



2022-2023
**PRESIDENT'S IMPACT
REPORT**

CARLOW
UNIVERSITY

Devoted to the Future of You.

Devoted to the Future of You.

Devoted to Our Heritage

Carlow University's rich history extends back to 1831 in Dublin, Ireland, where Catherine McAuley founded the Sisters of Mercy to serve those who were poor, sick, or uneducated. In 1843, seven of her followers traveled to Pittsburgh and established a community founded on the guiding principles of social justice: respect, dignity, ethical leadership, and shared humanity. Eighty-six years later, in 1929, they founded Mount Mercy College, now known as Carlow University.

Devoted to Student Success

One of the historic strengths of Carlow has been the ability to transform and develop students into high-achieving, compassionate, ethical leaders in their respective fields. Our students are shaped intellectually, socially, and spiritually through a faith-inspired education, which instills in them a drive to serve with mercy and compassion, making them ethical leaders in the community who are top candidates in all industries.

Devoted to Creating Ethical Leaders

Once they graduate, Carlow students take with them the knowledge that ethical leaders need to be visionaries who guide their organization's values and nurture success through communication and collaboration. They lead by example and speak confidently, offering critical solutions to common concerns. And every step of the way, they encourage those around them to be better versions of themselves. It's no surprise that Carlow students are in high demand for businesses in our region and the world.

Devoted to Creating a Stronger Workforce

In addition to preparing our students to become leaders who help create a more just and merciful world, Carlow works closely with our business and community partners to understand the skills and programs they need to succeed. We're constantly adapting our courses and teachings to meet the ever-changing needs of our corporate partners, from offering tuition discounts, professional certificates, continuing education credits, and so much more.

Devoted to the Future

While we will never waver in our devotion to upholding the mercy values instilled in us so long ago, we understand that the world is ever evolving. And we are ready to meet that challenge to create a more just and merciful future for all.



A Personal Welcome from the President

I am delighted to present to you the 2022-2023 Impact Report, celebrating the remarkable achievements and contributions of Carlow University over the past year. As we reflect on our journey, it is evident that the commitment to our mission and values has propelled us forward, shaping a vibrant and engaged community.

This report stands as a testament to the unwavering commitment of our donors, whose invaluable support has been crucial in sustaining and enhancing Carlow University. In recognition of their pivotal role, this report prominently features our donors, acknowledging that it is their support that forms the backbone of our institution. They are the pillars upon which the success of every student who enters and subsequently graduates from our university is built, embarking on a life enriched by their studies. Our gratitude for their generosity knows no bounds.

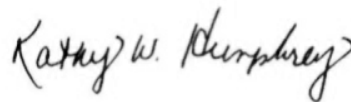
At the heart of our efforts is our dedication to fostering a nurturing environment that empowers individuals to lead with purpose and positively impact the world. The Power of Poetry event stands as a testament to the transformative power of the arts in our community. By providing a platform for expression, we reinforce our commitment to creativity and self-discovery, aligning seamlessly with our mission to inspire intellectual curiosity and a passion for lifelong learning.

In addition to the remarkable achievements highlighted in this Impact Report, I am thrilled to share the exciting news of the accreditation of our Physician Assistant Program and Speech-Language Pathology Program. These accreditations signify a recognition of the high standards and quality of education we uphold at Carlow University. These programs' success is a testament to the dedication of our faculty, staff, and students, and it further solidifies our commitment to excellence in healthcare education. As we celebrate these milestones, we look forward to the continued growth and impact of these programs in shaping the future healthcare leaders and professionals who will make a difference in our communities and beyond.

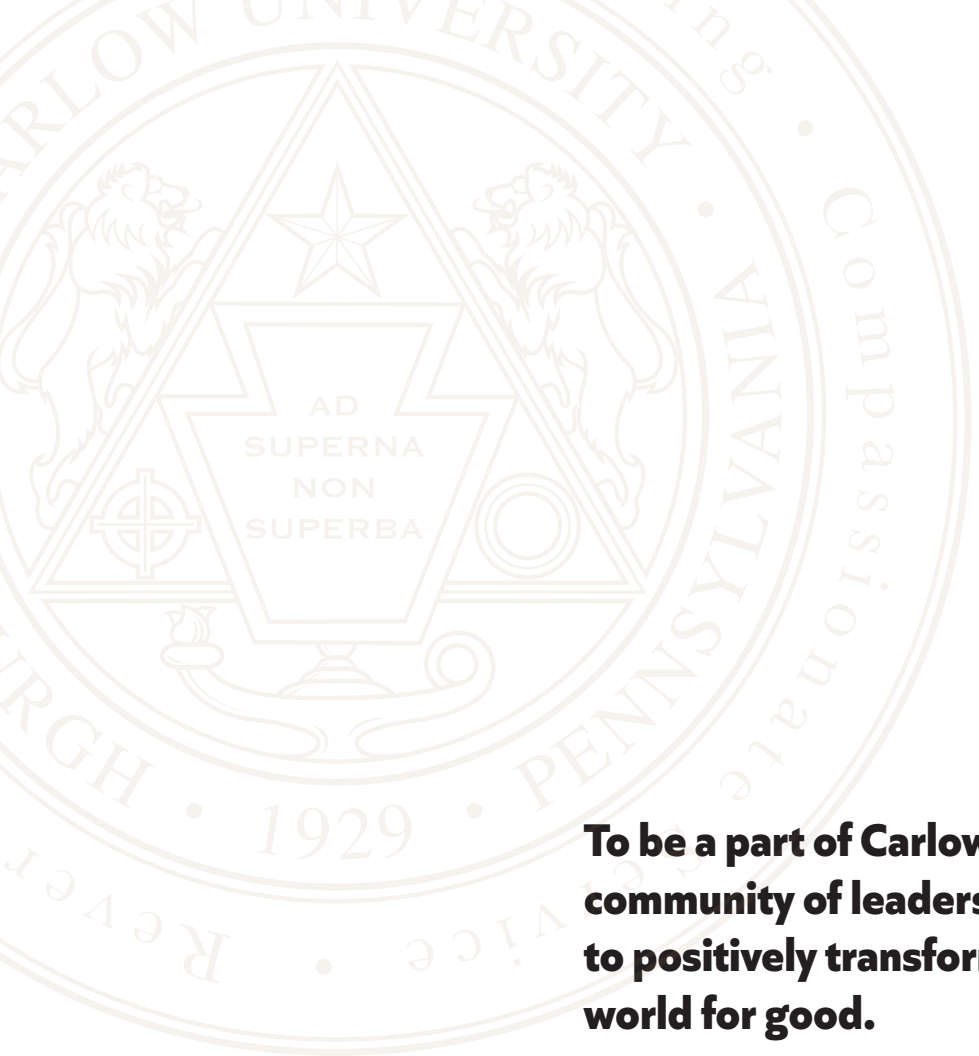
Acts of service within the Pittsburgh community and beyond are a testament to our belief in social responsibility. Through initiatives that extend a helping hand to those in need, we embody the spirit of compassion and service embedded in our values. As we engage with the broader community, we remain committed to instilling a sense of responsibility in our students, fostering a commitment to social justice and ethical leadership.

This report highlights a notable surge in our enrollment, primarily due to our proactive introduction of innovative programs and a curriculum that keenly addresses the evolving needs of today's world. This upward trajectory is not just numbers; it reflects our overarching progress across various facets of the university. Such advancements are the fruit of collective endeavors, encompassing the dedication and hard work of our faculty, staff, trustees, and donors. As we celebrate these achievements, let us remain steadfast in our commitment to excellence, compassion, and community. Together, we embody the spirit of Carlow University, creating an impact that resonates far beyond our campus borders.

Thank you for your unwavering dedication to the success and vitality of Carlow University.



Kathy W. Humphrey, PhD
President



To be a part of Carlow University is to be a part of a community of leaders, a community that is devoted to positively transforming lives and changing the world for good.

Here, we empower individuals to think clearly and creatively, to actively pursue intellectual endeavors, to discover, challenge or affirm cultural and aesthetic values, and to embrace an ethic of service as they forge forth and change the world for good.

Discover what Happens when Ethics & Mercy combine with Healing & Innovation.

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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Introduction to New Cabinet Members

Mary Anne S. Koleny | Associate VP & Chief Human Resources Officer

I serve as the Associate Vice President & Chief Human Resources Officer at Carlow University. A native of Delaware, and an alumnae of the University of Delaware, I earned a bachelor's degree in human resources from the University of Delaware. Several years into my career, I earned a master's degree in public policy and management (2017) and a Doctor of Education, Higher Education Administration (2022) both from the University of Pittsburgh. The title of my Dissertation in Practice was Race & Hiring: Examining Implicit Biases of Search Committees and their Influence on Hiring Racially Minoritized Staff at a Predominantly White Institution. I am certified as a Senior Human Resources Professional (SHRM-SCP) from the Society for Human Resources Management since 2008. In my human resources roles, I collaborate with faculty, staff, and students to provide hands-on expertise in employee and labor relations, diversity, equity and inclusion, benefits, compensation, human resources information systems, payroll, training, policy development, contract negotiations, employment law, risk management, and Title IX. With a desire to give back, while sparking student interest in the human resources field, I continue to work as a part-time instructor for an undergraduate HR Management course. I have been very fortunate to have enjoyed a broad range of experiences in my career, and I look forward to continuing to grow and develop in the ever-changing human resources field within the higher education industry.

I am devoted to enhancing the Carlow employee experience through continuous improvement in our human resources programs and services.

John Lea | VP of Finance & Business Development

Have thirty plus years of progressive financial, administrative, and executive leadership in both higher education and healthcare and a proven ability to develop and implement both strategic and operational goals. Experienced in all phases of management, finance, and human resources with a strong background in budgeting, financial reporting, and strategic planning. I have a record of running effective organizations that consistently result in financial strength and outstanding customer service.

My responsibilities at Carlow University fall within four components; General Accounting that consists of Accounting, Procurement, Accounts Payable, Internal and External Auditing, Endowment and Grant Management, Budget and Financial Planning and Business Development.

Our office is Devoted to providing accurate, consistent, and timely financial information, promoting open communication and collaborative relationships, respecting diverse ideas through active listening, embracing a culture of continuous improvement, and fostering partnerships across Community for new revenue streams.

John Cardone | VP of Marketing, Communications and Government Relations

My purpose has focused on strengthening an organization's brand and positioning in the marketplace while helping to expand its reach and impact. Not limited to expertise in strategic planning and implementation, advertising and research, content and digital marketing, social media, corporate communications, and positioning.

My goal is to continue contributing to the overall well-being and positive environment to ultimately create lasting resources and benefits for the communities in which I serve for years to come.

Carlow by the Numbers

100%

OF CARLOW DOCTORATE-LEVEL GRADUATES HAVE A JOB WITHIN 6 MONTHS OF GRADUATION

76%

OF CARLOW STUDENTS ARE FIRST GENERATION

98%

OF CARLOW BACHELOR-LEVEL GRADUATES HAVE A JOB WITHIN 6 MONTHS OF GRADUATION

44%

OF CARLOW STUDENTS ARE PELL-ELIGIBLE

97%

OF CARLOW MASTER-LEVEL GRADUATES HAVE A JOB WITHIN 6 MONTHS OF GRADUATION

40%

OF CARLOW STUDENTS ARE ECONOMICALLY CHALLENGED

10%

OF ALL PERFUSIONISTS NATIONWIDE HAVE GRADUATED FROM CARLOW

22%

OF CARLOW STUDENTS ARE PERSONS OF COLOR

11:1

STUDENT-TO-FACULTY RATIO

Enrollment 2022-2023

This enrollment data provides information on the total headcount of 2,197 students from the 2022-23 academic year, including undergraduate and graduate students, their distribution across traditional and adult programs, gender ratio, regional representation, and the breakdown of master's and doctoral students.

Total Headcount: 2,197

Undergraduate Students: **1,247**

Traditional: **751** (717 full-time, 34 part-time)

Adult: **496** (192 full-time, 304 part-time)

Nursing students at St. Vincent's campus: **93**

84% women | **16%** men

59% from Allegheny County

35% from other PA counties

6% from out of state

Graduate students: 857

Master: **766** (618 full-time, 148 part-time)

Doctoral: **91** (55 full-time, 36 part-time)

89% women | **11%** men

Retention Rates:

For first-time, full-time, degree-seeking undergraduates of all ages who started in Fall 2021 and returned for Fall 2022: **76.2%**



Career Placement and Enrollment in Graduate School For students who graduated between August 1, 2021 and July 31, 2022

Outcome Rate for Job Seekers:

Bachelor's: **98%**

Master's: **97%**

Doctoral: **100%**

Outcome rate for graduates seeking continuing education:

Bachelor's: **96%**

Master's: **100%**

Financial Aid for Undergraduates

% of students receiving Institutional Aid for the 2022-2023 academic year:

Undergraduate and Graduate: **54%**

Undergraduate: **86%**



Devoted to the Future of Expression.

Carlow University Nurtured Jarah Doose's Love for Public Service

Dr. Humphrey Visits Capitol Hill
in Harrisburg, PA

Power of Poetry



Carlow University Nurtured Jarah Doose's Love for Public Service

For many tennis players, the key to improving performance is enhancing their hand-eye coordination. For blind or visually impaired athletes, however, it's not hand-eye but hand-ear coordination that's most important.

"I've been in the political realm my whole life," says Jarah, who graduated from Carlow University in 2019 as a political science major. "When I was little, my mom used to take me to council meetings."

Jarah would tag along to those meetings with her mother, Tina Doose, who was a council member, as well as the president of council, for the Borough of Braddock for many years. Most kids might not view a council meeting as the most interesting way to spend an evening, but Jarah absorbed a lot.

"My mother raised me in politics," she said. "She was my number one inspiration. She showed me it was possible to achieve."

Jarah's using some of those early lessons, as well as what she learned at Carlow, in her current position as government relations advisor in the Pittsburgh office of Buchanan Ingersoll & Rooney, a national law firm providing legal, business, regulatory and government relations advice to regional, national, and international clients.

"In my role, I am a liaison between our clients and government," she explains. "I work to help them obtain grants or influence legislation at the local, county, and state levels." She adds that by August 2023, she hopes to be registered to work at the federal level on her clients' behalf.

Looking back, it may seem a foregone conclusion that Jarah would be a political science major, but she says that wasn't the case. When she came to Carlow, she considered being a nursing major, and then thought she might want to be a lawyer.

"I took a constitutional law class, and that was the end of wanting to become a lawyer," she laughs.

Jarah credits her advisor with helping her sort out a solid career path.

"Sandi DiMola was my biggest advocate," she recalls.

**"My mother raised me in politics.
She was my number one inspiration.
She showed me it was possible to achieve."**

"Every time I became nervous about my future, she would help me sort through my concerns and help me paint a solid path forward."

Dr. DiMola, who is chair of the Department of Analytical, Physical, and Social Sciences at Carlow, noticed that Jarah had some qualities that would help her excel in public service.

"Beyond being a motivated student, Jarah had a ferocious curiosity, which propelled her to challenge herself," said Dr. DiMola. "Jarah was unafraid to engage in difficult conversations, in the interest of promoting social justice, and to enter into unfamiliar situations that promoted her professional growth."

During her junior year, Jarah completed an internship in U.S. Representative Michael Doyle's office, where she learned how to help constituents navigate the federal government. After graduation, she was hired full-time in Rep. Doyle's office, first as neighborhood and community engagement coordinator and then as district scheduler/community outreach representative. When Rep. Doyle announced that he was retiring from Congress at the end of 2022, Jarah moved on to her current position with Buchanan, Ingersoll & Rooney.

While working for the congressman, she furthered her education by completing a master's in public administration with a concentration in public and nonprofit management from the University of Pittsburgh.

She says she is focused on the present at the moment and has no plans to run for public office.

"I am embracing where I am right now," she says. "I'm enjoying working in government relations on behalf of my clients."



Dr. Humphrey Visits Capitol Hill in Harrisburg, PA

Carlow University President Kathy Humphrey made a significant impact during her visit to Harrisburg. In her discussions, she emphasized the vital role of education, particularly higher education and early childhood learning, in shaping the future of Pennsylvania. She highlighted the challenges facing childcare and workforce development in the western PA region and presented Carlow University as a committed partner in leading initiatives to address these issues.

Advocacy for the strategic initiatives and mission of Carlow University is one that was abundantly present for this important round of discussions. With the significant leadership of Carlow in spaces such as education and healthcare, the leaders within the government sector were “all ears” as Dr. Humphrey shared her vision for Carlow and, most importantly, how Carlow can serve as a vital leader in stewarding opportunities for growth and success.

President Humphrey passionately advocated for the transformation of Carlow University’s educational approach, aiming to encompass all stages of learning from birth to 82 years old. Her vision received strong support from influential government leaders such as House Speaker Joanna McClinton, Senator Jay Costa, Representative Lindsay Williams, Education Department Secretary Dr. Kate Shaw, and many others. Their enthusiastic endorsement demonstrates the collective commitment to advancing education and addressing the needs of the community, making Carlow University a partner of choice in these vital initiatives.

Power of Poetry

The Power of Poetry: Celebrating the Legacy of the International Poetry Forum was a special event held in Carlow’s Rosemary Heyl Theatre on January 7, 2023. This evening of poetry and music brought students, writers, and the general public to Carlow and included masterclasses in creative writing open to the public. Featured writers included MFA mentor Richard Blanco (5th Inaugural Poet of the United States and recipient of the 2023 National Humanities Award), celebrated poet Naomi Shihab Nye, and two-time U.S. Poet Laureate Tracy K. Smith. The Power of Poetry honored the IPF and its founder Sam Hazo as well as celebrating Pittsburgh’s historic literary influence. A portion of the IPF Archives are housed at Carlow and this event raised the profile of Carlow University and Carlow’s MFA and humanities programs as leaders in the region and beyond. 298 people from the Pittsburgh community registered for The Power of Poetry, and over 70 attended the VIP reception with featured writers.

In addition, 93 people attended masterclasses held Friday and Saturday (January 6 and 7). Two workshops for teenagers were held, along with 4 adult masterclasses in fiction, CNF and poetry. The Power of Poetry included collaborations between Carlow’s humanities programs.

Art Program Director Amy Bowman-McElhone commissioned artwork for the evening, Madwomen instructors and MFA faculty taught the masterclasses. President Humphrey paid tribute to Dr. Sam Hazo; and MFA Director, staff, alumni, Madwomen instructors, and English faculty hosted the evening and introduced the featured writers. The event was an overwhelming success.

(Tess Barry, MFA)



Devoted to the Future of Discovery.

Seventh President of Carlow University and Sister passes away at age 83

Professional Development Day

Speaker Series

Carlow University Research Study May Help Visually Impaired Players Enjoy Tennis

New Academic Programs

Workforce Development





Seventh President of Carlow University and Sister passes away at age 83

Carlow University is saddened at the passing of Marylouise Fennell, RSM, EdD, the University’s seventh president, serving from 1982-1988. She was 83 years old.

As Carlow University president, Sister Marylouise (“Weezie”) expanded Carlow University offerings to align with the current and future needs of the professional community. In her work, she partnered with the American Management Association to offer courses directly on the Carlow campus. Cutting-edge degree programs in computer science, chemistry and journalism were added. She would later continue to serve professionally as a mentor, counselor, and search consultant.

“Sister Marylouise was a gracious and vibrant leader who made an immensely powerful impact as Carlow University’s President,” said President Kathy W. Humphrey, PhD. “Her influence touched lives nationally and internationally.

Sister Marylouise never stopped giving back and advocating for the disadvantaged. She will be remembered as a model leader and pioneer for generations of Carlow University students to come. Our thoughts and prayers are with her family through this difficult time.”

“Sister Marylouise never stopped giving back and advocating for the disadvantaged.”



Professional Development Day

Faculty and staff professional development opportunities were launched with a goal of creating and enhancing a culture embracing equity and inclusion for all, and the following educational opportunities were offered:

Dr. Jaime Washington led in-service training in August for faculty and staff on Implicit Bias through the use of lecture, video analysis, and group discussion.

In partnership with the Social Justice Institute and Marketing, we sponsored the Juneteenth celebration events in the city of Pittsburgh. This affords the opportunity for Carlow to be visible both to adult and youth populations. Because of this relationship, we are sponsoring two major speakers this semester. The first was Dr. Anthony Browder. Over 200 people attended the event, and many were from the greater community. The second speaker will be Ashra Kwesi.



Speaker Series

A Conversation with Dr. Cornel West

February 15, 2022

Dr. Cornel West, affectionately known to many as Brother West, is the Dietrich Bonhoeffer Chair at Union Theological Seminary. Dr. West teaches on the works of Dietrich Bonhoeffer, as well as courses in Philosophy of Religion, African American Critical Thought, and a wide range of subjects — including but by no means limited to, the classics, philosophy, politics, cultural theory, literature, and music. He has a passion to communicate to a vast variety of publics to keep alive the legacy of Martin Luther King, Jr. – a legacy of telling the truth and bearing witness to love and justice. Sponsored by Carlow University's Social Justice Institutes.

The Flint Water Crisis and Public Health: A Conversation with Dr. Mona Hanna-Attisha October 20, 2022

Carlow University hosted a conversation with Dr. Mona Hanna-Attisha, the pediatrician, professor, and public health advocate whose research first exposed the Flint water crisis—revealing that the children of Flint were exposed to dangerous levels of lead. Dr. Hanna-Attisha is now the director of the Pediatric Public Health Initiative and the author of the 2018 book “What the Eyes Don’t See.” Dr. Hanna-Attisha will be joined by Dr. Maureen Lichtveld, the dean of the University of Pittsburgh’s Graduate School of Public Health. This event was co-sponsored by Carlow’s Atkins Center for Ethics and Pitt’s Center for Bioethics and Health Law, with additional support from Carlow’s Social Justice Institutes.





Carlow University Research Study May Help Visually Impaired Players Enjoy Tennis

For many tennis players, the key to improving performance is enhancing their hand-eye coordination. For blind or visually impaired athletes, however, it's not hand-eye but hand-ear coordination that's most important.

A research study led by Jennifer K. Roth, PhD, professor of psychology at Carlow University, has examined how blind or visually impaired athletes react to different sounds emitted by specialized tennis balls, and the study's findings point to a 40 percent improvement by utilizing certain sounds for the balls. This project started in response to a request from the International Blind Tennis Association to develop a better ball for their athletes.

"The current standard ball uses a mechanical rattle, like a baby rattle inside a ball, that is difficult for profoundly blind or blindfolded players to track, and impossible to find once the ball stops moving and becomes silent," said Dr. Roth, adding that players who are profoundly blind need assistance in retrieving the ball once the point ends. "Engineering an electronic sound ball allows us to optimize the sound and add a continuous sound that allows players to find the ball more easily during a point, and to pick up their own ball once the point ends."

This research project was conducted alongside the work of the United States Blind Tennis Association (USBTA) founded and led by Dana Squelch Costa, who received her bachelor's degree from Carlow, and Dr. Roth, who is a co-founder. The rest of the researchers include Stephan Roth, Dr. Roth's brother, Cristan Rose and Marquelle Wagle, who were Carlow undergrads when the research began and are now alumni, and members of the Highland Park Tennis Club (HPTC), Bob Gibbs, Kai Liu and Isabella Liu-Lopez.

Dr. Roth says that the study used principles of cognitive neuroscience in optimize a sound for what is called "sound source localization." Simply put, that means discovering which sound is best for visually impaired people to locate.

"I tested a prototype of this ball with players and coaches at well-established clubs throughout Ireland, Northern Ireland, and England this past summer," Dr. Roth said. "We now have 'patent pending' status for the new engineered ball."

Because background noise can be a factor influencing how someone responds to sound, the project experimented with two different locations: an outdoor court in Highland Park, and the St. Joseph gymnasium on the Carlow campus.

“In the experiment, using a giant protractor, we measured the difference in angle between where each sound originated and angle where the person actually pointed,” explained Dr. Roth. “When pointing at the standard rattle ball, participants were off by nine degrees at a 30-foot distance. They were off by about four degrees for our best, alternative sound.”

While this research may have applications for other sports, Dr. Roth’s focus on helping others enjoy a sport she has grown to love is the primary focus.

“I aged out of my primary sport,” she said with a laugh. “One day I was walking past the courts in Highland Park and thought ‘Old people play tennis. I can pick up this sport!’” Those courts in Highland Park are operated by the Highland Park Tennis Club, a local non-profit group, which Dr. Roth describes as a “diversity, equity, and inclusion group with a tennis problem.”

“It’s the most effective community group I have witnessed in Pittsburgh to bring together people of every age, race, ethnicity, religion, income level, who form important friendships, collaborations, and accomplish great work, within and beyond tennis.”

“It’s the most effective community group I have witnessed in Pittsburgh to bring together people of every age, race, ethnicity, religion, income level, who form important friendships, collaborations, and accomplish great work, within and beyond tennis,” she said. “This is the reason I got involved to the point of joining their Board. The USBTA started with a group of HPTC players.”

The USBTA’s mission is to spread blind and visually impaired tennis to and throughout the U.S. and is co-hosting an inaugural international conference and tournament with the United States Tennis Association at their National Tennis Center in Orlando, FL, in February 24-26.

New Academic Programs

- Esports Business Management
- Computer Science

Workforce Development

PNC Class – In Fall of 2022, Carlow offered an Introduction to Business and Management class to 19 recently hired PNC employees at their corporate offices. In collaboration with PNC Management, this 8 week in-person class taught general business concepts and introduces case study examples that feature the employees’ work placements.





Devoted to the Future of Healing.

Dr. Barron Taylor's Inspiring Journey from High School Dropout to DNP

Grand Opening of OT/PT Lab

BSN National Council Licensure Examination (NCLEX)

Enhancing the Student Experience:
Inside the Lab

Accreditation Updates

New Academic Programs





Dr. Barron Taylor's Inspiring Journey from High School Dropout to DNP

Maybe 15 minutes is enough time to read the first chapter in a novel or take a short walk. However, it's usually advisable to take longer than 15 minutes to make a life altering decision.

As a teenager, Barron Taylor, DNP, MSN, FNP-BC, made his first life-changing decision in the 15 minutes it took him to walk from McKeesport High School to the Crawford Village Housing Projects, where he lived. He had just dropped out of school and wasn't sure what was next.

After all, Dr. Taylor didn't have a great start in life. He was taken from his mother when he was just four years of age because of her battle with substance abuse disorder. He was separated from his siblings and placed in a children's shelter in the North Hills. His father was gone, and he would ultimately be raised by his maternal grandmother, a functional alcoholic. As the fifth of seven children, he says there were times when he felt all alone.

"I felt like there was no place in the world for me," he remembers. "I didn't fit in anywhere."

Dropping out of high school only seemed to confirm for the people who told him he "would turn out just like his mother" that he was headed down the same path.

For some people that might be the beginning of the end. For Dr. Taylor, it was only the end of the beginning.

"I remember sitting in my living room that day thinking that I don't belong here," he recalls, looking around at the housing projects where multiple generations of his family were living. "I'm better than the roaches in the kitchen. I'm better than the peeling paint. I'm better than the drugs and violence. I will be better than this."

It was an encouraging ending to the first chapter, but it was still just the first chapter. Dr. Taylor knew he would need follow-through and commitment if he was going to live up to his resolution. He knew the first step would be earning his GED, which he did, and then heard about a welfare-to-work plan where he could attend the Pittsburgh Public Schools' Practical Nursing Program at the historic Connelly Technical Trade School and become a licensed practical nurse (LPN). He was accepted at Connelly on his second try and earned his LPN, then got a job at a nursing home where he gained the skills that would ultimately serve him well as Director of Nursing Services 10 years later.

“On June 8, 2009, I was laid off and I was out of a job,” he said. With a wife and four children to support, it was a devastating blow. “I didn’t know how long unemployment was going to last, and I didn’t know when I would get another job. I can admit now that I had suicidal thoughts. I had it all thought out. I had the ideation, the plan, and I even had the means to execute it.”

That’s when his wife, Tonya, a Carlow University alumna with a bachelor’s degree in education and working towards a master’s degree, sidetracked his plan with a simple question, “Why don’t you go back to school?”

Thankfully, he listened to Tonya’s voice instead of the one in his head. Even though he admits to being “grossly intimidated” he applied and was accepted to Carlow’s bachelor’s program in nursing. He completed the credits he needed and in December 2010, he walked at Commencement with Tonya, who received her master’s degree that day.

But Dr. Taylor wasn’t done. He continued with his education, earning his master’s degree as a family nurse practitioner in 2014, and then kept on going to earn his Doctor of Nursing Practice (DNP) in 2019, becoming the first African American male to earn his DNP at Carlow.

“Carlow was my safe haven,” he says today. “Any other place I would have been a number, but I was never a number at Carlow. I felt safe at Carlow, but I don’t mean that the program was easy. Carlow has a reputation for producing outstanding nurses, and a standard for academic rigor, but I knew I was going to be prepared to meet that standard. I never had to change who I was to get through the program.”

Today he’s a long way from McKeesport’s Crawford Village, both geographically and academically. Today, Dr. Taylor lives in Charlotte, NC and serves as a Senior APP Educator for CenterWell Senior Primary Care’s National Clinical Education Team. In this role, he and the Clinical Education Team travel the country to various CenterWell markets to provide education about Value-Based Care to Physicians, Physician Assistants, and Nurse Practitioners. He is also an entrepreneur, too, as he owns his own travel agency. At all the Commencement ceremonies he walked in, he never once had a parent in the audience, but he knows from where his help comes. He is a man of deep and abiding faith, which he talks about easily.

“God has been good to us,” he says. “I’m never surprised by what God does.”

With Carlow’s new practical nursing certificate program beginning in the fall, Taylor enthusiastically believes that the PN program will help many people who are in a similar situation to where he found himself 30 years ago.

“The strongest weapon in our arsenal as human beings is hope,” he said. “This program will give hope to the same people today as it gave me 30 years ago. Same God!”

“Carlow was my safe haven. Any other place I would have been a number, but I was never a number at Carlow.”



Grand Opening of OT/PT Lab

In October 2022, Carlow University opened its state-of-the-art Occupational Therapy (OT) and Physical Therapy Teaching and Learning Lab.

“The new Teaching & Learning Lab provides for hands-on student learning experiences based upon an innovative curriculum focused on holistic care that goes well beyond clinical competencies,” said Carlow University President Kathy Humphrey, PhD, who took part in the ribbon cutting and blessing ceremony with members of Carlow’s Board of Trustees. “This unique approach provides for graduates not only ready to enter the workforce, but also prepared to make a difference in the lives of their patients.”

The OT & PT Lab is located on the sixth floor of Antonian Hall and was made possible through private grants and a \$1 million Regional Community Assistance Partnership (RCAP) award from the state of Pennsylvania.

“We are dedicated to meeting the 21st century needs of students and the workplace,” said Rhonda Maneval, DEd, Dean of the College of Wellness, as she welcomed attendees. “That’s why we created four new graduate health sciences programs and this new Occupational Therapy and Physical Therapy Teaching & Learning Lab, which has been a labor of love for so many.



BSN National Council Licensure Examination (NCLEX)

We continue to have one of the highest BSN NCLEX first-time pass rates in the region. As of September 2022, we had 97 takers and 90 passed, or 92.78% passing (we are still awaiting the results from the year - 4th quarter – which is Oct 1 to Dec 31st.)

NCLEX Pass Rates | Carlow - 92.78%

PA average - 84.37% | US average - 79.92% | U Pitt - 87.46% Duquesne - 95.58% | CCAC - 85.44% | UPMC Mercy - 82.54% (as of 9/30/22)



Enhancing the Student Experience: Inside the Lab

We are delighted to announce a significant enhancement to Carlow’s research capabilities with the recent acquisition of major equipment for our biology and chemistry departments. Through the generous support of our dedicated community of donors and supporters, we have successfully procured state-of-the-art resources, including advanced autoclaves and freezers. This investment ensures that our students in the fields of biology and chemistry have access to cutting-edge tools, fostering a dynamic learning environment and empowering them to engage in groundbreaking research. We extend our sincere gratitude to all those who made this acquisition possible, reinforcing our commitment to providing unparalleled opportunities for academic excellence and scientific exploration.

Accreditation Updates

Physician Assistant Program

The Accreditation Review Commission on Education for the Physician Assistant, Inc. (ARC-PA) has granted Accreditation-Provisional status to the Carlow University Physician Assistant Program. The program was granted Accreditation-Provisional status in March of 2022.

Accreditation-Provisional is an accreditation status granted when the plans and resource allocation if fully implemented as planned, appears to demonstrate continued progress in complying with the Standards as it prepares for the graduation of the first class (cohort) of students. Students who graduate from a program with provisional accreditation status are eligible for certification and licensure after successfully passing the PANCE.

The date for the second of the three provisional review visits by the ARC-PA will be April 22 and 23, 2024.

Speech-Language Pathology

The Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA) of the American Speech-Language-Hearing Association (ASHA) reviewed and voted to approve the Level III: 2nd Candidacy Annual Progress Report of the master's program in speech-language pathology. The CAA "determined the program provided a complete and comprehensive progress report with documentation sufficient to support its continued compliance with identified standards, as well as evidence of adequate support for continued development and progress toward expected compliance with standards at this stage". The program will maintain its status as an Accreditation Candidate and is eligible to begin the application process for Initial Accreditation. Carlow's student achievement data from the graduating inaugural cohort (May 2023 graduates) exceeded the established 80% threshold with 100% (22/22 students) on-time program completion rate and 95.45% (21/22 students) Praxis® pass rate. As such, the SLP Department is well positioned to begin the next phase of accreditation with plans to submit the Initial Accreditation Application on February 1, 2024.

Vira I. Heinz Scholarship recipients

Two students received VIH scholarships and selected to travel to Ireland and Italy this summer.

New Academic Programs

- Practical Nurse Certificate
- Neurodiagnostic Technology
- Surgical Technology
- Quality Control and Assurance
- Physical Therapy





Devoted to the Future of Service.

An Influencer with Tremendous Responsibility:
Sister Sheila Carney, RSM

Fostering Future Generations

Pittsburgh Black Collective

Soft Opening of Community Food Pantry
to Carlow Community

2022 Mercy Service Day

Study Abroad

2022 Carlow Laureates





An Influencer with Tremendous Responsibility: Sister Sheila Carney, RSM

Being considered an influencer in today's social media world makes some people see dollar signs and count their rewards. Instead of rewards, Carlow University's Sister Sheila Carney, RSM, the special assistant to the President for Mercy Heritage, thinks of a different "R" word: responsibility.

"To be an influencer is a tremendous responsibility," she said. "In my position, I have the ability to shape the organization. That's a tremendous responsibility. I also have the opportunity to work with young people who are growing into adulthood, and I consider that a tremendous responsibility and a privilege."

Sister Sheila is the first person to hold the position of special assistant for Mercy Heritage at Carlow, but originally it wasn't supposed to be a full-time job.

"When I first was chosen, I had other duties with the Sisters of Mercy beyond the university," she recalls. "I thought I would be there a couple days a week, but what began to happen is more and more groups at Carlow wanted a Mercy presence in their group."

One of the reasons that the Carlow community have embraced Sister Sheila is because she understands the university from multiple perspectives.

"I have had the experience of being a student, and later I was in governance as a member of the Board of Trustees, and then 15 years after my board service, I came back to Carlow in my present position," she said.

Carlow University was founded by the Sisters of Mercy in 1929, just a few weeks before the Stock Market crash that ushered in The Great Depression. Known as Mount Mercy College until 1969 when the name changed to Carlow College, after Carlow, Ireland, the town from which the seven Sisters of Mercy left to first come

"In my position, I have the ability to shape the organization. That's a tremendous responsibility. I also have the opportunity to work with young people who are growing into adulthood, and I consider that a tremendous responsibility and a privilege."

to Pittsburgh in 1843. In 2004, the name changed to its present name: Carlow University.

“When a religious order founds a university, it is so the values we hold can be transmitted to the students at the university and then, through the students, to the world,” said Sister Sheila. “My role is to provide opportunities for students to know Mercy values and incorporate them into their lives and the world itself.”

Part of helping them get to know Mercy values is accomplished by sharing the story of the Sisters of Mercy. Catherine McAuley, the foundress of the Sisters of Mercy, cared for the Callaghans, a well-to-do Irish couple, for 20 years until their deaths in 1824, when she inherited the bulk of their estate. Rather than living an easy life for the rest of her years, Catherine McAuley built a large house on Baggot Street in Dublin in 1827, where she and other lay women would shelter homeless women, reach out to the sick and dying, and educate poor girls. Four years after the house was built, they professed their religious vows and the Sisters of Mercy were formed.

“I consider myself lucky because the Mercy story is such a rich and interesting story,” said Sister Sheila, who added that every new student, faculty, and staff member meets with her to hear the Mercy story. “I have tried to model my leadership after Catherine.”

Since becoming the assistant to the president for Mercy Heritage, Sister Sheila has helped form several campus organizations to transmit Mercy values. The McDarby Institute is a group of faculty and staff who meet regularly throughout the academic year to learn about the Mercy story and then seek to apply it to their jobs for the university. Mercy



Student Leaders is a volunteer service organization that has sought to make an impact on the campus and beyond. Part of the experience for both organizations is the opportunity to meet face to face and encourage each other, but that, like many things, was affected by the pandemic.

“Mercy service is integral to our life at Carlow,” said Sister Sheila. “But some of the agencies that we used to partner with and provide volunteers are still reluctant to host our volunteers.”

Nevertheless, the university has continued the Mercy value of service to others. Due to studies that have shown food insecurity is a problem for many college students, a food pantry has been created on campus that is totally staffed by students.

“We have formed a relationship with the Greater Pittsburgh Community Food Bank, and the American Heart Association provided us refrigerators so that we can offer fresh food now, not just non-perishable items,” she said, adding that there are plans to open it to local residents soon. “We are collaborating with the community to determine the best way to make this available.”





Fostering Future Generations

Carlow University received a distinct opportunity where it was awarded a generous grant of \$300,000 through the appropriations process, thanks to the dedicated efforts of Senator Bob Casey and the support of many endorsing Carlow's work in this space. This grant represents a significant milestone in our mission to serve the community and address critical issues.

The primary focus of this grant is to provide essential support to youth who are aging out of the foster care system. Too often, these young adults face significant challenges as they transition into independence. The \$300,000 grant will enable Carlow to establish a comprehensive program tailored to meet their unique needs.

The funds will be utilized for programmatic assistance, which will include developing a range of services to aid these young adults in their journey towards self-sufficiency. Additionally, the grant will facilitate the hiring of a dedicated program director who will oversee the initiative and ensure its success. Carlow is also committed to providing student support to those involved in this program, ensuring they have a positive and enriching experience at our institution. Carlow hosted several partner organizations on campus to discuss working together to achieve a collective goal of supporting this amazing group of individuals. Carlow looks forward to continuing to build this network of partners as the program builds significant momentum.

This grant exemplifies Carlow University's unwavering commitment to its mission of service and community engagement. We are deeply grateful to Senator Bob Casey for his support and vision in making this opportunity a reality. Together, we are working towards a brighter future for the youth in our community, helping them thrive as they transition into adulthood.

THE PITTSBURGH BLACK COLLECTIVE 2022 RETREAT

Pittsburgh Black Collective

With a global focus on collectively creating measurable outcomes to ensure progress for the Black community of Pittsburgh and the surrounding 10-county regional areas, we successfully led the initiatives that implemented the 2022 Pittsburgh Black Collective Retreat. Hosting more than 175 leaders in the Pittsburgh region, the Retreat resulted in 11 outcomes for implementation and focused on 5 social determinants of health with two keynote presentations from leading experts, locally and nationally in the following areas: **Income and Wealth; Housing; Health; Education; and Public Safety.**

Funded by grants from The Heinz Foundation and The Pittsburgh Foundation to support a collaborative approach over a multi-year strategy, Carlow University is serving as the lead convener, partnering with the Advisory Committee leadership on next steps. More information will be provided on this topic during the Board meeting.

Soft Opening of Community Food Pantry to Carlow Community

During the fall semester, the university food pantry moved to a more spacious location in Aidan Hall and re-opened to our students, faculty, and staff. Where students previously selected from a list, they will now be able to come to the pantry and do their own selecting. We have entered a partnership with the Greater Pittsburgh Food Bank which will allow us to access perishable foods such as meat, vegetables and fruits. The American Heart Association is funding refrigeration to make this possible. Once the refrigeration is installed, we will open the pantry to our West Oakland neighbors. The pantry, now named the Mercy Center for Care, is staffed by staff, students and Sisters of Mercy.





2022 Mercy Service Day: A Tradition of Service

Mercy Service Day is a vibrant and impactful tradition that embodies Carlow's commitment to service, compassion, and community engagement. On September 23, 2022, more than 150 students, faculty, and staff came together to dedicate their time and efforts to various service projects, reflecting the university's Mercy values. Whether participating in local community gardening projects, volunteering at nearby shelters, or engaging in the construction of a neighborhood playground, participants actively contributed to the well-being of the broader Pittsburgh community. The day was marked by a palpable sense of camaraderie and shared purpose as Carlow's community collaborated to make a positive impact. Beyond the immediate service rendered, Mercy Service Day fosters a sense of social responsibility and empathy among participants, encouraging a lifelong commitment to service and social justice. This annual event serves as proof of Carlow University's dedication to nurturing not only academic excellence but also the development of compassionate and socially aware individuals ready to make a difference in the world.

2022 Mercy Service Day Projects:

St. Vincent de Paul Thrift Store
Coraopolis, PA

Sorting donations and hanging items for sale.

Uptown Partners
Uptown, PA

Gardening and learning about the environment to improving the quality of the Uptown community.

Gardens of Millvale
Millvale, PA

Gardening and learning about the environment to improving the quality of the Millvale community.

Sojourner House
Pittsburgh, PA

Cleaning, organizing donations, and learning about housing and recovery services for women.

The Salvation Army
South Side of Pittsburgh, PA

Cleaning and organizing donations.

Pittsburgh Downtown Partnership
Pittsburgh, PA

Weeding and cleaning the garden beds focused on enhancing downtown Pittsburgh.

Pittsburgh Mercy
North Side of Pittsburgh, PA

Sorting donations for the winter shelter that offers winter respite providing a warm meal, a shower, clothing, and access to vital services during the cold winter months.

Grounded
East Liberty, PA

Gardening; providing greenspaces for the East Liberty neighborhood.

Holy Family Institute
Edgewood, PA

Gardening; beautifying the area that helps to provide services to local families.

Catholic Charities, Roselia Pregnancy and Parenting Services
Pittsburgh, PA

Sorting donations.

Catholic Charities, Joseph's House of Hospitality
Hill District, PA

Serving lunch to guests and/or gardening.

New Sun Rising
Millvale, PA

Working on a new playground to benefit the Millvale community.



Study Abroad

Global Healing - Study Abroad in Sicily, Italy with ISMETT

Faculty leaders: Dr. Jessica Huber and Dr. Carrie Stott

Six Carlow students participated in the first study abroad to UPMC's transplant institute in Palermo, Italy for 3 weeks in June. All students received clinical hours in their respective majors, social work and nursing. Students worked with staff in multiple departments in the hospital including operating rooms. Administrators and nursing staff went above and beyond to make the students feel welcome. They even asked nursing students from the local nursing school to adjust their schedule in order to show our students around the facility. Students raved about the opportunity to participate with the impressive care they witnessed firsthand with the ISMETT patients. Weekends involved visits to the Valley of Hidden Temples; tours of Mt. Etna, an active volcano, and Monreale Duomo; snorkeling; and several seaside towns including Taormina and Cefalu.



Study Abroad in Uganda

Faculty leaders: Dr. Susan O'Rourke, Dr. Kevin Spencer, Dr. Debra Mitchum, and Dr. Aimee Zellers

Eighteen participants traveled to Uganda for a study abroad program focusing on maternal and child health, with a focus on children with disabilities. Six participants from St. Angela's College in Sligo, Ireland combined with 12 participants from Carlow to provide a Maternal and Child Health Conference for 50 Ugandan healthcare providers. The group conducted 5 health clinics in rural regions serving hundreds of patients. Five eyeglass clinics distributed over 1,000 eyeglasses. Students distributed learning materials and conducted health checkups at 3 schools and delivered donated sports equipment. The project also included the drilling of 3 clean water wells, completion of the Silver Memorial Inclusive Learning Center (SMILE) school building, and the installation of solar power to the pharmacy at Oukut Village. A massive amount of donations were received including medicines, adaptive equipment (walkers and braces), feminine hygiene products, eye glasses, learning materials and cash which was used to purchase medicines.



2022 Carlow Laureates

Five Laureates were honored with Carlow University's most lauded and prestigious honor for alumni at a ceremony held at The Duquesne Club on Thursday, November 10th.

"Those we honor with the Carlow Laureate award represent the very best of our community," said Kathy W. Humphrey, PhD, president, Carlow University. "We strive to provide a transformative experience for students, equipping them with the tools to lead with compassion. To be recognized as a Carlow Laureate is recognition of such achievement."

Carlow Laureates are alumni whose work, thought and action demonstrate the highest standards of professional accomplishment and leadership, whether it is in their workplace, in academics or through community service. Recipients of this award are lasting tributes to their own professional excellence, the transformational education they received at Carlow and the dynamic environment that helped to fuel their ambitions and their desire to make a difference in the best ways they can.

Carlow University has selected five distinguished alumni for induction into its 2022 class of Carlow Laureates, joining the ranks of those previously honored with this pivotal award.

“Those we honor with the Carlow Laureate award represent the very best of our community”



Carlow Laureate Awardee

1

Amy Johnston Allen, Esq.

Lead Counsel, Business Model, and Employment Litigation | FedEx Ground - Pittsburgh, PA
BA Philosophy 2000, MBA 2020, Certificate in Fraud and Forensics 2021

Amy Johnston Allen, Esq. is currently a Lead Counsel in Litigation for FedEx Ground. At FedEx Ground, Amy serves as Co-lead of the Women Attorneys Network and as a member of the Diversity, Equity, and Inclusion Council. Prior to her role at FedEx Ground, Amy served as an Assistant United States Attorney in the Western District of Pennsylvania for over ten years and was an Assistant District Attorney for almost 4 years prior to that. As an Assistant United States Attorney, Amy worked to ensure the safety of our communities by engaging in tireless efforts to combat violent crime, large-scale drug trafficking, crimes against children, and civil rights violations. Amy held several leadership roles while she was an Assistant United States Attorney including Project Safe Neighborhoods Coordinator and Anti-Gang Coordinator for the Western District of Pennsylvania. For her efforts as a federal prosecutor, Amy received several prestigious local and national awards.

During her time as a Carlow student, Amy was an Academic All-American on the Softball team, was the Chief Justice of the Student Judicial Council, and was designated a Carlow Scholar. Amy has served on the Dean's Advisory Council for the Colleges of Leadership and Social Change and Arts and Sciences at Carlow. She has also served as Co-Chair of the Carlow Alumni Council. Amy received her Juris Doctor degree from Duquesne University School of Law. She obtained an MBA, Graduate Certificate in Fraud and Forensics, and Bachelor of Arts degree in Philosophy from Carlow. Amy is the proud mom of two sons. She resides with her husband and children in the Pittsburgh area.

2

Sabrina Saunders Mosby

Chief Executive Officer | Vibrant Pittsburgh - Pittsburgh, PA
MS Professional Leadership 2011

A native of Pittsburgh, PA, known as the "City of Bridges," Sabrina Saunders Mosby has spent the better part of her career helping others cross them. A seasoned executive, Ms. Mosby currently serves as President and Chief Executive Officer for Vibrant Pittsburgh, a premier economic development membership organization and the region's central resource, spokesperson, and convener on workforce diversity and inclusion.

A cross-sector leader, Ms. Mosby has held senior roles at numerous nonprofits and spent close to a decade in the government sector while advocating for local constituents at the local and federal levels. Ms. Mosby has a proven track record of partnering with business and community leaders to develop strategic change and build local programs. Described by stakeholders as highly creative, collaborative, visionary and results-oriented, she is a sought-after keynote speaker and facilitator. Ms. Mosby is a recipient of numerous awards and honors including being named an Athena Young Professional Finalist, Ebony Magazine Top 30, Pittsburgh Courier Fab 40, Pittsburgh Magazine 40 under 40, Whirl Magazine 50 Finest, Girl Scouts of Western PA Woman of Distinction, and to the Pittsburgh Business Times' Power 100 list in 2021 and 2022.

Sabrina is deeply involved in public service and her community and professional affiliations are many, including serving on the boards of Allegheny Health Network, the Childrens Museum, the Pittsburgh Women's Alliance, PA American Water, Pittsburgh Downtown Partnership, Mount Ararat Community Activity Center, and as Vice-Chair of the board for her alma mater, Oakland Catholic High School.

Ms. Mosby is an alumna of Leadership Pittsburgh's LDI XVII, holds a Master of Science degree from Carlow University and a Bachelor of Arts degree from Edinboro University of Pennsylvania. Sabrina lives in the Pittsburgh region with her husband Brandon, their son Lincoln, and pup Monroe.

3

Morton D. Stanfield, Jr.

Senior Vice President, Community Development,
Dollar Bank - Pittsburgh, PA
Professional Writing 2004

Morton Stanfield is a Senior Vice President and head of Community Development for Dollar Bank. In this role he is responsible for the community development initiatives in all markets for Dollar Bank, including Western Pennsylvania, Northeastern Ohio, and Virginia. Morton has been in the financial industry for more than fifteen years, serving in various leadership roles.

Morton is a proud graduate of the Carlow Campus Laboratory School and Carlow University, the Stonier Graduate School of Banking, Wharton Executive Leadership Program, and the Pennsylvania Bankers Association Advanced School of Banking. He is also a graduate of Leadership Pittsburgh Class XXX, and The Advanced Leadership Initiative (TALI) at the CMU Tepper School.

In addition to his work in the banking industry, Morton serves on the board of directors of several community organizations, including as Vice Chair of the Pittsburgh Zoo and PPG Aquarium, Carlow University, Neighborhood Allies and Bridgeway Capital. Morton also serves as the chair of the Endowment and Investment Committee of the Board of Trustees at Carlow. Morton was born and raised in the East End of Pittsburgh, PA and currently lives in Highland Park.

4

Charleeda Redman, RN, MSN, ACM, FAACM

Vice President, Strategy Integration
Children's Hospital of Philadelphia
Philadelphia, PA

Charleeda Redman is the Vice President of Strategy Integration for Children's Hospital of Philadelphia (CHOP), one of the top-ranked children's hospitals in the United States. An ambitious and innovative leader with a diverse background in nursing, care management, informatics, strategic planning and complex project implementation, Ms. Redman leads integration and transformation efforts, supporting a workforce of over 25,000 individuals in the organization's \$3.2- billion-dollar-a-year health system and research institute to implement and sustain effective and efficient processes that have worldwide impact.

Ms. Redman began her career as an orthopedic nurse at the University of Pittsburgh Medical Center (UPMC), Pittsburgh, PA in 1995, where she advanced from a bedside nurse into administration. While at UPMC, she advanced from care management supervisor to Vice President, Accountable Care. In 2016 she continued her journey at Jefferson Health in Philadelphia, PA where she held leadership positions as Vice President, Informatics and Clinical Integration and Vice President, Strategic Initiatives. In October 2019 she joined CHOP in an inaugural role as Vice President, Strategy Integration.

Ms. Redman is the recipient of numerous honors including the Philadelphia Tribune Women Achieving Award (2019), HealthShare Exchange Champion (2018), New Pittsburgh Courier 50 Women of Excellence (2012), 40 Under 40 Recognition (2010), Manchester's Who's Who of Executives and Professionals (2005), and KDKA-TV Lift-up Award (2003) for hard work and dedication in the workplace. She has been a member of the American Case Management

Association (ACMA) since 2005 and Past President of the Western Pennsylvania Chapter. She is also an executive board member for Creating Healthier Communities (CHC).

Young Carlow Laureate Awardee

5

Jasmine Cho

Artist, Author, and Activist - Pittsburgh, PA
BA Art Therapy Preparation 2019

Jasmine M. Cho is the Founder of Yummyholic, an online bakery specializing in adorably delicious small treats, but she considers herself a baker turned artist turned cookie activist. In 2016, she began to create portrait cookies as a way of amplifying the stories of historically excluded and marginalized communities. Her portraits have since been exhibited in various galleries, most notably at the Heinz History Center as part of their Smithsonian National Portrait Gallery showcase. Her cookie activism has been presented on the TEDx stage and featured internationally on various media outlets that include NPR, HuffPost, CBS This Morning, and The Korea Daily.

Jasmine expanded her edible artwork to traditional fine art while pursuing art therapy studies. In 2019, she wrote, illustrated, and published the children's book "Role Models Who Look Like Me: Asian Americans and Pacific Islanders Who Made History." She is also a contributing artist for an aluminum and glass panel mural that surrounds the top floor of the University Commons Building on Carlow University's campus in Pittsburgh, PA.

While managing the stressors of owning a small business, Jasmine became more aware of the therapeutic impacts of baking. Believing that mental health services should be as diverse as the communities they serve, she is now pursuing her Master's in Art Therapy and Creativity Development at Pratt Institute to explore the frontiers of research-based bake therapy with hopes to make the kitchen a more healing, accessible, and empowering space.

Jasmine has received numerous accolades including CREATOR of the Year by the Pittsburgh Technology Council, the Small Business Community Champion Award by Citizens Bank, and was also awarded a Mayor's Proclamation declaring Jan. 28th, 2020 as "Jasmine Cho Day" in the City of Pittsburgh. She is also a Food Network Champion, taking the win on Season 3, Episode 8 of the show, Christmas Cookie Challenge.

Jasmine was born in Los Angeles, California to parents who immigrated from South Korea. Her lived experience as someone who identifies as an Asian American woman has been uniquely shaped by her time living throughout the country from New Mexico to Hawaii before settling in Pittsburgh, Pennsylvania. In addition to her passions in baking and social justice, Jasmine holds a 3rd Degree Black Belt in Tae Kwon Do and loves to wind down by watching old anime shows with her favorite human and partner Jordan.





Westmoreland County Community College Partnership

New Location. Same Mission. Carlow University Greensburg Education Center moves site to Westmoreland County Community College.

After 20 years of providing high quality, exceptional, educational experiences to those living within the Westmoreland County region and beyond, the Carlow University Greensburg Education Center, formerly located on Rt. 136 in Hempfield Township, relocated to the campus of Westmoreland County Community College in Youngwood on September 1, 2022.

This relocation was strategic in many ways and fully supported by the Administration of Westmoreland County Community College. Because of our long-standing partnership with Westmoreland, it made sense to transition into their vibrant learning community. Allowing Carlow the opportunity to continue to cultivate our current academic partnerships and develop new ones.

As a part of this transition, we restructured our existing Joint Enrollment Agreement so that Westmoreland students can now take up to four Carlow classes while they are working to complete their associate degree, saving them both time and money. It is our goal to continue to support the development of educational pathways that will drive workforce development throughout the Westmoreland County region and beyond.

One example of this work is our Early Childhood Education Apprenticeship Program. Students can engage in unique educational experiences not only in the classroom but on the job, with the support of Carlow faculty and mentors in the field.

As a University we strive to make a difference in the communities to which we serve, it is our mission. Through partnerships with those from government, education, and our corporate community in the Westmoreland Country region, we hope to continue providing academic opportunities designed to support workforce development for years to come.

the ATKINS CENTER FOR ETHICS

Gender-based Violence Prevention for Educators

September 28, 2022

Carlow University held a workshop consisting of community organizations in the Pittsburgh area who generously shared their best practices in gender-based violence prevention education and held a vibrant discussion of strategies for overcoming obstacles, including best practices for handling disclosures of gender-based and sexual violence. The panel was oriented towards education students, faculty, and currently practicing educators. The event was well attended and was held fully virtually and included a short panel followed by collaborative learning through case-studies. Case-studies were specifically designed to engage with the unique challenges of prevention education at different developmental levels.

Partner organizations include:

Pittsburgh Action Against Rape, Women's Center & Shelter, Allies for Health, and Crisis Center North.

Presented by:

Project SAFE, The Atkins Center for Ethics, the Kenneth D. Hines Endowment for Ethics in the Professions, and Carlow's department of Education and Liberal Studies.

Global Communities

Carlow Cares: Sligo, Ireland

Faculty leaders: Dr. Susan O'Rourke, Dr. Mary Burke, Dr. Aimee Zellers

Students have been gaining experience working with individuals with disabilities in Sligo, Ireland since 2009. This year nine (9) students participated including 7 students placed for 3 weeks in agencies and schools providing services to people with special needs and 2 students meeting with counseling providers for a shorter time. Faculty supported students as they navigated travel, acclimated to a new culture, and developed approaches to working with people with disabilities.

In addition to their placements, students learned about Irish history, gained an appreciation of Irish music and art, visited seaside towns, and the Aran Islands and hiked Croagh Patrick. A weekend in Dublin, and visits to Galway, Donegal, Westport, and Doolin offered time to become more entrenched in their Irish experience.

Biodiversity in Belize

Faculty leader: Dr. Frank Ammer

Eight Carlow students traveled with Dr. Frank Ammer to Belize in May. Some highlights of the trip included several informative rainforest hikes, canoeing on the Sibun River, a visit to St. Heman's Blue Hole National Park, snorkeling the most alive coral barrier reef in the world, an educational experience at the Monkey Bay Wildlife Sanctuary, an opportunity to attend the Cacao Festival in Punta Gorda, a visit to a Mayan village to learn about the cultivation, production process as well as the traditional ritualistic and medicinal uses of chocolate, a visit to the Nim Li Punit Mayan archaeological site, a visit to the Garifuna drum school, a visit to a local elementary school, jungle ziplining, and cave tubing. Students truly enjoyed observing and learning about the unique fauna and flora inhabiting the country. They had many opportunities to immerse themselves in diverse Belizean cultures and interact with local communities.

Carlow University Homecoming 2022:

A Spectacular Celebration Of Community And Spirit

Carlow University's Homecoming 2022 was nothing short of spectacular, as it welcomed over 400 participants and infused excitement onto the campus like never before. This annual tradition is a time for alumni, students, faculty, staff, and the broader community to come together and celebrate the spirit of Carlow University. This year's festivities left no stone unturned, with a myriad of events and activities that had everyone buzzing with enthusiasm.

C.U. on the Green: A Festival of Fun and Food

C.U. on the Green was the hub of excitement during Homecoming. This outdoor event featured a variety of activities that catered to all ages. From face painting and carnival games to live music and dance performances, there was never a dull moment. Families and friends gathered on the lush green lawn to soak in the vibrant atmosphere, creating cherished memories.

One of the standout features of C.U. on the Green was the presence of food trucks offering a diverse range of culinary delights. Attendees could delectable delights such as burger bites, mouthwatering barbecue, artisanal ice cream from Millie's, handcrafted meatballs and so much more.

The music on the green was enough to encourage a lot of dancing by everyone...even President Humphrey! It was a perfect evening for attendees of all ages.

Community Coming Together

Homecoming isn't just about the Carlow University community; it's about the broader Pittsburgh community as well. The event welcomed neighbors, alumni from near and far, and friends of the university. It served as a reminder that Carlow is not just an institution of higher learning but a vital part of the local fabric, connecting people from all walks of life.



Looking Ahead

Carlow University's Homecoming 2022 was a resounding success, leaving everyone with unforgettable memories and a deep sense of Carlow pride. It was a day of unity, celebration, and community spirit—a testament to the enduring legacy of this esteemed institution.

As we look ahead to future Homecomings, one thing is certain: the tradition will continue to grow and evolve, bringing even more excitement and togetherness to the Carlow University community.

Homecoming is not just an event; it's a symbol of the enduring bonds that tie the past, present, and future of Carlow University together in a tapestry of shared experiences and shared dreams.

The Braided Community

The Center for Mercy Heritage and Service has received a grant from McAuley Ministries to engage with the Sisters of Mercy and our West Oakland neighbors in an experience of Intergroup Dialogue, a process of bringing people together for mutual understanding and to develop skills for communication across cultural differences. The process, facilitated by two intergroup dialogue experts from the University of Pittsburgh, will be 12 weeks in length - from 4 to 6 pm every Friday from January 20 until April 7. We have named this endeavor the Braided Community, recognizing the uniqueness of each "strand" or participating groups as well as our intersections as we share our common hilltop.





Athletics

NCAA D3 Summary

Carlow University announced plans to shift athletic conferences in an exploratory year to begin Fall 2022. The Carlow Celtics will join the National Collegiate Athletic Association (NCAA) as a Division III university in the Allegheny Mountain Collegiate Conference (AMCC).

The University has been a member of the National Association of Intercollegiate Athletics (NAIA) since 1982, and a member of the River States Conference (RSC) – formerly the Kentucky Intercollegiate Athletic Conference – since 2012.

The Celtics did not take the decision to upend its long-standing history with both organizations lightly. Tim Phillips, vice president of student affairs and dean of students, selected a review committee comprising student-athletes, staff, coaches and the University's faculty athletics representative when making this decision. The committee held open forums with athletes, coaches and staff to gauge interest and field questions and concerns about the possibility of moving to the NCAA.

Throughout the course of the process, the committee and University leadership learned that such a shift would lead to several key benefits for Carlow's student-athletes – chief among those, reduced travel, expenses and missed class time.

The NCAA membership timetable means that Carlow would be a full conference member at the start of the 2026-27 academic year. Prior to that, the Celtics would be eligible for all AMCC privileges with the exception of participation in post-season events where the conference holds an automatic bid to the Division III tournament.

The NCAA and the AMCC agreed Carlow could maintain its dual affiliation with the United States Collegiate Athletic Association (USCAA), where the Celtics will still have the opportunity to compete in national championships.

"For so many reasons, Carlow is a welcome addition to the AMCC family," AMCC Commissioner Donna Ledwin said. "Because of their location in the middle of our geographic footprint, they already have established relationships with a majority of our member institutions. They bring a menu of sports that work well with what we sponsor or hope to grow, and they have a leadership team that understands the Division III philosophy and what that means in terms of educating the whole student. All of that adds up to a win-win partnership."

Esports Highlight

Bring your gaming talent to Carlow University this Fall and compete on our coed esports team. You will practice and compete in our on-campus esports facility equipped with experience-focused computers, hardware, and audio equipment.

The team became a member of the National Esports Collegiate Conference (NECC) for its inaugural season in 2023-24. The NECC will provide the team with a robust schedule, and “the conference aims to serve the gaming community with respect and is proud to be a safe and inclusive environment. With more than 300 colleges and universities currently competing in the conference, the NECC strives to be a positive home for the collegiate gaming community.

“The NECC was started as a way to provide the collegiate gaming community with the respect it warranted and deserved. The conference prides itself on responding to the needs of its schools, directors, coaches, and most importantly, it’s players.” – NECCgames.com | Meet the

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The esports industry accounts for nearly 2 million jobs across the nation. Pursue a career with our BS in Esports Business Management. The booming esports industry is full of opportunity in management, operations, sales, marketing and coaching.



Learn more at:
www.carlow.edu/esports





University Advancement and Alumni Engagement

A Message from the Office of Advancement

This past academic year was one of excitement and celebration of the great work that our students, faculty and staff are doing here at Carlow. As we pause to reflect on the journey we've embarked upon together, it is with immense gratitude and optimism that I thank you. Your unwavering support has been the cornerstone of Carlow University's success, and it is through your generosity that we have been able to pave a path towards a continuously bright future for our University community.

Carlow University stands as a testament to the power of collective commitment and belief in the transformative power of education. Our academic programs continue to flourish, attracting exceptional students who are driven to make a difference in the world. Our distinguished faculty and dedicated staff provide the guidance, mentorship, and nurturing environment that shapes these students into tomorrow's leaders. This dedication to excellence and the pursuit of our mission is what truly sets us apart.

It is your generous contributions that ensure a healthy present and a dynamic future for Carlow University. Your belief in our mission and your financial support enable us to deliver a high-quality education that equips our students with the knowledge, skills, and values they need to contribute to a more just and merciful world. We have been incredibly fortunate to have such devoted partners in the foundation community, our alumni, friends of Carlow, and countless others who believe in the mission and incredibly work that we do. Your investment in our institution goes far beyond dollars; it is an investment in the potential of countless individuals who will go on to create positive change in their communities and beyond.

In the spirit of fostering this change, your support for student scholarships, growing our endowment, and backing strategic projects and programs is paramount. Scholarships provide access to education for those who might not otherwise have the opportunity, and they enable us to attract the brightest minds. A strong endowment ensures the long-term sustainability of our mission, allowing us to adapt to changing times and challenges. Your support for strategic projects enables us to innovate, expand our programs, and enhance our facilities, ensuring that Carlow remains a hub of learning, research, and community engagement.

As we move forward, we do so with the enduring legacy of the Sisters of Mercy guiding us. Together, we are preserving this legacy and ensuring that it continues to inspire leadership, hope, and transformation in the lives of our students and in the broader communities we serve. Your contributions make this possible.

We want to again express our heartfelt thanks for your continued support. Your dedication to Carlow University is not only an investment in our institution but also in the countless lives that are touched by the education, values, and sense of purpose that we instill in our students. Together, we are writing the next chapter in our storied history, and I am filled with optimism for what the future holds. Let's continue to make amazing things happen!

Grants 2022-2023:

Anonymous Foundation:

\$12M to endow the The Western Pennsylvania Early Childhood Education Apprenticeship Hub," now renamed "The Dr. Rae Ann Hirsch Apprenticeship Hub" in honor of Dr. Rae Ann Hirsch who passed away following her battle with cancer in September, 2022. Dr. Hirsh was honored with the Distinguished Career Award by the PA Association for the Education of Young Children (PAEYC), In Memoriam, at the 2023 "Voice for Children" conference in Hershey, PA in March 2023. Her daughter, Gabbi, accepted in honor of her mom's behalf.

Irene C. Shea Charitable Foundation:

\$95,000 to continue with The Sister Mary Paul Hickey Educator Development Project (annual symposium, grad scholarships, teacher research mini-grants, Sister Mary Paul Hickey Workshop Series for PD/ACT48 credits for educators from Campus Laboratory School).

Center for Exceptional Children

Racial Justice Grant:

\$1,000, for "Beyond With Books," by Dr. Milsha Reid. This is a book study/discussion program, led by Milsha, to address notable barriers to inclusion for students of color with disabilities.

2023 - Two grants from Pennsylvania Department of Education (PDE):

- 1) **Teacher Prep2Practice grant,**
\$100,000, is designed to stimulate the creation of highly cohesive & innovative clinical experiences for teachers that make explicit connections across the 3 stages of the clinical experience.
- 2) **Principal Prep2Practice grant,**
\$100,000, is designed to build partnerships between Educator Prep Programs & Local Education Agencies (LEAs) to improve the linkage in the preparation of school leaders. Both of these grants are workforce diversity grant opportunities from PDE.

The Irene C. Shea Charitable Foundation again awarded us \$83,000 this academic year for The Sister Mary Paul Hickey Educator Development Project to continue Sister Mary Paul's legacy.

Donors FY 22

Donors: **1,378**

Gifts: **2,420**

Alumni Giving Rate: **5.7%**

New Donors: **125**

Total Cash & Pledges: **\$25,384,344**

Total Cash: **\$17,100,703**

Endowment FY 22 - By the Numbers

Value of Endowment: **\$48,298,912**

Distributed in the Past 5 Years: **\$4.9 Million**

Students Awarded Scholarships: **1,150**

Endowed Accounts: **217**

Increase Over the Last 5 Years: **\$19.9 Million**

FY 22 Gifts - By Amount of Donor Source

Corporations: **35.5%**

Foundations: **31.2%**

Alumni: **13.4%**

Government: **12.9%**

Other: **2.9%**

Trustee: **2.7%**

Friends: **1.4%**

Celebrating Generosity

With this list of donors, we celebrate the generosity of our alumni and friends. We gratefully acknowledge gifts received during the 2022-2023 fiscal year (July 1, 2022-June 30, 2023) to Carlow University, including the Campus Laboratory School of Carlow University. We hope you, our generous benefactors, take pride in supporting Carlow University. Your investments play a vital role in Carlow's continued growth and success.

President's Circle

Generosity plays a pivotal role in the vitality of our university community, and we are immensely grateful to the esteemed members of the President's Circle whose transformative donations, each exceeding \$25,000, empower us to achieve unprecedented milestones in education, research, and community outreach. Their unwavering commitment not only elevates the academic experience for current and future students but also fosters an environment of innovation and excellence that resonates throughout our institution. The President's Circle exemplifies the profound impact that philanthropy can have on shaping the future of education, and we proudly recognize these benefactors for their extraordinary generosity and dedication to advancing our shared vision.

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Thank you to all our donors who wished to remain anonymous.

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Thank You to our Donors.

Every donation to our Carlow, regardless of size, leaves an indelible mark on the foundation of learning, research, and progress. We extend our heartfelt appreciation to all our valued donors whose generosity collectively contributes to the vibrant tapestry of support that propels Carlow students forward. Your commitment to our shared mission is a testament to the transformative power of collective giving, and we recognize and celebrate the impact each contribution has on shaping a brighter future for our university community.

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Mary Ellinwood Wadsworth, FNP 1980 and Glenn Wadsworth

Mary M. Endman

Denise Erdman Cole 1966

Sister Marylouise Fennell, RSM, EdD

Irene O. Leong 1998, 2001
Colleen Drummond and Connecticut DCF AWD Staff
Sister Bonnie Heh, RSM 1969
Esther L. Barazzone, PhD
Hyatt-Fennell
Janet DiPasquale Simon, PhD 1967
Michelle Friedman
Harold V. Hartley, III
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Robert Harper
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Dolores Somma 1953

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Marlene S. Winter, PhD 1959

Lois Tapolcai Gezo 1975

Joseph M. Gezo

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Mary Stone Jargowsky 1973
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Robert F. Neuwar

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Tina Hummert Reed, MSN 2022

Margot Gloniger Jones 2000

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Judith Gallick O'Sullivan, PhD 1963

Marie Wolf Kennedy 1949

Lawrence J. Kennedy

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Leslie Kirkpatrick Petruzzelli, DNP, MBA

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Thomas C. Kohn

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Frederick Kraft

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William McShea

Reverend Timothy J Ferguson 1976

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Barbara Mihacs Fischi 1962

Tom Miller

Susan Brichacek, MEd 2018

Moo Kong Munell

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Cecilia Murphy, RSM 1962

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Frances M. Ujhazy 1964

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Lucille Y. Illera 1996

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Robert F. Neuwar

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Veronica "Vicki" Provenzale

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Catherine Mehlmauer Pusateri 1973

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Catherine Reavey Cron 1963

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Callaghan Society

William and Catherine Callaghan were Catherine McAuley's adoptive parents who named her the sole heir of their Dublin estate in 1822, a gesture that sparked McAuley to start the Sisters of Mercy and inspire enormous good that would grow over two centuries. The members of Carlow University's Callaghan Society give legacy commitments through their wills, trusts, or other estate gifts that sustain the vitality and development of the university and its Mercy-based mission from one generation to the next.

Anonymous (3)

Margaret Meis Armen, JD 1969* and The Honorable Robert N. Armen, Jr., LLM

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Marlene Wasylik Yosypyn 1962
Micaela Young, MA 1968
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Endowment 2022-2023 - By the Numbers

Value of Endowment: **\$48.3 Million** | Distributed in the Past 5 Years: **\$4.9 Million** | Students Awarded Scholarships: **1,150**
Endowed Accounts: **217** | Increase Over the Last 10 Years: **\$30.7 Million**

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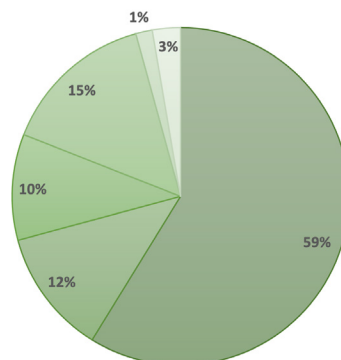
Vice President for Student Affairs and Dean of Students



2022 Financial Insights

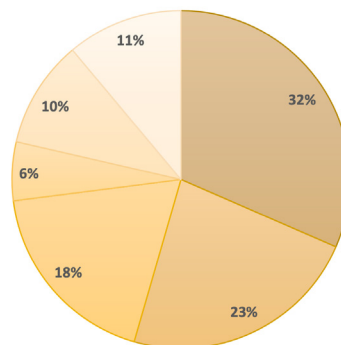
Total Revenue: \$57,503,674

- Tuition and Fees: **\$33,809,914**
- Auxiliary Expenses: **\$6,902,370**
- Federal and State Grants: **\$5,842,897**
- Private Gift: **\$8,489,428**
- Interest and Dividend Income: **\$911,692**
- Other Income: **\$1,547,373**



Total Expenses: \$59,694,032

- Instruction: **\$18,821,964**
- General Instructional Support: **\$13,695,153**
- Scholarships and Fellowships: **\$11,046,881**
- Student Services: **\$3,352,046**
- Academic Support: **\$6,155,511**
- Auxiliary Expenses: **\$6,622,477**



**2022-2023
PRESIDENT'S IMPACT REPORT**

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