

BUILD | STRENGTHEN | ADVANCE



# OUR LEGACY *and* FUTURE

2021 PRESIDENT'S REPORT

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CARLOW  
UNIVERSITY

## MISSION

Carlow University, rooted in its Catholic identity and embodying the heritage and values of the Sisters of Mercy, offers transformational educational opportunities for a diverse community of learners and empowers them to excel in their chosen work as compassionate, responsible leaders in the creation of a just and merciful world.

## VISION

Carlow University will be 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.

## VALUES

Mercy  
Hospitality  
Service  
Discovery  
Sacredness of Creation





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# A PERSONAL WELCOME FROM THE PRESIDENT

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Dear Friends,

I share with you the President's Report for 2020, a year of unprecedented challenges and opportunities, and a year in which I am especially proud of the accomplishments of our students.

In November 2020, eight months into the pandemic, we celebrated a virtual graduation of more than 600 students who had completed their degrees while contending with many unexpected changes to their college life. Their demonstration of resilience and tenacity are an inspiration.

The University accomplished much during the past year. The launch of our new graduate health science programs is underway, and we look forward to welcoming our first class of Speech-Language Pathology students in the fall. We've hired excellent program directors to design and launch these programs, and we are delighted to have them on the team.

Our new three-year degree programs are rolling out, and we have launched a partnership with an online program provider that will serve as a powerful engine for scaling Carlow's online program offerings.

The development of our property on Fifth Avenue is also progressing and will provide Carlow with critical new academic and laboratory space that is essential to providing best-in-class education, training and skills for today's workforce.

We also rolled out a new five-year strategic plan, *The Carlow Commitment*, which is our roadmap for growth and sustainability as higher education grows more competitive.

As a Catholic Mercy institution, we take seriously our responsibility to prepare our students not only in the classroom but for their lives outside the classroom, to assure they are equipped to play an active role in civic life. The unsettling and contentious events of the past year were a call to action to support our students as they confronted and wrestled with complicated social and political events. The Social Justice Institutes, Atkins Center for Ethics, and Center for Mercy Heritage provided forums for the



important conversations we need to have. And our Provost and Deans have looked to our curriculum to assure that we are preparing our students for civic engagement and educating them about civil discourse as part of the liberal arts.

As we began the new year, I charged a *Special Board and Presidential Strategic Planning Antiracism Task Force* with creating a five-year strategic plan to build an antiracist culture at Carlow and in our region. We are putting a larger stake in the ground on this issue, and I know our founders would be pleased.

In October, I announced that I would be retiring from the presidency when my term ends, June 30, 2021. My eight years leading Carlow have been the greatest honor of my career. I have been privileged to lead an outstanding team and graced with a wonderful Board of Trustees. As I look ahead, I have great confidence and great excitement about Carlow's future.

I want to thank all of you, Carlow's friends, alumni and donors, for your support during my presidency. Together with our Board of Trustees, I have benefited from your support, your feedback and your wisdom. I thank you for your generosity, and continued friendship to Carlow University.

With gratitude,

A handwritten signature in black ink that reads "Suzanne K. Mellon". The signature is fluid and cursive, with a long, sweeping underline.

Suzanne K. Mellon, PhD  
President, Carlow University





# THE CARLOW COMMITMENT

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## UNLEASHING IMAGINATION FOR THE PATH FORWARD

Carlow University is visionary and nimble, continually evolving to fulfill our mission and meet the rapidly changing needs of our students, the region and the world.

Our roadmap for this forward movement is articulated in our five-year strategic plan, *The Carlow Commitment*, which builds on our 2014-19 strategic plan, *Transforming Our Lives. Transforming Our World*.

The new plan is Carlow's commitment to adapt to a changing time and reimagine the University through a series of powerful pivots, aligning Carlow with the needs of the market and region. This is both our legacy and our future.



## LEAD WITH OUR STRENGTHS

Carlow is committed to investing in programs where we can be an established leader in the market within three to five years. With our established leadership in the health sciences, a long-standing commitment to regional health care and the strength of our nursing and associated programs, Carlow is well positioned to expand our program offerings to more broadly serve the health care sector. We aspire to be the region's leader in educating, training and graduating top tier, mid-level health care professionals.

Carlow is launching four new graduate health science programs, all led by highly qualified and experienced directors. The first of these programs will launch in the fall of 2021, with the others following over the coming four years. We will significantly increase the number of Carlow graduates entering the regional workforce in the following high-demand professions:

### **MS in Speech-Language Pathology (launch fall 2021)**

This program prepares its graduates to pursue careers as audiologists, certified speech-language pathologists, or speech, language and hearing scientists.

### **MS Physician Assistant (launch fall 2022)**

This program prepares its graduates to work as licensed health care providers practicing primary and specialty care for medical services under the supervision of a licensed physician.

### **MS and OTD in Occupational Therapy (launch fall 2022)**

This program prepares its graduates for using assessment and intervention techniques to develop, recover or maintain meaningful daily activities or occupations for individuals or groups.

### **DPT in Physical Therapy (launch fall 2023)**

Graduates of this program are recognized as integral members of the collaborative health care team to engage in patient-focused activities optimizing physical movement through evidence-based restorative therapies.

The U.S. Bureau of Labor Statistics projects that each of these fields will experience steadily increasing job growth varying from 16% to 31% by 2029. These programs are also currently highly sought after by students, and there is a shortage of offerings in the Pittsburgh region.



## FOCUS ON THE 2025 STUDENT

As we focus our delivery on the needs of the 2025 student, Carlow plans to develop the 1.77-acre piece of property we own along Fifth Avenue and Robinson Street.

Adjacent to the main entrance of our campus, Carlow will build a 100,000-square foot Interdisciplinary Health & Science Center to support the growth of Carlow's science programs. This building will increase the University's visibility in Pittsburgh's Innovation District and provide critically needed academic facilities and a new landmark entrance to the campus.

It will provide Carlow students with a front door to the University and an elevator connection to upper campus. With a Rapid Transit Station planned at the tower's entrance, students will enjoy easy transportation to internships and clinical rotations. A dedicated dining facility for the University in this building will enable the current cafeteria in Tiernan Hall to be the exclusive property of the Campus Laboratory School and Early Learning Center.



# TIMELINE FOR COMPLETION OF CARLOW'S INTERDISCIPLINARY HEALTH & SCIENCE CENTER



## **Negotiation and due diligence:**

January 2021-June 2021

*Carlow and selected developer will sign a contract for a formal partnership.*



## **Design and permitting:**

July 2021-June 2023

*The design team will prepare and submit plan drawings to the City of Pittsburgh for building permits.*



## **Construction:**

July 2023-July 2025

*The selected contractor will build the building.*



## **Occupancy: August 2025**

*After satisfactory inspection of construction by the City of Pittsburgh, a certificate of occupancy will be issued, and Carlow can officially open the building.*

This Interdisciplinary Health & Science Center will be an advanced teaching and training hub to be used by undergraduate and graduate students alike. Housed in this hub will be all the essential elements for 21st-century learning, including simulation labs, contemporary classrooms, clinical space and the innovative technologies used in health care today, all designed to foster collaborative teaching and learning.

These distinctive facilities for health care studies will also be available to students in the College of Arts and Science who are pursuing studies in the natural and social sciences, including biology, chemistry, anatomy and physiology, psychology, social work and counseling. This facility will assure that Carlow continues to provide best-in-class interdisciplinary science and health education.

The balance of the property will be developed as revenue-generating commercial space for businesses or institutions that wish to establish or grow a presence in the Innovation District. Carlow will enter into a long-term land lease with a developer, with the income from the lease helping to fund the new academic building while providing an exciting opportunity for a developer to bring economic development and revitalization to the neighborhood surrounding Carlow's campus. Carlow will announce the name of the developer in late spring 2021.

## **SEEK STRATEGIC PARTNERSHIPS**

In an ever-changing global marketplace and a highly competitive higher education landscape, it is critical that the University seek strategic partnerships that can inspire us to think differently and connect with broad target audiences on both an emotional and rational level amid the daily influx of information. Strategic marketing partnerships allow us to utilize our resources most effectively, leveraging industry leaders who can assist us in implementing targeted strategies to accelerate enrollment growth.

In 2020, in the interest of building a reputation for innovation and student success, the University embarked upon several strategic marketing partnerships to elevate brand recognition and reputation, expand our reach within and beyond the region, and grow enrollment.

Recognizing that the University's website is one of our primary marketing tools, in early fall 2020 we embarked upon a partnership to build a new website for Carlow University. It launched in February 2021. This new site works to establish Carlow in the minds of prospective students, current students, adult learners,



alumni, potential donors, strategic business alliances and the community, elevating our brand and demonstrating how we deliver on our brand promise.

The new site is secure, ADA compliant, engineered for student engagement, responsive to all devices and optimized for maximum search engine results. Its clean site architecture and streamlined navigation are designed for the benefit of the user with easy access to priority pages. Be sure to visit the site at [www.carlow.edu](http://www.carlow.edu).

In mid-2020, we began a three-year marketing partnership to leverage the transformative power of brand, data, digital and story.

This strategy utilizes smart resource allocation with a focus on “right-fit” prospects to create demand and grow lead generation and enrollment across all of Carlow’s programs. Through integrated marketing strategies, we are elevating programs across undergraduate and graduate student segments and utilizing signature and portfolio programs to position the University as a thought leader in these distinctive areas.

A strategic marketing investment in signature programs allows us to leverage our distinctively strong and well recognized program offerings, and portfolio marketing allows us to cluster programs in the College of Health and Wellness and the College of Arts and Sciences in service of broader enrollment gains.

## SCALE ONLINE PROGRAMMING

In the U.S. alone, more than 6 million students are enrolled in at least one online course. This number continues to grow given the flexibility and benefits of virtual learning—particularly in the COVID-19 era.

Carlow University has partnered with an OPM (online program management) group to bring industry expertise, best practices, technology and investment to the scaling of our online programming.

Our strategy includes an infusion of world-class, strategic marketing and enrollment practices that will exponentially scale our online programs. We launched the first of several online programs in spring 2021, and subsequent programs will launch in the fall 2021 semester and beyond.

The development and marketing of programs on this scale could only be accomplished through an outside partner. And this strategic investment will continue to be a priority as we look to build our brand recognition and expand our footprint on a regional, national and global scale.



## LEVERAGE CARLOW’S UNIQUE HERITAGE AND TRADITIONS

We know that our Catholic Mercy heritage and the values we instill in our students make our community and the education that we provide unique. While it is difficult to describe in words, it is what our students say they are most grateful for years after they graduate. It is the stuff that makes health care workers more compassionate and inspires many to lead and all to seek ways in their lives to help create a more just and merciful world. We believe this is more important today than ever.

Carlow has long had a stake in the ground on the issue of social justice. This hails back to our roots when the Sisters of Mercy landed in Pittsburgh and established their mission of social service to improve the lives of those most in need, regardless of where they came from or who they worshiped. This year we drove that stake a little deeper into the sacred soil of our campus.





Conceptual rendering of the Interdisciplinary Health & Science Center building.

(Note: This is not an architectural plan but a concept drawing.)

In light of the events of 2020 that so traumatized the country, the killings of George Floyd, Breonna Taylor and others, we felt compelled to commit ourselves to building a culture of anti-racism. This goes beyond gaining an understanding of racism, its history and present incarnation. It calls us to adopt a proactive stance to eliminate racism in all its forms and actively promote the well-being of our brothers and sisters.

## BUILD A CULTURE OF ANTI-RACISM

The Special Board of Trustees and Presidential Anti-Racism Strategic Planning Task Force was charged by the president and began its work in September 2020 to develop a five-year plan to move Carlow University along the path of creating an anti-racist culture.

The Task Force is charged with exploring Carlow University's historical connections to matters of race and racial/ethnic disparities; engaging in anti-racist efforts within the city of Pittsburgh; and implementing initiatives in support of the equity, diversity and inclusion goals in the University's strategic plan.

The Task Force is co-chaired by trustees Sister of Mercy Helen Marie Burns, Vice Chair of Mission, and Marcia Martin, Secretary to the Board. Members of the task force include a cross section of trustees, faculty, staff, students and community leaders.



## STRENGTHEN ACADEMIC PROGRAMMING INITIATIVES

Universities have been hit hard by enrollment and financial realities caused by shifting demographics and market demand. This necessitates that Carlow University explore significant and meaningful change in the students we target and how we deliver our programs. While traditional college-aged students will remain core to Carlow, growing our adult and graduate student enrollment is a key strategic goal.

In April 2020, the University announced a merger of our colleges, maintaining the College of Health and Wellness and creating the College of Arts and Sciences.

A goal of the College of Arts and Sciences is to promote creative interplay across academic disciplines to assure meaningful connections between departments and colleges and assure the liberal arts are embedded across both colleges. Carlow's enduring commitment to the liberal arts rests on the strong belief that critical thinking, writing and analytical skills are essential in all careers—and to the overall education of an individual.

To provide innovative delivery models, the College of Arts and Sciences is working to increase efficiencies in academic program oversight, delivery and departmental operations. For example, Carlow's new three-year degree options enable undergraduates to graduate faster and launch their careers earlier. Students take courses across fall, spring and summer with the flexibility of online course options.

Achieving a more just and merciful world will take students, staff and faculty working together in liberal arts and professional programs to prepare our students to face the challenges of our world with in-demand skills, resilience, determination and a perspective shaped by Mercy values.

## ADVANCE THE CENTER FOR 21ST CENTURY INNOVATION AND WORKFORCE DEVELOPMENT

The COVID-19 pandemic, economic crisis and systemic racial inequities have changed the way people learn, work, communicate and live. Preparing our students for the realities of these changes that impact the region's workforce is critical.

Consequently, the Center for 21st Century Innovation and Workforce Development was launched in 2020, to build and advance an interconnected



21st-century workforce development ecosystem that effectively responds to and addresses the new reality of the COVID-19 digital landscape, systemic racial inequities, occupational segregation, displaced workers, vulnerable populations and workforce diversity.

It accomplishes this by offering stackable programs in the form of certificates, credentials, credits, professional development, apprenticeships, trainings and workshops that allow students to prepare for career and college pathways. This pathways approach holds potential to prompt government, education and industry leaders to assess the condition of these pathways and work collectively to enable and strengthen them.

# A COMMITMENT TO ACADEMIC EXCELLENCE: OUR PAST, PRESENT, FUTURE

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Even with the outset of the COVID-19 pandemic and its far-reaching impact, Carlow University's commitment to academic excellence has never wavered. Academic Affairs demonstrated extraordinary resiliency throughout the year.

To mitigate spread of the virus, in mid-March 2020, faculty successfully transitioned approximately 70% of the University's courses into online formats, adapting curriculum and approaches to supporting students in new and different ways.

The Student Hub (Registrar, Financial Aid, Student Accounts) elevated its high level of service to students, leveraging self-service technology that enabled students to navigate financial aid, student account and registration information in a more efficient, streamlined manner. This also supported advisors, enhancing collaboration and making decisions about student progress more transparent.

In fall 2020, President Mellon announced the formation of the Carlow Tiger Team. The team is a cross-functional, high-level strategy group for a shared governance approach that identifies growth opportunities, such as new program development and revenue generation, to strengthen the University.

The Tiger Team explores opportunities for innovative programs, not unlike the current nursing program collaboration between Carlow University and Saint Vincent College, which offers students a Carlow undergraduate degree while taking classes on the Saint Vincent Campus. This program, now in its third year, has strong enrollment and has been a successful example of collaboration between two outstanding Southwestern Pennsylvania institutions.

Carlow's MSW fellowship partnership with Holy Family Institute (HFI) is another unique partnership. It allows students to live and work at the HFI, learning from professionally engaged faculty who are actively practicing and publishing in the discipline. The flexibility of Carlow's program and the ability for fellows to gain experience while serving the needs of the families of Holy Family Institute is a win for all concerned.

Carlow's partnership with UPMC Procirca offers students a bachelor of science degree in behavioral neuroscience with an Intraoperative Neurophysiological Monitoring concentration (IONM). The program trains students through a blend of classroom and lab experiences and clinical experience with practicing IONM specialists. It is one of two programs in the country to offer this kind of training at the bachelor's level.

While several accreditations are underway at the University, Carlow University's Master of Social Work (MSW) program has been granted initial accreditation by the Commission on Accreditation (COA) for the Council on Social Work Education (CSWE). Initial accreditation is usually granted for four years, and then on an eight-year interval moving forward. The Council on Academic Accreditation in Audiology and Speech-Language Pathology awarded Carlow University's MS in Speech-Language Pathology the Level II Candidacy for a period of five years beginning February 1, 2021–January 31, 2026. Award of candidacy allows the program to matriculate students into the program as it continues to document compliance with accreditation standards for the duration of the candidacy accreditation cycle. Currently, three new graduate health science programs (Physician Assistant, Occupational Therapy, Physical Therapy) are in the process of receiving provisional accreditation from their respective governing bodies.

In the tradition of its forward-thinking founders, Carlow University will continue to ensure our students receive a transformational educational experience with a strong academic foundation that well prepares them to realize their fullest potential for the journey ahead of them.



# EMBRACING THE COMMON GOOD AMID A GLOBAL PANDEMIC

The reality of the COVID-19 pandemic caused Carlow to steadfastly lean into our Catholic Mercy values and traditions. In mid-March 2020, our campus community mobilized with a mantra centered around the need to rally around the “Common Good,” rooted in our value of Sacredness of Creation.

This “Common Good” served as our guiding principle as we embarked upon rapid, innovative changes to the ways in which the University delivered its courses, served its students and supported the internal community. Our care and concern for one another, always a priority, suddenly became an essential component in mitigating the spread of the virus as we engaged in a series of rapid pivots:

- + President Mellon convened a COVID-19 Internal Response Team, which transitioned into a Re-Entry and Resiliency Implementation at the outset of the fall semester. Abiding by CDC, state and Allegheny County guidelines, the team established Carlow’s Re-Entry & Resiliency Plan and oversaw the implementation of campus safety measures; regular streamlined, centralized communications; the launch of a comprehensive COVID-19 webpage and virtual safety trainings.
  - + Non-essential workers transitioned into a remote working environment; HR policies were quickly adapted to support this shift.
  - + Through the University’s partnership with Integrated Health 21, visitors to campus received coronavirus screenings. Later in the year, vaccinations were
- administered to students and faculty who interface with the health care community.
  - + The University received \$1.37 million in federal CARES Act money, half of which was distributed to students requesting assistance due to hardships suffered from the pandemic.
  - + The University launched its first virtual drone tour of the campus, and new student orientation—a staple of the first-year students’ experience in getting to know the campus—was revamped into virtual formats, delivered using new technologies and innovative strategies. New student enrollment increased by 3.6%, and there was a 14.3% increase in traditional and transfer students year-over-year.
  - + Student services shifted to telehealth and remote access, increasing availability and reach particularly in the areas of academic support and meeting mental health needs.
  - + Strategic institutional retention efforts resulted in an 85% retention rate in the fall.
  - + The University held its first ever virtual Commencement celebration in November 2020, honoring graduates who completed their studies in December 2019 and May and August of 2020.
  - + With uncertainty surrounding COVID-19, in April the Office of Advancement launched Carlow Connections, a series of virtual video presentations that brought together the broader Carlow community to listen to

speakers and incite engagement. Speakers delivered on topics such as resilience, behavioral health among first responders and mindfulness.

- + Committed to community engagement, the Social Justice Institutes also contributed toward these video presentations, addressing topics such as COVID-19 from a social justice perspective and racism, a pandemic within a pandemic.

The strength and resilience of our community was demonstrated daily in large and small ways, and as many of our health care students and alums joined with professionals on the front line, we took pride in their skills, courage and dedication to their profession.



**BE RISK-TAKERS LIKE THE  
SISTERS OF MERCY. YOU  
ARE, INDEED, CARLOW  
GRADUATES OF COURAGE.**

—SUZANNE K. MELLON, PHD  
PRESIDENT, CARLOW UNIVERSITY,  
ADDRESSING GRADUATES AT CARLOW'S  
2020 VIRTUAL COMMENCEMENT

# ENROLLMENT 2020-2021

**Total Headcount: 1,976**

**UNDERGRADUATE STUDENTS: 1,277**

Traditional: **837** (810 full-time, 27 part-time)

Adult: **440** (199 full-time, 241 part-time)

- ▶ **84%** women **16%** men
- ▶ **95%** from PA
- ▶ **58%** from Allegheny County
- ▶ **5%** from out of state

**GRADUATE STUDENTS: 699**

**87%** women **13%** men

**RETENTION RATES**

*For first-time, full-time, degree-seeking undergraduates of all ages who started in Fall 2019 and returned for Fall 2020: **85.2%***

**CAREER PLACEMENT AND ENROLLMENT IN GRADUATE SCHOOL**

*For students who graduated between August 1, 2018 and July 31, 2019:*

Outcome rate for job seekers:

Bachelor's: **98%** Master's: **97%**

Doctoral: **100%**

Outcome rate for bachelor's graduates seeking continuing education: **92%**

**FINANCIAL AID FOR UNDERGRADUATES**

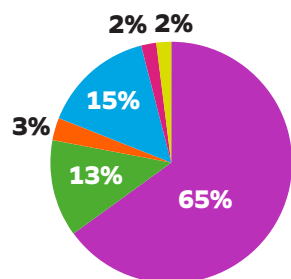
*Percentage of students receiving Institutional Aid for the 2019-2020 academic year:*

All: **63%** Traditional: **91%**



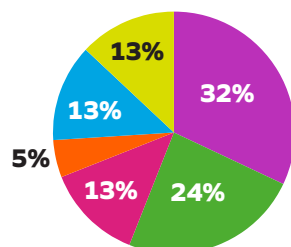


# FINANCIAL HIGHLIGHTS 2020-2021



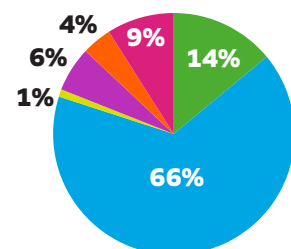
## Total Revenue: \$49,534,907

- Tuition and Fees, net: \$32,556,229
- Auxiliary Enterprises: \$6,415,712
- Federal and State Governmental Grants: \$1,445,352
- Private Gifts: \$7,391,783
- Interest and Dividend Income: \$744,651
- Other Sources: \$981,180



## Total Expenditures: \$53,371,849

- Instruction: \$17,374,565
- General Institutional Support: \$12,683,749
- Scholarships and Fellowships: \$6,767,950
- Student Services: \$2,468,589
- Academic Support: \$6,853,571
- Auxiliary Expenses: \$7,223,425



## Sources of Giving: \$4,878,651\*\*

- Alumni: \$680,127.65
- Corporations and Foundations: \$3,240,101.38
- Estate: \$282,459.05
- Faculty and Staff: \$45,591.63
- Friends: \$180,760.24
- Trustees: \$449,611.26

Audited financial statements—Statement of Activities  
\*\* Amount includes actual gifts.

## BENEFITING FROM GENEROSITY

Carlow University received a **TRiO SSS (Student Support Services) grant for \$1,309,440 from the US Department of Education** to provide direct service to 140 qualifying students who are first generation, low income, or with documented disabilities to enhance support and degree completion.

**The Heinz Endowments** awarded Carlow University a **\$2 million grant** to enhance the work of the Western Pennsylvania Early Childhood Apprenticeship Hub to increase the quality of early childhood education and build pathways for teachers of color.

**The Richard King Mellon Foundation** awarded a **\$898,000 "Keeping the Promise" grant**, with the goal of helping all Promise scholars at Carlow University. This grant will enhance student persistence to degree completion through targeted analytic predictive modeling, Success Coach outreach, career and skill development.

Carlow University was awarded **\$45,000 from a local Foundation for the inaugural "Sister Mary Paul Hickey Professional Development Project."** Building on Sister Mary Paul's legacy of excellence in education, this project will focus on professional growth for teachers, research scholarships for teachers and graduate scholarships for students in need.

The funding community rallied around Carlow University's College of Health and Wellness, supporting renovations and simulation equipment for its **Celtic Simulation Center for Innovative Learning (CSCIL)**. Roughly **\$240,000 in grant funding** will support the latest educational technology and engaging learning activities to prepare nurses and other interprofessional health care members for current, real-world practice.

# USING ONE'S GIFTS IN SERVICE TO OTHERS

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Gifts to Carlow play a critical role in advancing the mission of the University and providing much-needed support to our students. Thanks to the generosity of donors, Carlow students are able to build a bright future and go on to impact the community and world around them.

Carlow's Student Emergency Fund, part of the Carlow Fund, was established last year in response to COVID-19 to ensure that students have access to the resources they need to successfully recover from unexpected financial crises and remain on track academically.

When the pandemic began, more than 600 students applied for support, and even more donors responded to the need.

"I hope and believe that the message to students is that Carlow and thousands of alumni place a high value on students continuing their education. Our alumni want to help make that possible," said Dennis Hunt, interim vice president of university advancement.

Students who receive support can continue their academic success and then go on to pay it forward like the many alumni who do give back to the University.

Psychology major **Charlene Claypool** said, "This (fund) has helped me and my family in so many ways. I hope to do Carlow proud in the many years to come."

Biology major **Taylor Lambright**, who anticipates graduating in 2022, felt relief thanks to donors. "It feels like a weight has been lifted from my shoulders, and I can now breathe without stressing about money for a while," she said. "I am so blessed to go to a University that cares so much about the well-being of their students."

Several students received financial support through Endowed Scholarships, which provide a way to memorialize loved ones.

Thanks to Kenneth Hesselberg, the Doris B. Hesselberg Endowed Scholarship was established in memory of his wife, who attended Carlow University. His generosity

supports students like **Carly M. Sullivan**, a sophomore nursing student.

"Without being fortunate enough to receive this award, I would have to work a job to afford classes while balancing my schoolwork. I am now able to have a flexible schedule with time dedicated toward my studies. I feel the utmost gratitude and thankfulness for being able to follow my goals," Sullivan said.

Hunt emphasized that donors are making a direct impact on the lives of Carlow students.

"The generous gifts of thousands of alumni have been the very resources that enable our students to overcome hardships and allow them to continue their education at Carlow," Hunt said.

While many have contributed to helping further students' education, there is still a need. If you would like to become a donor, visit the "Give" area at [www.carlow.edu](http://www.carlow.edu) to discover all the ways you can give back.





## A LONGSTANDING TRADITION OF RESILIENCY AND OUTREACH CONTINUES

For many, 2020 was a year of fear and uncertainty as the COVID-19 pandemic spread through the nation. While universities had to wrestle with how to safely provide classes remotely for students, many Carlow University students and alumni responded by putting others before themselves, embodying the University's longstanding tradition of resiliency and outreach.

**Abbigail "Abby" Linton**, a 2020 family nurse practitioner program graduate, chose to work in a New York City COVID-19 rehabilitation and hospice unit in the epicenter of the virus last spring. "I have never seen a virus take so much from so many people," she said.

**Jessi Showalter**, a 2018 BSN graduate, volunteered to work in the critical care unit at Allegheny Health Network's West Penn Hospital in Bloomfield so her colleagues with small children or elderly parents wouldn't be at risk. She singled out the respiratory therapists she works with for being exceptional caregivers. "They are right there with us providing care," she said.

**Enter Elizabeth Stadelman.** Respiratory therapists, who care for

patients with breathing difficulties, embody the Carlow values that put service to others ahead of themselves. This was particularly poignant in the past year because COVID-19 affects breathing, and ventilators have become a precious commodity. But having the equipment isn't enough; health care workers must know how to operate it. "Patients can be hooked up to the machine, but it can't operate with just generic settings," said Stadelman, a 2019 graduate of Carlow's respiratory care program who works at UPMC Magee-Womens Hospital and UPMC Children's Hospital of Pittsburgh. "A lot more comes into play."

DNP doctoral student **Jeffrey Bomba**, patient care manager in the critical care unit at AHN's Jefferson Hospital in Jefferson Hills, pointed out that education and innovation go hand in hand. His unit used extra-long cords and tubing to move monitors, ventilators and IV stations outside patient rooms so nurses wouldn't have to put on new protective equipment for routine care like recording vital signs or changing IV bags. "We're working hard and learning more about this virus every day," he said.

Not all crises in 2020 were pandemic-related. Some were much more personal. Junior political science major **Bryn Young's** family's home in Lawrenceville caught fire and, while no one was injured, she and her family lost all their possessions. The Carlow community rallied to her aid, and also helped other students affected by the pandemic. The Carlow Student Emergency Fund received more than \$567,000 in donations from faculty, staff, alumni and friends of Carlow and was buoyed by a matching challenge grant from the Richard King Mellon Foundation.

Sister Sheila Carney, RSM, special assistant to the president for Mercy Service and Heritage, said, "Sometimes the next great need emerges from the lives of our students, and when we are confronted by such a situation, it is in our DNA, if you will, to be there with support both practical and emotional," she said. "Our Mercy identity requires this kind of quick and generous response."

## BOARD OF TRUSTEES 2020-2021

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