured each school’s ability to improve the employability and earnings power of their students.

ETC compiled information from 55 sources of government agency data including school, major, occupation, salary, percentage of graduates employed within their field of study, number of years to graduation, net tuition, and loan default rates.
Eighty-five years ago, Carlow University was built on the courage and bold action of our founders, the Sisters of Mercy. Since then, the University has stayed true to its roots, but has evolved in order to succeed in the changing and competitive environment of higher education.

Transforming Lives. Transforming Our World: Strategic Plan 2014-2019 is about moving boldly into the future with the same risk-taking entrepreneurial spirit of our founders, continuing to change lives—and our world—for the better.

“The strategic plan underscores Carlow University’s unique role as a private, co-educational Catholic institution that provides opportunities to a broad array of students while serving the region’s societal and workforce needs,” said President Suzanne Mellon, PhD. “It is our shared vision for Carlow University.”

In Fall 2013, President Mellon initiated a strategic planning process in response to the changing environment for Carlow University and for higher education in general. It began with the formation of a 20 member Strategic Planning Steering Committee, representative of faculty, staff, and students charged with creating a comprehensive strategic plan to serve as Carlow’s road map for the next five years. The process was a campus-wide endeavor with more than 400 faculty, staff, students, alumni, members of the Board of Trustees, and Sisters of Mercy participating in Steering Committee-led focus groups. Information gathered from the focus groups served as the environmental scan for emerging themes and priorities, and Theme Teams were created around each of the five imperatives which underscore Carlow’s top priorities, those on which our success most depends.

“This strategic plan is Carlow University’s commitment to our students, the campus community, region, and beyond. It is our promise that Carlow will provide distinctive and exceptional learning experiences,” said President Mellon. “We will integrate challenging and innovative programs with individualized services that enable students to think critically and creatively, and develop skills necessary for the global workplace.”

As President Mellon notes, key to Carlow’s success will be our unwavering commitment to strengthen the University’s place among exceptional universities and to establish a new path to an inspiring future which has been, and will continue to be, an integral part of the fabric of Pittsburgh. “Carlow will succeed because of the passion and commitment that went into the creation of the strategic plan, and I am grateful to the hundreds of individuals who made contributions to this effort. They all feel a sense of pride and ownership in the strategic plan, and realize it will require all of us to work and innovate together to realize the ambitious goals set before us.”

### Strategic Plan Imperatives

**ACCELERATE GROWTH:**
Design a pathway for dynamic institutional growth by creating models for attracting, enrolling, retaining, and graduating students.

**Plan Priorities for 2014-2015:**
Plan Enrollment, Diversify Programs and Formats, Enhance Brand and Expand Enrollment

**BUILD FINANCIAL HEALTH:**
Drive strategic, sustainable investment in the people, programs, and places that support the vision and priorities of Carlow University.

**Plan Priority for 2014-2015:**
Increase Fundraising

**OPTIMIZE LEARNING:**
Embrace and implement high-impact learning practices that provide transformational learning experiences for students.

**Plan Priorities for 2014-2015:**
Foster Distinctive Learning and Elevate Experiential Learning

**INNOVATE THROUGH PARTNERSHIPS:**
Leverage community and business collaborations to our students’ advantage and ensure that local, societal, and global issues continuously inform our curriculum.

**Plan Priority for 2014-2015:**
Grow Partnerships

**CREATE TRANSFORMING ENVIRONMENTS:**
Develop a campus and culture that foster holistic learning experiences and align our physical, collegial, and virtual spaces with our strategic vision.

**Plan Priority for 2014-2015:**
Realign the Master Plan
FIVE CARLOW FACULTY MEMBERS FEATURED IN PITTSBURGH MAGAZINE

It may seem biased to admit, but any listing of the best professors in Pittsburgh should be incomplete without someone from Carlow University being included.

But even we were surprised when the September issue of Pittsburgh Magazine featured an article on the best professors and classes in the region and five of the 15 professors mentioned by name were from Carlow.

Mary Burke, PhD, professor and director of the doctoral program in counseling psychology (PsyD); Allyson Lowe, PhD, interim dean of the College of Leadership and Social Change, and chair and associate professor in political science; and Dale Huffman, MFA, chair and professor of art, were all mentioned in the “Best Professors” article.

Michael Balmert, PhD, professor of communication, and Jessica Friedrichs, MSW, MPA, an assistant professor in social work, coordinator of service learning, and co-director of the Honors Program, were featured in the “Best Classes” article for the honors class on human dignity that they team taught.

“On behalf of the entire University community, I want to commend Mary, Allyson, Dale, Michael, and Jessica for their continuous attention to excellence in teaching and their focus on our students,” said Suzanne Mellon, PhD, president of Carlow University. “Students come to—and stay at—Carlow because of our faculty, and all of our faculty make Carlow stand out.”

Aside from being included on the publication’s list, Burke, Lowe, and Huffman have something else in common that may have influenced their selection: they each are active outside the classroom.

Burke is the founder of a nonprofit organization, the Project to End Human Trafficking, as well as the Southwestern Pennsylvania Anti-Human Trafficking Coalition, and admits that her experiences with those organizations helps to shape her work teaching psychology to graduate students at Carlow.

Lowe, who created the pre-law program at Carlow, also runs a summer workshop, titled Pre-Law and Order, for high school and college-age women who are considering legal careers.

“I’m looking for ways to help students find a voice for themselves,” Lowe told Pittsburgh Magazine.

For more than a decade, Huffman, an internationally renowned potter in his own right, has hosted students and local potters in the clay studio at Carlow for a pottery marathon, called Bowls in the Night, where all the bowls made that evening go to the Greater Pittsburgh Community Food Bank and Just Harvest’s annual Empty Bowls Dinner.

The human dignity honors course, where students studied issues like capital punishment, euthanasia, and ethical behavior in healthcare (among other topics) to derive a better understanding of “human dignity,” was well-received by students and teachers.

“Team teaching, working, and writing with Jessica is fabulous,” said Balmert. “That class in human dignity was easily one of the best—among many fabulous experiences I have had at Carlow.”

Friedrichs echoes that sentiment.

“I feel fortunate to be at Carlow where we are encouraged to be creative and to follow our passion for teaching,” she said. “Michael is an excellent mentor and we are lucky to have him here—as well as everyone featured in the article.”

Faculty excellence doesn’t stop with the professors mentioned in the magazine either, as several members of the list were quick to point out.

“To be associated with such a phenomenal group of gifted faculty...both on this list and the many others not specifically named in this publication that easily could have been...is indeed an honor,” said Balmert. “Working side-by-side with such talented, dedicated, and passionate individuals is why I believe so deeply in Carlow and what we do here. It is a blessing!”

NEW SMOKING POLICY

Carlow has joined the nearly 1,500 college campuses in the United States that have enacted smoking bans. The new University policy prohibiting the use of tobacco and other smokable products on campus went into effect on November 20, 2014 to coincide with the American Cancer Society’s annual Great American Smokeout. According to the Centers for Disease Control and Prevention (CDC), tobacco use is the leading preventable cause of disease, disability, and death in the United States. Carlow University recognizes these serious health implications and strives to provide a safe and healthy working and learning environment for our staff, faculty, students, and guests.
Carlow University’s annual Founders’ Fortnight honors the Sisters of Mercy’s focus on Critical Concerns (women, racism, immigration, nonviolence and the earth) and the values of the University. During this year’s Fortnight, September 15-26, 2014, Carlow welcomed Kerry Weber, author of the critically-acclaimed *Mercy in the City: How to Feed the Hungry, Give Drink to the Thirsty, Visit the Imprisoned, and Keep your Day Job* (Loyola Press), to speak to the campus community.

Weber, managing editor of *America* magazine, described her very personal and transforming encounter with the Corporal Works of Mercy, which she set out to perform in 40 days.

“A friend once told me,” said Weber, “never let a woman stand alone. But I think this applies to all of us and sums up living a life of Mercy. To let each other know that no one has to go it alone. It’s easy to imagine yourself doing great works of Mercy, but what’s difficult is to follow through.”

A resident of New York City, Weber is a Mercy Associate and an alumna of the Mercy Volunteer Corps and the Columbia University Graduate School of Journalism.

“Kerry is a young woman who has incorporated Mercy into her life through her spirituality and acts of service,” said Sheila Carney, RSM, special assistant to the president, Mercy Heritage and Service. “It was our hope, and that hope was fulfilled, that in meeting Kerry, students would encounter someone like themselves—a young person with all the interests of the young, who is pursuing an interesting career and who is also serious about her faith and her call to serving those who are less fortunate.”

Students enjoyed Weber’s invitation to recognize the service they are already doing in their day-to-day lives on campus and also to share with one another service projects they are engaged in outside of school.
Barbara Johnson, Carlow’s director of diversity initiatives, was named to Pittsburgh Mayor William Peduto’s 40-member Welcoming Pittsburgh Advisory Council.

Welcoming Pittsburgh is a citywide initiative designed to celebrate the city’s immigrant past and build a more welcoming future.

“We are a stronger city, enriched with greater cultural and economic opportunity, when we create avenues that are accessible and welcoming to all of our residents—whether they have lived here for generations or are migrating to Pittsburgh for the very first time,” said Mayor Peduto. “The Welcoming Pittsburgh Advisory Council will lay the groundwork for greater immigrant integration.”

The council’s main task over the next six months will be working with a facilitator to write a long-term and sustainable Welcoming Pittsburgh implementation plan. That plan will include efforts to engage both existing Pittsburgh residents and new ones, and synthesize welcoming practices into city government and its partners in local business, nonprofit, and community groups.

The council was selected out of more than 100 candidates who applied through a public online process. Those invited to participate share a wide range of perspectives including both direct and indirect experience with the diverse needs of immigrants. The council also represents a variety of skillsets ranging from executives in finance, law, and academia to individuals working on the frontlines on issues such as labor, human services, and community development.

Work is progressing for the renovation of Grace Library into the University Commons. When the project is complete, the University Commons will be the first LEED-certified building on the Carlow University campus.

LEED, or Leadership in Energy and Environmental Design, is a green building certification program, through the United States Green Building Council, that recognizes best-in-class building strategies and practices. To receive LEED certification, building projects must satisfy certain prerequisites and can earn points to achieve different levels of certification.

When completed, the University Commons will be designed, constructed, maintained, and operated in a manner that saves money and resources, has a positive impact on the health of the occupants, and promotes renewable, clean energy.
Enrique Mu, PhD, MBA, MS, co-chair of Carlow’s MBA program, was conference chairman of the biennial International Symposium on the Analytic Hierarchy Process (AHP), held June 29 – July 2, 2014 in Washington, D.C.

The symposium, which attracted more than 200 scholars from such far-flung locations as Russia, Indonesia, Saudi Arabia, Taiwan, and Nepal, also included several Carlow participants.

Three Carlow MBA student teams presented their research, represented by Doug Morgan, Nidhi Shukla, Bethany Dorney, Diana Nsemo, and Nora Suehr. MFF student James Carroll also attended, and, together with Mu, presented a paper about the prioritization of fraud investigation. The Carlow MBA Team Nurses in Action, represented by Dorney and Morgan, won the best session paper proposal award in “AHP in the Classroom and the Community” — Carlow’s panel.

Howard Stern, PhD, MPA, MS, associate professor of business management and MBA program co-director at Carlow, was also in attendance. Stern co-authored a paper with Mu concerning the feasibility of merging the City of Pittsburgh’s IT services with those of Allegheny County.

Cindie Nicola, EdD, professor of business management, who had co-authored two papers with Mu, was unable to attend, but the papers—on tenure and rank promotion decisions and decision-making at the undergraduate level—were presented in her absence, thanks to previous recordings.

AHP is a structured method for helping people deal with complex decisions. It provides a comprehensive and rational framework for structuring a problem, for representing and quantifying its elements, for relating those elements to overall goals, and for evaluating alternative courses of actions. This method is widely used in the government and Fortune 500 companies and is taught extensively as part of Carlow’s MBA program.

Mu was also plenary speaker for the Preliminary Conference of the Latin American Society for Strategy (SLADE) that took place in Medellin, Colombia on October 15, 2014. His presentation, “The Power of Transparent Rational Decision Making,” was part of a panel on social responsibility. He is also founder and editor-in-chief of the International Journal of the Analytic Hierarchy Process and U.S. director for the Latin American Society for Strategy.
NEW FACES ON CAMPUS

Join us in welcoming some new faces on campus—and welcoming back some old friends!

**CAROL DESCAK**

Carol Descak has been named the vice president of enrollment management. She has 28 years of admissions experience, including 17 years at Carlow University. Since leaving the institution in 2003, she has operated her own successful consulting business for enrollment management and supported many institutions in turning around declining enrollment by developing and implementing strategic and tactical plans for recruiting first year, transfer, adult, and graduate students. She has a Bachelor of Science degree in rehabilitation education from Indiana University of Pennsylvania, and a Master of Education degree in educational leadership from Carlow University.

**BENJAMIN PILCHER**

Benjamin Pilcher, MBA, was named director of the Center for Global Learning. Pilcher spent the last eight years at the University of Pittsburgh where he served in a variety of roles within the Study Abroad Office. During that time, Pilcher has advised thousands of students and cultivated strong working relationships with faculty, staff, and administrators to promote international education and study abroad. He has a Bachelor of Arts degree in urban studies/Latin American studies and an MBA from the University of Pittsburgh’s Katz School of Business.

**GABRIEL SUAREZ**

Gabriel Suarez has been named the director of Mercy service. Suarez is a graduate of Middlebury College and joins Carlow University from Immaculata-LaSalle High School in Miami, Fla., where his service programs won national recognition.
More than 300 Carlow University students set aside their books and laptops and picked up shovels, rakes, and paint brushes on September 19, 2014 to commemorate Carlow’s annual Mercy Service Day.

“Service to others is an important part of our students’ experience here,” said Sister Sheila Carney, special assistant to the president, Mercy Heritage and Service. “Carlow was founded by the Sisters of Mercy, and service is a tradition that goes back to the Sisters’ founder, Catherine McAuley.”

Students were assigned to one of more than a dozen different community organizations or social service agencies throughout Allegheny County: Bethlehem Haven, Gwen’s Girls, Heritage Community Initiatives, Three Rivers Youth, ACH Clear Pathways, Blind and Vision Services of Pittsburgh, Sojourner House, Greater Pittsburgh Community Food Bank, Computer Reach, The Center for Creative Reuse, Oakland Planning and Development Corporation, and The Corner.

The agencies involved help improve the lives of the citizens of Allegheny County through a variety of services, such as: providing emergency shelter, helping addicted mothers recover, preparing young children for school, and bettering lives for families.

Carlow University, along with 21 other property owners in Oakland, joined the Pittsburgh 2030 District expansion into Oakland, in which all of the partners have committed to making their properties more environmentally friendly.

The Oakland expansion, formally announced at an August 28 press conference at Soldiers and Sailors Memorial Hall, gives Pittsburgh the distinction of being the first city in the nation to have two distinct urban areas working towards a 50 percent reduction in energy consumption, water use, and transportation emissions by the year 2030.

The property partners in Oakland represent 244 properties, 62 percent of buildings, and nearly 81 percent of the total square footage in the district.

Carlow President Suzanne K. Mellon, PhD and Patrick Cunningham, CPA, vice president of finance and operations, represented the University and committed its 575,466 square feet of building space. Most of Carlow’s initial efforts will focus on the University Commons Project.

“Our new University Commons project involves the complete renovation of the 82,500 square foot Grace Library; making it a center for student services and learning, in a LEED certified environment,” said Cunningham. “We are excited to commit ourselves to the Pittsburgh 2030 District’s Oakland expansion.”
Susan O’Rourke, EdD, director of Carlow’s special education program, Carlow graduate Kristen Ritchie ’12 (MEd in Art Education), and students from the Pressley Ridge School for Autism on Pittsburgh’s North Side worked with artist Kyle Holbrook to create a new mural in downtown Pittsburgh, supported by the Pittsburgh Penguins Foundation and completed as part of the Moving the Lives of Kids (MLK) Community Mural Project. A permanent art installation on the side of 1208 Fifth Avenue, across from the Consol Energy Center, the mural depicts Pittsburgh Penguins players past and present and celebrates the many accomplishments of individuals with autism spectrum disorders. Founder of the MLK mural project, Holbrook was also part of a Carlow-led team to Uganda this past summer (see article, page 9) and will join Carlow’s 2015 study abroad program in Ireland, focusing on the therapeutic benefits of the Arts for individuals with disabilities.

The reorganization of Carlow’s existing schools and departmental structure was a faculty-driven initiative designed to foster distinctive learning, diversify programs and formats, and grow partnerships. A Presidential Task Force on Academic Structure was charged to provide recommendations to President Suzanne Mellon, PhD, regarding an academic structure designed to propel the University forward into the future aligned with the strategic plan and new vision. Additional input was received at a faculty retreat on academic structure in May, 2014, and as a result the following colleges were established prior to the start of the 2014-2015 Academic Year:

**College of Health and Wellness**: comprised of the variety of nursing programs currently being offered, the new respiratory care program being launched in 2015, and others to be developed.

**College of Leadership and Social Change**: comprised of all programs currently in Management, Social Work, Psychology, Communication, Justice Studies (Political Science, Sociology, Criminal Justice), the Hopkins Lab, and Service Learning.

**College of Learning and Innovation**: comprised of Art, English, MFA, Women’s Studies, Humanities (Philosophy, History, Math, Theology), Natural Sciences (Biology, Chemistry), all Education programs, the First Year Experience, and the home of the Core Curriculum.

The Colleges include both undergraduate and graduate programs. “The naming of the Colleges is not mutually exclusive for only that College, but representative of the creativity, innovation, leadership, and entrepreneurial focus on action, change, and healthy/wellness that will be evident and cross-fertilizing across the variety of programs within and across Colleges,” said President Mellon.

(L-R): Kristen Ritchie ’12, Susan O’Rourke, EdD, and O’Rourke’s daughter, Kaleigh O’Rourke, pose in front of the Pittsburgh Penguins Mural, celebrating the accomplishments of those with autism spectrum disorders.
Carlow MBA grads Amy Timo and Nathan Ruger fell for one another on their class trip to China, and as they say, the rest is history; they were married in New Orleans on October 11, 2014!

New lampposts installed on the Campus Green. Not only do they look nicer, the LED lighting is more energy efficient.

HAPPY HALLOWEEN! 🎃 Assistant Director of Campus Life Carrie Benson sports her orange and black!

TBT to a 1956 science class.

President Suzanne Mellon, PhD sends her very first Tweet! Follow her at twitter.com/PresidentMellon
SEPTEMBER 24, 2014

On this day 85 years ago, Carlow was founded. Today’s new tradition? Academic Convocation.

WELCOME TO THE CLASS OF 2018!

Incoming Freshmen carry on the Night of the Celtic tradition.

Sophomore Nunurai Mavesere Barrett’s art project, “The American Dream vs. The Reality of America” explores the tensions between her aspirations and the challenges of today’s economy.

Check us out on Instagram! Let us know what you’re up to by tagging us with #CarlowU.
Tyeisha McKenzie, a junior chemistry major from Aliquippa, Pa., has watched loved-ones struggle with mental health complications, and she’s not happy with their treatment. “The meds we have right now are not cures,” she says. “I want to learn how to change things.”

Thanks to the generosity of a Carlow alumna, McKenzie has begun her journey to make a difference.

This past October 16-18, she immersed herself in biomedical research, thanks to the Mary Ann Sestili, PhD Fund for Experiential Learning, which enabled McKenzie and Sarah Rupchak, a sophomore biology major from Harrison City, Pa., to travel to the national conference of the Society for Advancement of Hispanics/Chicanos and Native Americans in Science (SACNAS) in Los Angeles, where more than 3,800 students and their mentors had an opportunity to attend seminars, be introduced to keynote speakers, view student posters, and visit representatives from academic institutions and industry representatives.

Rupchak describes it as nothing short of “life changing.”

“I was able to network with other students and scientists who I will continue to stay in contact with,” she says. “Now I’m interested in pursuing research in the biological sciences, and I’m going to look into how grad school can advance my career.”

McKenzie concurs, adding that she is even more “inspired to excel.”

And that’s just what Sestili hopes to provide: inspiration and new horizons.

Sestili has been an integral part of the Carlow community ever since, as a first-generation college student, she graduated in 1961 with degrees in biology, chemistry, and French. She feels strongly about providing enriching, eye-opening experiences for all students, regardless of gender, nationality, or career aspirations—particularly for those who may not otherwise have the funds to do so.

“You read about leaders all the time who came from modest backgrounds, but who went on to do great things, like develop a vaccine or create wonderful programs for communities. I read about these people, and I think, how did they do that?”

The truth is, Sestili herself “did it.” After Carlow, she earned a master’s degree in cell biology from Fordham, a doctorate in cellular physiology from Catholic University of America, and conducted post-doctoral research in reproductive endocrinology at Baylor College of Medicine, Houston, Texas.

Among many roles in education and science, she went on to serve as a health scientist administrator at the National Science Foundation, Washington, D.C. and the National Institutes of Health (NIH), Bethesda, Md. for 21 years. Her oversight of grants and contracts for biomedical programs at universities and medical schools earned her the NIH Merit Award.

After her tenure at the NIH, Sestili established her own company, Health Services Associates, Inc., to provide consultative services to the congressionally mandated breast cancer program for the U.S. Army at Ft. Detrick, Md. Through it all, she has remained close to her Carlow roots.

In 2001, Sestili funded the Max and Esther Sestili Award for Excellence in Teaching, in honor of her parents. In 2006, she was named a trustee emerita, having served on the Board of Trustees from 1997 to 2006. And, in 2011, she was named a Carlow Laureate, recognizing her outstanding academic achievement, professional contribution, service, and leadership.

Sylvia Rhor, PhD, associate professor of art history and co-director of Carlow’s Honors Program, has worked closely with Sestili in helping students apply for both the SACNAS conference and for the Committee on Institutional Cooperation’s (CIC) highly competitive Summer Research Opportunities Program (SROP). Psychology major Jalina McClarin was the first in Carlow history to be selected this past summer for the SROP, choosing to study in a psycholinguistics lab at the University of Wisconsin-Madison.

Rhor says she’s “awed and inspired” by Sestili’s devotion to her alma mater, and the difference it’s making to students like McClarin, McKenzie, and Rupchak.

“Mary Ann is not only proof of the transformative potential of a Carlow education,” says Rhor, “but she also actively works to ensure that current Carlow students have access to that same transformative experience. Through her support, both financial and moral, Mary Ann has helped open the world to our students.”

“Dr. Sestili proved to me that, as a first generation college student, I can overcome any obstacle and be successful.”

—Sarah Rupchak, sophomore biology student
Nan Keenan’s floral ministry inspires others in a way that words alone often can’t. And now, thanks to the generosity of another very spirited artist, Keenan’s work has found a home at Carlow University.

Keenan selects flowers based on the names and qualities of a person, arranging them in a design that she paints, draws, cross-stitches, or creates on her Bring Love Out of Me (BLOOM) software.

“Seasons of Faith,” Keenan’s series of paintings featuring four seasonal crosses, is now a permanent feature in Carlow’s Frances Warde Hall chapel. The paintings were the gift of Lynda Jamison, a Pittsburgh native and nationally-recognized cabaret singer who spotted the paintings while collaborating with Keenan on a family memorial project. It was love at first sight.

“They were so beautiful!” recalls Jamison. “I knew I wanted to buy them, but I wasn’t sure where I would put them.”

Keenan knew just the place: Carlow University, her alma mater.

“Carlow is so important to me,” says Keenan, who graduated in 1970 with a bachelor’s degree in sociology. “In a period of my life when I was trying to unearth who I was, Carlow empowered me to realize the gifts God had given me, and how I can use them.”

Jamison jumped at the idea of giving “Seasons of Faith” to Carlow. Her daughter-in-law, Heather Friday Jamison, completed her communications/business degree at Carlow in 1998—as a newlywed with a young infant. Jamison has a great deal of admiration for dedicated, non-traditional women such as Heather, and, through her gift, seeks to honor their hard work.

“Carlow represents everything I think today’s young woman is all about,” says Jamison. “Carlow empowers young women to be the best they can be and to implement their dreams, while still remaining true to themselves as women.”

Keenan hopes the paintings reach out to those in need. She’s so grateful for Jamison’s gift.

“For the paintings to be at Carlow…I don’t even have words for how special that is,” says Keenan. “It’s like I’ve come full circle. I am just thrilled.”

SEASONS OF GIVING: SEASONS OF FAITH

“Carlow empowers young women to be the best they can be and to implement their dreams, while still remaining true to themselves as women.”

—Lynda Jamison
Carlow University’s student athletes have launched the 2014-2015 academic year in impressive fashion.

For starters, 25 more student athletes are wearing their Celtic uniforms with pride.

“We have 115 student athletes, up from 90 last spring,” said George Sliman, director of athletics.

Even though achievements on the playing fields can put “W’s” in the victory column, Carlow student athletes historically have achieved in the classroom, too.

“The GPA of those 90 student athletes was 3.19, and that includes 21 who were named scholar athletes,” said Sliman, who explained that the scholar athlete designation is for juniors and seniors who maintain a minimum cumulative grade point average of 3.5.

It’s obvious that this year’s student athletes have their work cut out for them to match last year’s Celtics, but if the fall sports are any indication, they are setting a fast pace. So far, 12 Celtics have earned the designation scholar athlete, and the winter and spring sports seasons have not begun yet.

The 2014-2015 list of scholar athletes to date are:

**Volleyball (6)**
- Carly Bonk
- Kelsey Bonk
- Amber Bussard
- Ashley Grooms
- Amanda Knobeloch
- Kaysie Young

**Soccer (5)**
- Nicolette Blake
- Tori Capo
- Ashly Fratto
- Janelle McIntyre
- Amber Szekely
- Tara Imbarlina Welsh (graduate student)

**Cross Country (1)**
- Olivia Swiergal

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**Setting the Bar High**

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**Celtics Soccer Finishes Regular Season with a Winning Record, Earns USCAA National Championship Bid**

Celtics Soccer Finishes Regular Season with a Winning Record, Earns USCAA National Championship Bid

Coach Marcus Pollidore and his squad finished their regular season with a winning record (8-5, 3-3 in the conference) and hosted Midway College in a KIAC playoff game on November 8 at Highmark Stadium, located in Station Square on Pittsburgh’s South Side.

They also received a bid as the #6 seed to the USCAA Nationals held in Charleston, WVa.
Celtics Cross Country Sets Records on Both Men’s and Women’s Teams

Both the men’s and women’s cross country teams saw school records set this year.

Malachy McKenna, a junior from Belfast, Northern Ireland, set a school record in the 8k on the men’s side, while Margot Dolgos, a first year student from Gibsonia, Pa., set a record in the 5k.

Celtics Volleyball Receives Bid to USCAA National Championships

The Carlow Celtics volleyball team (10-15) received a bid to the United States Collegiate Athletic Association (USCAA) National Championships as the #9 seed for the 2014 season. This will be the third consecutive season that the Celtics advanced to the USCAA National Championships. The Celtics defeated #8 seed Penn State Fayette (21-4) three times this season in addition to key wins over NCAA Division II opponent Central State University, and KIAC opponents Midway College, Brescia College, and Cincinnati Christian University.

Carlow lost a hard-fought battle against NCAA Division II’s West Liberty University on October 22 by scores of 23-25, 21-25, 25-21, and 23-25 and finished the regular season against KIAC opponent Rio Grande University in St. Joes Hall on Saturday, October 25.

“Our schedule is very competitive playing not only in the KIAC but also matches against NCAA II and NCAA III teams,” said Julie Gaul Carlow head volleyball coach. “I’m proud of our team and feel that we are peaking at the right moment. To beat a (21-4) PSU-Fayette team three times is a difficult task and a main factor for receiving the bid to Nationals.”

The team, led by captains Amanda Knobeloch and Kelsey and Carly Bonk, qualified for both the USCAA Tournament at SUNY Canton in Canton, NY, and the KIAC Conference Tournament held at Point Park University.

Celtics Tennis Achieves Highest Conference Seeding Since 2001

The Carlow University tennis team followed a competitive showing in the KIAC regular season with their highest seeding in the conference tournament—#4—but fell to #2 seed Asbury College in the first round. Because tennis has a spring season, scholar-athletes will be determined in the spring.
NEWEST INDUCTEES TO CARLOW WALK OF FAME COME FROM VOLLEYBALL, SOCCER, AND SOFTBALL

Whether making saves on the volleyball court, headers on the soccer pitch, or hits on the softball field, three Carlow University student-athletes made enough of an impression on their respective teammates, classmates, and coaches to have their names immortalized in stone on the Carlow Walk of Fame on Friday, October 3.

The three inductees honored with stones on the Walk of Fame included the Student Athlete Award Recipient Marisa Czapor, Celtic Senior Award Recipient Amanda McKenzie, and Spirit Award Recipient Kaysie Young.

The Walk of Fame is dedicated to all those who participated in athletics at Carlow University. The names engraved on the center of the walk are those of students who received the Coaches Purple and Gold Award given from 1980-1981 through 1986-1987 and those who received the Celtic Award beginning in 1991-1992. The names on the borders of the walk are those alumni donors who supported the building of the walk. 2013 marks the 11th Walk of Fame Induction Ceremony.

Marisa Czapor
Czapor, an Irwin, Pa., resident who majored in biology with a chemistry minor, was the senior captain and a midfielder on the 2013-2014 Celtic soccer team.

“During her tenure, Marisa helped lead Carlow University to its first NAIA National Soccer Tournament, as well as to the semi-final of the 2012 USCAA National Soccer Championship,” said Marcus Pollidore, Carlow’s head soccer coach.

Czapor earned honors all four years while consistently earning a spot on the Dean’s List. She was named to the Daktronics-National Association of Intercollegiate Athletics (NAIA) Women’s Soccer Scholar-Athlete for two years running, a 2013 Kentucky Intercollegiate Athletic Conference (KIAC) All Academic Team, and a first team all conference in 2012 for both the KIAC and United States Collegiate Athletic Association (USCAA).

Amanda McKenzie
McKenzie, a libero (defensive specialist) on the Celtic volleyball team, is a Shaler, Pa. resident and a nursing major.

“Amanda fulfilled her dream of becoming a nurse while playing collegiate volleyball, working, and raising a family,” said Carlow head volleyball coach Julie Gaul. “She is known for her intensity and love of the game of volleyball. She served as captain and, through her leadership, helped elevate the competitiveness of Carlow volleyball.”

McKenzie, who helped the Celtics qualify for the USCAA Nationals two years in a row, has a long list of statistical excellence. In 2013 alone, she was either first or second in digs, digs/set, and service aces/set in both the NAIA, KIAC, and USCAA statistical rankings. In addition, she was recognized as a scholar athlete in 2011, 2012, and 2013, and as a USCAA first team All American in both 2012 and 2013.

Kaysie Young
Young, a senior corporate communication and art major from Leechburg, Pa., played third base and outfield while being one of the team captains for the Celtics.

“Kaysie was a four-year starter and an emotional leader for our team,” said Celtic softball coach Bob Sirko. “She performed very well playing multiple positions. She has had a great career as an athlete and has left a lasting impression as a person.”

Young holds the Carlow single season record for hits, and is second all-time on the hit list. She also holds both the single season and career records for runs scored by a Celtic. Off the field, she has been very active in student government and activities, as a member of the Student Government Association, the Campus Activity Board, a first year mentor leader, the Student Athlete Association chair, the Campus Services Committee, and the Food Committee. In addition, she has been a teaching assistant for Intergroup Dialogue, a summer intern for Campus Life, and an Orientation Planner.
(L-R): Marisa Czapor, Amanda McKenzie, and Kaysie Young are the newest additions to Carlow University’s Walk of Fame.
ALUMNI WEEKEND

Alumni, friends, and family from all over the country came together and celebrated with a weekend full of laughs, exhilarating events, and fond memories. Alumni experienced the thrill of Carlow once more as they revisited campus, reconnected with their classmates, and created new memories.
L-R: Kathleen Jarubek Berry ‘69, Gretchen Doerr Cohen ‘69, Charlene Weekly Lindsey ‘69.


L-R: Marie Ballirano Bartorona ‘64, Edna May Slivosky Duffy ‘64, Mary Lou Griffin ‘64, Mary Lou Lehmann Gailliot ‘64, Suzanne K. Mellon, PhD, and Heidi Hylton Meier, DBA, CPA ‘77.

L-R: Kathleen Jarubek Berry ‘69, Gretchen Doerr Cohen ‘69, Charlene Weekly Lindsey ‘69.


L-R: Marie Ballirano Bartorona ‘64, Edna May Slivosky Duffy ‘64, Mary Lou Griffin ‘64, Mary Lou Lehmann Gailliot ‘64, Suzanne K. Mellon, PhD, and Heidi Hylton Meier, DBA, CPA ‘77.

L-R: Michele Myers Presutti ‘99, Michaele Cooper Kennedy ‘99, Emily Jarvie McCormish ‘00, Dawn George Augustine ‘99.

L-R: Suzanne Mellon, PhD, Joan O’Donnell Comstock ‘64, Carol Drechsler Oliva ‘64.

L-R: Mary Kleysteuber Matlak ‘69 and Charles J. Matlak.

Micheleann Hovan McGowan ‘64 and Mary Lou Griffin ‘64 present Suzanne Mellon, PhD, a check for The Class of 1964 Legacy Endowed Scholarship.

L-R: Christopher Knoop, Carol Hornfbeck Grasha ‘64, Steve Piskor, Barbara Kovalcin Piskor ‘64, Suzanne Mellon, PhD.

L-R: Michele deCicchis ‘79 and Jane McIntyre Kwasniewski ‘79.
WASHINGTON D.C.  📷

L-R: Patricia Kady Betts ’67, Suzanne Mellon, PhD, Kimberly A. McGavitt ’08, Susan Fishburn ’76.

L-R: Lee Woodruff Wood ’68, Kimberly A. McGavitt ’08, Meghan Anne Foy ’10.

PIRATES GAME  📷

L-R: Mary Grace Parme Bente ’80, Mary Anne Manning, Margaret A. Monahan ’76.

BALTIMORE MUSEUM OF ART  📷

Row 1 (L-R): Nancy Brocki, Kathleen Zmuda Rescigno ’76, Anita L. Williams ’80. Row 2 (L-R): Clarissa Esquela Cangelosi, Anna Margaret Loncaric Esquela ’64, Deborah L. Snowden Cunningham ’88, Catherine M. Schempp, PhD ’76, Suzanne Mellon, PhD.

L-R: John Cost, Lyn Richards Cost ’01, Faith Sisk ’96, John Sisk.

“Carlow made it easy, they offered so much support—not just loans, but scholarships that I don’t have to pay back. I’m so grateful!” — Genevieve Szekely Bsn ’14

To make a gift, visit carlow.edu/give, or for additional information, please contact Amy Schnarrenberger at alschnarrenberger@carlow.edu or 412.578.6654.

When our dedicated scholarship funds are exhausted, your contribution to the Carlow fund makes possible seamless support to meet our students’ financial needs.
You + Carlow Fund = Student Support

“Carlow made it easy, they offered so much support—not just loans, but scholarships that I don’t have to pay back. I’m so grateful!”

– Genevieve Szekely
BSN ’14

When our dedicated scholarship funds are exhausted, your contribution to the Carlow Fund makes possible seamless support to meet our students’ financial needs.

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NURSING INSTRUCTOR RECEIVES CAMEOS OF CARING® NURSE EDUCATOR AWARD

Nancy J. Cupps, RNC-OB, MSN, an instructor in Carlow University’s nursing school, believes nurses and nurse educators have the power to change lives and shape the future of healthcare. She saw it firsthand when her son was born and needed to be cared for in the Neonatal Intensive Care Unit (NICU). Inspired by the care that he received from the NICU nurses, she decided that nursing would be a very rewarding career and decided to go back to school to earn her nursing degree.

“Being a nurse requires hard work and dedication,” she says. “I enjoy the privilege to be able to comfort someone in their time of need; the privilege to be a support for a family or patient when they are grieving; and the honor to work with some of the most intellectually and spiritually gifted people in the world.”

Cupps was honored at the 16th annual Cameos of Caring® Gala, November 8, 2014, at Pittsburgh’s David L. Lawrence Convention Center. A program of the University of Pittsburgh School of Nursing, Cameos of Caring® recognizes the exceptional work of nurses and spotlights the wide array of roles nurses play in health care.

As both an instructor in the nursing program at Carlow University, and an administrator on duty at Magee–Women’s Hospital of UPMC, she finds her work has value both for the patients of today and those of the future.

“Nurse educators have the chance to touch the lives of tomorrow’s patients via the hands, minds, and hearts of our future nurses,” she says.

Cupps has been a nurse for 21 years, 19 of which have been spent at Magee. She taught at several area schools of nursing before arriving at Carlow in 2010.

She received her associate’s degree in business at Bradford School of Management and received her nursing degree from Community College of Allegheny County. While a student at Carlow, she was vice president of the Sigma Theta Tau National Honor Society and received the Sister Rose Curran Graduate Leadership Award. She was the recipient of the Daisy Award in March 2014.

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Certified in obstetrics, Cupps is a member of the Association of Women’s Health, Obstetrics and Neonatal Nursing (AWHONN). She is presently the vice president of Sigma Theta Tau National Honor Society as a faculty member.

She has volunteered at the Jubilee Soup Kitchen, the American Legion, American Heart Association, and for the Susan G. Komen Race for the Cure Breast Cancer Walk.

CARLOW MFF ALUMNI PUBLISH ARTICLE IN FRAUD MAGAZINE

An article by four Carlow Master of Science in Fraud and Forensics alumni appeared in a recent issue of ACFE’s Fraud Magazine.


Authors Mark Malinowski, Inger Jensen, Denise Lawhorn, and Colin Pingree, 2013 alumni of Carlow’s MFF program, originally wrote the piece as a final research paper for the course, Scientific Inquiry in Fraud and Forensics, under the direction of Enrique Mu, PhD, co-director of Carlow’s MBA program.

ACFE is the Association of Certified Fraud Examiners. Their internationally distributed journal, Fraud Magazine, features timely, insightful articles on white-collar crime and fraud examination techniques.

“It is a tremendous accomplishment to be published in the journal from the world’s largest anti-fraud organization and premier provider of anti-fraud training and education,” said Diane Matthews, director of Carlow’s MFF, accounting, and forensic accounting programs.

The article details debate behind the use of nonverbal cues which fraud examiners must scrutinize during interview processes.
The Association of Fundraising Professionals-Western Pennsylvania Chapter (AFP-WPA) has named Anita Sammartino Dacal, executive director of Carlow’s Office of University Advancement, as its Outstanding Fundraising Executive for 2014.

“The significance of Anita’s role at Carlow is undeniable and her impact is a lasting one, both on the legacy of the university and on the lives of the many alumni she has touched,” said Carlow President Suzanne Mellon, PhD. “We are thrilled that the Association of Fundraising Professionals has honored her with this award.”

The AFP-WPA presented the award to Dacal at its 28th annual celebration of National Philanthropy Day on Thursday, November 13, 2014.

An alumna of Carlow’s class of 1969, Dacal was actively involved in student organizations and worked as a student employee in the alumni office. Even as a student, her love for the mission of the University and the Sisters of Mercy—Carlow’s founders—was apparent.

Returning to Pittsburgh in 1981 after traveling the world with her husband, Ross, who was an opera singer, Dacal was hired at her alma mater to be director of alumni relations. In that position, she developed programs designed to engage alumni and promote the annual fund. After a decade of success in alumni relations, she was named the executive director of Carlow’s Advancement Office. She now has more than 30 years of experience as a member of Carlow’s staff, with 20 of those years being served in Advancement.

During her career at Carlow, Dacal has raised approximately $20 million in funds for the endowment, annual fund, capital projects, and other programs and initiatives. She has organized and guided alumni campaigns at the national level and increased overall alumni participation. She has secured major gifts for three capital campaigns, and has maintained an ongoing focus on endowment giving, leading to an increase in Carlow’s endowment from less than $3 million to nearly $20 million in the years she has been at the University.

“Anita has brought a personal touch to fundraising that is truly sincere,” said Jay Frey, CFRE, interim vice president of Advancement at Carlow. “As a result of her unique ability to cultivate relationships and find meaningful links between alumni/donors and Carlow, she has inspired generosity from all walks of life, in all dollar amounts and in all capacities. At Carlow, it is not unusual to hear a donor agree to a gift ‘because Anita asked.’”

Carlow University’s Health Services Director Mary Frances Reidell was one of 26 Pittsburgh-area health care practitioners to be named a Health Care Hero finalist by the Pittsburgh Business Times. Nominated as a Health Care Provider-nonphysician individual, Reidell was the only college/university employee named in this category.

Reidell was honored at the September 11, 2014 event at Pittsburgh’s Omni William Penn. Reidell specializes in holistic care. She’s the kind of contact a parent wants to know exists when sending their child off to college. What’s important, says Reidell, is getting to know everything about each individual who comes to her for help.

“You have to really talk to people,” emphasizes Reidell. “You need to work through their physical issues first, and then help them make the connections they need. We are all centralized here at Carlow. Many times I will walk students over to counseling services to make sure they are getting the help they need.”

She points out how important health education is at a college level, an age when many students feel “invincible.”

“It’s an opportunity to make a long-term difference in someone’s health outcomes, not just to address acute issues,” she says.

Reidell, who holds two degrees from Carlow (a BSN in 2002 and a MSN in 2012), was nominated for the award by Barbara Johnson, Carlow’s director of diversity initiatives.

“Mary Fran is very loving,” says Johnson. “She is there 100 percent for each person. When she’s giving advice, you know it’s not only coming from her skill level, but from her heart.”
Monica Miller ‘84 was named manager of care management, social services, pre-certification, and Center for Care Transitions at St. Clair Hospital.

Carol May ‘91 was awarded the Loving Heart Award from the Children’s Heart Foundation for her extraordinary kindness to a patient’s family during their time of need. May currently serves as manager of the supportive care program team at Children’s Hospital.

Rebecca Baker ‘95 accepted a position as managing editor of the New York Law Journal, the largest legal daily newspaper in the country.

Katy Carroll ‘95 received the Roy A. Hunt Foundation Award from the Pittsburgh City Council for her commitment to education in arts and humanities.

Catherine Vella ‘95 accepted a position as an informatics analyst at American Health Holding.

Sherry Hoback ‘96 was promoted to chief clinical services officer for Tampa Family Health Centers. In October 2014, she received her MBA with a concentration in healthcare management.

Stacy Lemmon ‘96 received the Outstanding MSN Graduate Award from Wheeling Jesuit University.

Regina Ragin Dykes ‘97 was honored at the fourth annual Circle of Courage Awards in recognition of her faith, courage, and community outreach.

Paula Price Ziemski ‘03 co-founded and serves as president of the Norwin Play It Forward Fund alongside her husband.

Gary Slifkey ‘04 was awarded the Cardinal Wright Award for his outstanding service for the church.

Nicole Aquillano ‘04 creates porcelain tableware depicting buildings from around the world. She recently worked with the Society for Contemporary Craft in the Strip District and released a line of her work featuring Pittsburgh warehouses and store fronts.

Megan McCabe Shulman ‘06 was promoted to head librarian of Humboldt City Schools.

Tera McIntosh ‘09 wrote a research article, “My Macro State of Mind: Shifting the Paradigm,” which was published in the White Paper Series for The Interdependence Project.
ALUMNI ACTIVITIES

WINTER 2014

10s
Marcee Radakovich DNP, RN ’10, director, Allegheny Health Network, led the opening of the $100 million Allegheny Health and Wellness Pavilion in Wexford, Pa.

Rachel Zibaila ’12 completed her Master’s Degree in library and information science at the University of Pittsburgh and is employed by Carnegie Public Library.

Lacey Fetcho ’13 accepted a position as business process manager, development and donor services, at The Pittsburgh Foundation.

Shirley Honaker ’14 serves as a professional staff nurse at Magee Women’s Hospital of UPMC.

BIRTHS
Katherine Santypal Korsak ’05, a daughter, Lacey Sloane, born on January 19, 2014.

Megan McCabe Shulman ’06, a son, Calvin Nathan Shulman, born on July 30, 2014.

Elizabeth Brown ’08, a son, Brett Patrick, born on September 6, 2014.

Ashley Ayres Querry ’09, a daughter, Marie Paige.

MARRIAGES
Karen Roberts ’86 married John Robinson on April 20, 2013.

Christine Ramage Summers Balistrieri ’88 married Joseph Balistrieri on October 5, 2013.

CONDOLENCES
50s
Martin Trichtinger, husband of Arlene Trichtinger ’52, died June 7, 2013.


Edward William Heine, Jr., MD, husband of Marie Ciccone Heine ’56, died August 30, 2014.

Louise Mary Weis, daughter Teresa Prendergast Weis ’56, died March 25, 2014.

Francis Xavier Wymard, brother-in-law of Ellie Wymard ’58, died April 21, 2014.

60s
Marian Mallin, sister of Sister Anna Marie Goetz, RSM ’62, died July 12, 2014.

John E. Davies, brother of Judith Davies Klingensmith ’63, died April 21, 2014.

Edgardo A. Garcia-Trias, MD, husband of Milagros Ortiz Cintron ’63, died March 3, 2014.

Marilyn Laneve Kautz, sister of Linda Laneve Wickstrom ’64, died October 24, 2013.


Thomas Kenneth Bednarz, husband of Mary Kealy Bednarz ’67, died March 13, 2014.

70s
Nancy Louise McCusker Benson ’70, sister of Rosemary McCusker Nilles ’72, aunt of Kathleen Caulfield Vander Weerd ’79, died August 11, 2012.

100s
Ruby Pendergrass Easley, mother of Ruby Easley Holmes ’00, died August 14, 2014.

IN MEMORIAM
30s
Katherine Bahr Hensler ’38 died March 24, 2013.

40s
Geraldine Hempel Purcell ’46 died August 9, 2014.

Mary Donovan Saccani ’48 died June 28, 2014.

Rita Ortenzo Denne ’49 died May 23, 2014.


Margaret Kovac Ratini ’49 died June 25, 2014.

50s
Frank B. Clark ’50 died April 7, 2014.

Dorothy Jelley McDonough ’50 died May 2, 2014.

Sister Maureen Walsh ’52 died May 11, 2014.

Kathryn Shema Egan ’53 died July 2, 2014.

Margaret Kovac Ratini ’49 died June 25, 2014.

60s
Sophie Masloff, the first female mayor of Pittsburgh and a Carlow University Woman of Spirit®, died August 17, 2014.

William P. McKee died December 17, 2013.

Jean Mary Schafer died September 3, 2014.

FRIENDS
Lisa Luckman Austin ’83 died June 25, 2014.

Lenier Allen ’89 died January 8, 2014.

Father Barry O’Leary ’93 died June 6, 2014.

Lynn Goodman Giglione ’95 died April 30, 2014.

Christopher M. Campana ’97 died April 4, 2014.

Roxanne Erica Taylor ’01 died January 13, 2014.

Have you recently moved, married, had a baby, changed jobs, earned an advanced degree, or received a promotion? If so, please send us your news, updated information, or business card, and we will send you a Carlow University luggage tag as our way of saying thanks.

Please send alumni news to Rose Woolley at rmwoolley@carlow.edu; by mail at Carlow University, 3333 Fifth Avenue, Pittsburgh, PA 15213; call 412.578.6274; or visit www.carlow.edu/ShareYourNews.
To the Editor:

I would like to express my appreciation for the Summer Science Nation program held at Carlow University in July. It was a valuable experience for my high school age daughter, who learned about science in college, types of science careers, and current innovative science work being done in Pittsburgh.

My daughter, a 10th grader who loved her high school biology and chemistry classes, was eager to learn about possible science specialties offered in colleges, and what possible career paths could be pursued for science lovers. With the myriad of biology, chemistry, physics, and related technologies and their combinations, it can be difficult for a high school student to sift through and learn about possibilities for their future. As a water engineer, I keep up with technical developments in my field, but as a parent, it is challenging to keep up with the ever-evolving array of science and its applications. The Summer Science Nation program was a perfect way for my daughter to learn about science in college and possible career paths. It provided exposure to several types of science specialties, as well as hands-on experiments, discussions and information exchange with science professors, and tours of facilities conducting cutting edge science applications. My daughter gained much in learning about career possibilities, including enabling her to imagine herself in the future using her talents and skills as a contributing member of the dynamic science community.

Thank you for offering this program. It was a very positive and highly informative experience for my daughter.

Sincerely,
Debbie Healey Langley, P.E.

To the Editor:

When I think of my four years at Carlow College, I view it as a time when I blossomed. Of course I didn’t realize it at the time, but Carlow had a tremendous impact on my life, academically, personally and professionally.

Here’s my (brief) story: I grew-up in Cleveland, Ohio and came to Carlow, timid and unsure of myself. At Carlow, I soon found faculty who not only knew my name, but who cared about me, celebrated my achievements and even inspired me to start my own column in the student newspaper. In fact, the confidence that Carlow instilled in me helped me land my first job.

It was the spring of my senior year when the Carlow placement department told me that the top radio station in Pittsburgh was looking to hire a producer for its morning show. I had no experience in radio and didn’t even know the first thing about what a producer did. But I concluded that since Carlow told me about it, then they must think I could do it. I took the bus downtown and went on the interview with all the confidence in the world—and I got the job—ahead of 43 other applicants, many with experience exclusively in radio! That opportunity opened many doors at the start of my professional employment—and it was all thanks to Carlow.

As I progressed in my career (not in radio but instead in the nonprofit sector) I wanted to give back to make sure that other young women had the same opportunities that I did at Carlow. That is why I’ve always been a proud supporter of the Carlow Fund. But I was never inspired to make a major gift until I learned about the 1929 Society. I wanted to honor the founding Sisters for setting into motion the values upon which Carlow was founded—the same values that allowed me to blossom and thrive.

Sincerely,
Lois Reid Folino ’78
“Frog,” 2008, oil and paper on board by Carlow art and graphic design student Katie Crawford ’09, who is now a junior graphic designer within Carlow’s Office of University Communications and External Relations.