

● 2017 SALEM STATE UNIVERSITY

impact

Biology alumnus James Elliott '16 checks on ocean residents at Salem State's Cat Cove research center where a new study initiative to farm mussels for local restaurants is underway.





Photograph by Chuck Choi

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In an effort to maximize our resources, and also to take green measures for the health of our planet, we have placed our donor roster online at salemstate.edu/DonorRoster.

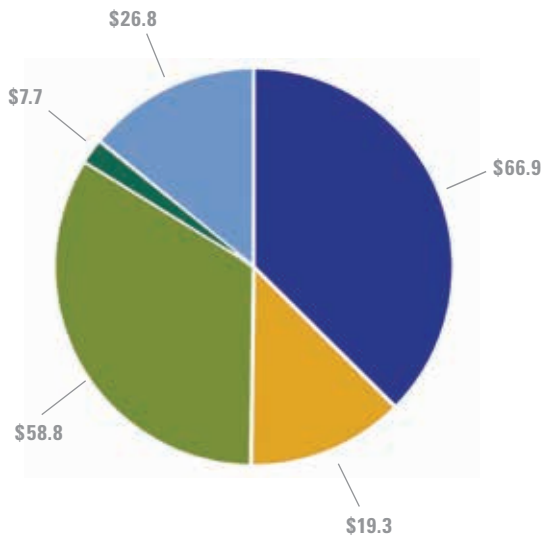
Financials

UNIVERSITY FINANCIALS FOR FISCAL YEAR ENDING JUNE 30

(FIGURES ROUNDED TO MILLIONS)

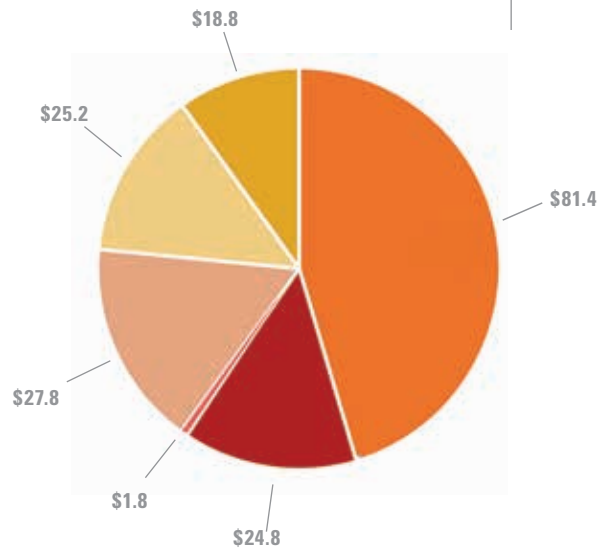


Revenues FY 2017



■ Net Student Tuition and Fees	\$66.9
■ Government Grants and Contracts	\$19.3
■ State Appropriations, Net	\$58.8
■ Capital Grants	\$7.7
■ Other Revenue	\$26.8

Expenses FY 2017



■ Instruction and Academic Support	\$81.4
■ Student Services and Scholarships	\$24.8
■ Public Service	\$1.8
■ Institutional Support	\$27.8
■ Operation and Maintenance of Plant and Depreciation	\$25.2
■ Auxiliary	\$18.8

Net Position as of 6/30/17

Invested in Plant (net)	\$131.1
Restricted	\$6.0
Unrestricted	\$(26.4)

Total Net Position \$110.7

President's Message

As the 14th president of Salem State, it is my honor to lead the university into its next decade. From our beginnings in 1854, the institution has been proud to offer a high-quality education at a great value, and I hope to continue this legacy in the years to come.

My tenure begins as controversial, divisive issues challenge our country. We were sadly reminded during this fall semester that Salem State is not immune to these challenges. Our community remains shaken by the hateful vandalism found on our campus. As I write this, university police continue to investigate who is responsible.

This act of hate sparked difficult but important conversations among us. It heightened our awareness that unacceptable incidents of bias and hate take place on our campus. We have launched new efforts to determine how such acts can be better identified and addressed, and, most importantly, prevented. This work is further guided by the newly released results of our campus climate study, which helped to highlight areas in which we must do better to ensure students, faculty and staff feel accepted and valued.

A welcoming campus climate is crucial to the ability of our students to flourish, and it is a top priority of my presidency.

As the largest public institution of higher education on the North Shore of Massachusetts, it is our responsibility to prepare our students for both the workforce and for life beyond the classroom.

With regard to workforce development, we at Salem State have our finger on the pulse of the needs of our region. The top needs identified for future job growth in the North Shore of Massachusetts will be in the STEM and healthcare industries. To prepare our students for these opportunities, we are focusing our capital needs around a science teaching laboratory addition to Meier Hall to both update our lab spaces and to accommodate a growing demand in lab courses for STEM and healthcare majors. In this issue of *Impact*, you will also read about our biology staff, students and alumni harvesting a mussel farm off the shores of Rockport; about the university's response to tremendous growth in healthcare; and about a gift from trustee Kathleen Murphy '75 that funds an annual summer science research project involving a professor and a student.

As is often the case with a turnover in leadership, a few executive staffing changes took place when I became president and left my position as vice president of administration and general counsel. I am pleased to share that Nate Bryant '87, '93G, former assistant dean of the Center for Academic Excellence, has accepted the position of chief of staff to the president. Nate needs no introduction

to our community. His leadership throughout the years in a number of positions has prepared him for this role. Prior to his position as assistant dean, Nate was the director of undergraduate admissions, then a component of student life.

In service to the university, Nate is the co-chair of the collaboration committee leading our strategic planning efforts and was co-chair of the campus community campaign which garnered an astounding 94 percent participation rate among faculty and staff for the 10,000 Reasons Comprehensive Campaign.

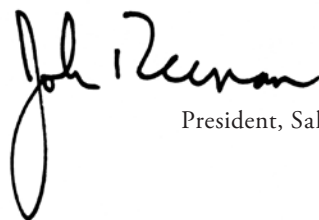
At the beginning of this year, Beth Bower expressed her wish to step back from her role as chief of staff. She has transitioned into the role of executive director of strategic initiatives where her leadership resulted in the successes of bringing our strategic plans to completion in partnership with the PEC and collaboration committee and leading our Science Teaching Lab Addition funding request proposal to DCAMM. She is also providing transitional support and guidance to both Nate and me as we acclimate to our new roles within the institution.

Additionally, Scott James became executive vice president when information technology services (ITS) and human resources and equal opportunity were added to his existing portfolio of enrollment management, student life and marketing. Karen House became vice president of finance and facilities when capital planning and facilities were incorporated into her team.

Filling a role vacated by the presidential transition this summer, Salem State has named Rita P. Colucci as general counsel. She previously served as chief of staff, general counsel and secretary to the board at Framingham State University.

Of course, our motivation is the more than 9,000 students who chose Salem State. We work to provide them with the quality education they crave and deserve. Read more about our students—such as Ellen Acheampong '19, a junior biology major with a minor in chemistry who worked with Professor Jason Brown on a summer research project—to learn more of the many programs established to support job opportunities and student success. I hope reading of these accomplishments fills you with a sense of pride as much as it does for us. I invite you to continue reading and hope you appreciate all that makes Salem State special.

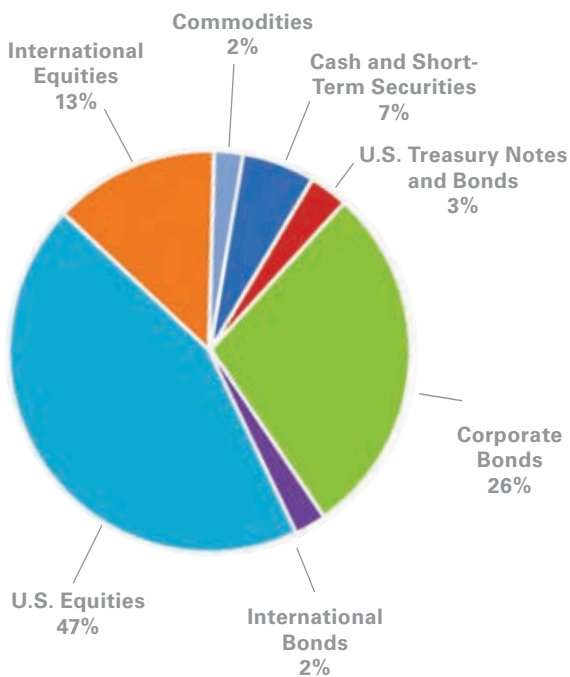
Wishing you all the best for the holiday season and a happy and healthy New Year.



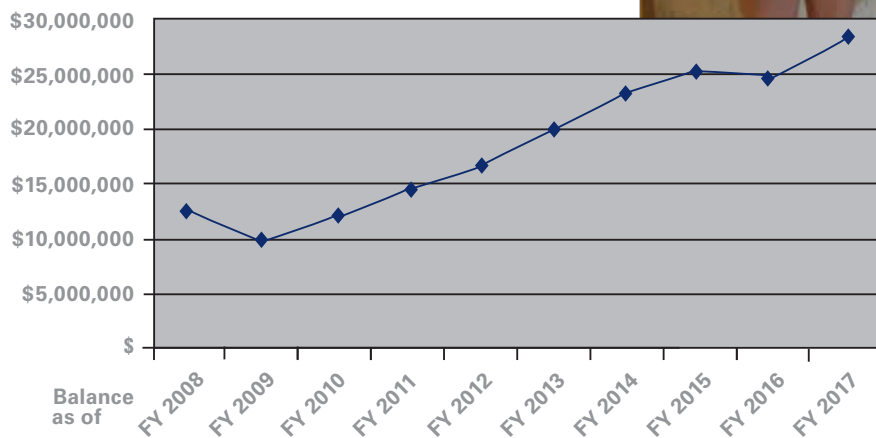
John D. Keenan
President, Salem State University

Foundation Report

ENDOWMENT ASSET ALLOCATION AS OF JUNE 30, 2017



ENDOWMENT MARKET VALUE GROWTH OVER 10 YEARS



Members of the Salem State University Foundation Board, pictured here at Marsh Hall on Central Campus, are the caretakers of gifts entrusted to our institution.

It has been a momentous, exciting year for the Salem State University Foundation.

We are thrilled to report that the 10,000 Reasons campaign successfully concluded in December 2016, surpassing its \$25 million fundraising goal, raising more than \$26.5 million. This ambitious goal was reached with the help of nearly 12,000 individual donors, including a record 94 percent participation from full-time faculty and staff and 100 percent participation from volunteer boards. Of the campaign's primary funding priorities, student financial assistance attracted the largest sums—more than \$5.5 million in all—with most gifts in the form of scholarship gifts, both spendable and endowed. Funding raised by the campaign will also support a wide range of academic programs and student services, including arts programming in the brand-new Sophia Gordon Center for Creative and Performing Arts.

On the heels of this remarkable milestone, President Emerita Patricia Maguire Meservey announced her plans to retire from Salem State, after serving the university for 10 impactful years. In recognition of her decade of extraordinary service, the Salem State community honored her at a special retirement ceremony where we announced the unrestricted endowment fund had increased to \$1 million through donations made in her honor by numerous faculty, staff, students, friends and family. Additionally, the board of trustees voted to name the Maguire Meservey College of Health and Human Services in her honor. We will miss her dearly, but we are excited for her next chapter and know she won't be too far away.

The university began its own new chapter this summer and welcomed its 14th president, John Keenan, who has served as general counsel and vice president for administration at Salem State since 2014. President Keenan has been a part of the Salem State community for many years, and we are thrilled to work with him toward our shared goal of ensuring opportunity and success for those who dream of a college education.

Indeed, we continue to make tangible progress toward this goal, which is in part illustrated through the growth of our endowment and investment portfolio that has continued to thrive this past year. Specifically, the foundation's

Sincerely,



Gina Deschamps '92G
President, Salem State University Foundation

endowment increased 15 percent from fiscal year (FY) 2016 to FY 2017. Also, five additional scholarships were created, and the market value of our scholarships collectively increased by 13 percent.

The Salem State Series, presented under the auspices of the Salem State University Foundation, held two successful events this past year. The first was Ed Davis, former Boston Police Commissioner, and Richard DesLauriers, former FBI investigation, special agent sharing their story of the Boston Marathon bombing. It was moderated by award-winning journalist and WBZ-TV news anchor Lisa Hughes.

The second Series event featured multi-award-winning singer-songwriter John Legend, who performed several of his songs live and discussed his Show Me Campaign, which focuses on education as a key to breaking the cycle of poverty. He also talked about the #freeAmerica campaign designed to impact the national conversation to make change in America's criminal justice system. In recognition of this pioneering work, Legend also received the inaugural Salem Advocate for Social Justice award from The Salem Award Foundation.

These successes are possible in large part through the collaboration of many strategic partners, including our dedicated volunteer leadership boards, the Foundation Board, the Board of Trustees, the Alumni Board, our advisors at Eastern Wealth Management and you—our dedicated community of donors who make our mission possible.

In closing, we would like to take a moment and recognize the passing of one of our most beloved members of the Salem State community—Professor and former Foundation Board Member Richard Elia. Throughout his 48 years of teaching Victorian Literature at Salem State, Richard was always happiest in the classroom inspiring his students. Richard inspired all of us with his friendship and passion for the important work that we do, including his leadership in creating the Fine Wines and Fabulous Finds Auction that collectively raised more than \$575,000 for scholarships in just six years. Richard was a generous, dedicated and adored member of our community, and he will be missed by all.

To all of you who, like Richard, are dedicated to Salem State's student-centered mission, thank you for your support and generosity.



Cynthia McGurren '83
Executive Director, Salem State University Foundation
Vice President of Institutional Advancement

ACADEMICS



"GIVEN THE PRESSURE ON WILD STOCKS, AQUACULTURE IS THE FUTURE. WE HAVE TO BE INVESTING IN IT, CERTAINLY FROM AN EDUCATIONAL STANDPOINT..."

—ROGER BERKOWITZ '07H

Alumni Conor Donovan '15 and Curtis Fahey '17 work the mussel lines aboard the "Ocean Reporter."



Aquaculture Center Explores Federal Waters for Solutions

Project Gets Financial Backing from Legal Sea Foods Restaurant Owner

BY JIM GLYNN '77

A study formulated by Salem State biology professors Mark Fregeau and Ted Maney Jr. uses 33 acres in federal waters off the Rockport coast to address a situation that shellfish suppliers and restaurateurs in the Northeast have been talking about for a while now. There is a strong demand for locally grown mussels that are better in quality and garner higher prices than imported mussels.

“Most of the mussels arriving in the U.S. come from Prince Edward Island,” points out Fregeau, a biology professor at Salem State for 27 years. “This study will determine the feasibility of harvesting mussels offshore.”

Fregeau reports that Salem State is monitoring the site through its NEMAC (Northeastern Massachusetts Aquaculture Center) facility located on the university’s Cat Cove campus. Every other week, the “Ocean Reporter,” a 44-foot fishing boat out of Rockport, captained by Bill Lee, transports Salem State researchers to and from the mussel farm. “We bring samples back to analyze,” Fregeau explains. “And we keep an eye on temperature and other environmental factors to determine what conditions exist out there.”

The demand for a locally grown sustainable shellfish supply has resonated with local restaurants. Legal Sea Foods owner Roger Berkowitz, a 2007 Salem State honorary degree recipient, is convinced of the benefits, and his restaurant has pledged \$100,000 to the project. Fregeau says the Legal Sea Foods funding is covering the monitoring exercises of the “Ocean Reporter,” an important initial step.

“Given the pressure on wild stocks, aquaculture is the future,” notes Berkowitz. “We have to be investing in it, certainly from an educational standpoint, to help ensure the sustainability of our seafood.”

Additional support comes from George Carey, owner of Finz Seafood & Grill and Sea Level Oyster Bar on

Wharf Street in Salem, as well as a second Sea Level Oyster Bar in Newburyport, who points out that when it comes to shellfish—oysters, soft shell clams and mussels—not only are the mussels the most durable, they are the most versatile. “There are 100 different ways to prepare mussels,” Carey notes. “This broadens their reach. An Italian restaurant can prepare them one way whereas another restaurant can go another way and the consumer loves having these choices. Mussels are perfect for a number of cuisines around the world.”

In addition to churning profits for the seafood industry, the Salem State project, which has the approval of the U.S. Army Corps of Engineers, would also offer educational opportunities. The mussel site would serve as a field demonstration and open classroom for recruiting and training fishers. Fishers will also receive business support with the refinement of a business plan through Salem State’s Bertolon School of Business.

The university is offering more than just theory to its students,” adds Carey. “They’re offering experience. Big difference. There’s also an entrepreneurial aspect as the project is answering a need.”

According to Professor Maney, in the documentary film *Ocean Frontiers III*, “the U.S. is way behind the rest of the world in aquaculture. Salem State’s mussel farm is the first shellfish farm established in federal waters off the Atlantic coast. With the depressed fishing economics in the Northeast, this is a new avenue of revenue for fishermen. They could either set up full time, or this could supplement what they are doing now.”

The U.S. Department of Commerce and NOAA (National Oceanic and Atmospheric Administration) have set priorities to develop and expand aquaculture in the U.S. into federal waters. Salem State is on the cutting edge of this.

ACADEMICS



Above and facing page: Salem State students visit one of the rural communities supported by Aziz Life, an organization devoted to improving the life of artisans in rural communities some 35 miles west of the capital Kigali.



‘Swallow Your Tears’

Cummings Foundation Grant Funds
CHGS Study Travel to Rwanda

STORY AND PHOTOS
BY DAN ESHET

On an ordinary June day earlier this year, groups of people are milling over large plastic containers and tarp sheets next to a red-brick building. It is the beginning of the dry season and red dust—the distinct color of the Rwanda’s rolling hills—is in the air. We, a diverse group from Salem State University, are guided through the Nyamata Church Memorial where some 10,000 people were murdered during the early days of the 1994 Rwandan genocide. As we get closer, the picture becomes clearer. These are family members and volunteers of the victims. They are cleaning human bones—hip bones, scapulas, femurs, vertebrae, skulls. Many of the bones seem to have been fractured by a blunt object or violently cut by a sharp instrument. We later learn that these are the remains of victims who had to be disinterred for proper burial.

The scene is surreal and hard to comprehend. Time, dust and preservation work to distance us, the spectators, from the brutal killings. We do see death in Nyamata, and later in Ntarama Church and the Kigali Genocide Memorial, but death in Rwanda has an elusive character that leaves students such as Catlin Dowd “feeling removed.” Here, though, at the church, the faces of the laboring people reveal the chilling truth. Nyamata, as in other churches where tens of thousands of frightened Tutsis sought refuge, is a site of unimaginable slaughter perpetrated by Hutu paramilitary soldiers, and ordinary men, often friends or even family members of the victims.

We come to realize that the task of bearing witness, of remembering, is an arduous one. It is as if both the dead and the living wish to be left alone. There has been enough suffering. Most would prefer not to relive it, especially not

for American visitors—the “intruders” as MSW student Lucia DeRosa puts it.

We know the facts: Some 800,000 people, mostly Tutsis, were murdered between the spring and early summer of 1994. Tens of thousands were killed in bouts of violence decades earlier. Ian Palmer, a doctor who volunteered in Rwanda after the genocide, shares this thought: “There is a saying in Rwanda that Rwandans must swallow their tears [ihangane]. If they do not, they would surely drown.” But we are the generation that stood by, so we carry the guilt of bystanders and a sense of duty to traverse the distance between our comfortable lives in the United States and the genocide, to hear through the silence, to bear witness. Or, as Catlin put it, “to ensure that the stories and lives of those lost remain with us.”

To contribute to the efforts of rebuilding Rwanda, Salem State University’s Center for Holocaust and Genocide Studies (CHGS) received a 10-year, \$1 million grant from the Cummings Foundation, in part to support an annual “study and travel” institute to the Agahozo-Shalom Youth Village and sites of the 1994 genocide.

In 2015, Social Work Professor Robert McAndrews developed an intensive course about the genocide and the ways in which healthcare professionals help to alleviate the ongoing traumatic effects of this violent period. Following the general structure developed by Professor McAndrews in two previous study-travel courses, I led the trip this year. Having written extensively on genocide for educational purposes, I embraced this opportunity to learn on the ground and lead students as they grapple with its history and a country’s efforts to heal.

continued on next page

ACADEMICS



WHEN WE DREAM, WE ACHIEVE

Our first opportunity came at University of Global Health Equity, where we were joined by the former health minister, Agnes Binagwaho. In a meeting arranged by the international organization Partners in Health, Binagwaho explained that Rwanda's leadership focuses on healthcare for all. "It's not about poverty," she said. "It's about equity: access and fair price for all citizens." In Rwanda, she explained, everybody has to pay.

But everybody contributes to the national insurance program according to their income. So, in a developing country like Rwanda, where the average yearly salary is below \$300, some people pay \$10 while others who make much more pay significantly higher premiums. Access, though, is also a matter of geography. While the country is small (roughly the size of Vermont), travel is difficult

and unaffordable for many. In response, the government built a healthcare system from the community level up, so simple colds and minor injuries are treated in a community clinic while severe medical conditions are referred up to secondary and tertiary healthcare centers, where expert doctors can respond to most medical crises.

As poor as the country is, Binagwaho said, "When we dream, we achieve." For example, as a result of an aggressive government antiretroviral therapy treatment program, the country ranks lower than most other countries, including the U.S., in the untreated HIV/AIDS infection. Moreover, Rwanda's streets are the cleanest in Africa, and a complete ban on plastic bags makes its landfills more like recycling centers than dumping grounds that would forever scar the land.



TIKKUN OLAM AND TIKKUN HALEV

To our group, however, the most important and influential part of the trip was our stay at the Agahozo-Shalom Youth Village (ASYV). Here the work of healing took a very concrete form. We, like other U.S. groups, spent a week of service doing work with everybody—from the cooks to the students to the village director—and forging deep connections with the students.

The village was conceived and built in 2007 by Jewish philanthropist Anne Heyman and her husband, who, after learning about the staggering number of orphans left to fend for themselves in the wake of the genocide, decided to create a home for at least some of them. The idea was inspired by a youth village in Israel called Yemin Orde. (Yemin Orde initially took in Holocaust refugees and orphans but later shifted its focus to vulnerable Ethiopian youths, who come to the village to study and acquire essential Jewish values of social justice and healing.) Both villages focus on tikkun olam and tikkun halev (Hebrew: repairing the world and healing the heart).

What’s unique about ASYV is its ability to integrate, with very limited resources, African culture, Jewish universal values and a student-centered educational program. MSW student Elyse McCue summarized her impressions of the programs at ASYV as follows: “I believe that ASYV celebrates every student on a daily basis by bringing out their strength and individual talents. The focus that ASYV has on investing [in] and encouraging students to follow their passion is something that the U.S. can learn from.”

Words can hardly capture the depth of our experience at the village. We witnessed expressions of happiness, hope and unbounded love alongside dark marks of depression and pent-up pain. In the face of enormous material challenges, we saw excited students, teachers and a host of supporting professionals working together to keep everybody hopeful, educated and focused on creating a meaningful life after graduation. So coming back home was a bit of a reverse culture shock. As one of our students, Sierra Powell, aptly put it: “You get back home and look at all your things and you just feel empty.”

A visiting lecturer, Dan Eshet is the program director of CHGS.

A. Panoramic view of the firewood used for cooking at ASYV’s kitchen

B. Pictures of the 1994 genocide victims are on display at the Kigali Genocide Memorial. Some 250,000 genocide victims are buried in the mass graves around the memorial.

C. Street vendors outside Kigali

D. Group photo of Salem State students near the Nyamata Church Genocide Memorial, where 10,000 people sought refuge.

E. Sign marking the mass graves of some 5,000 Tutsi who were murdered in and around Ntarama, a former Catholic church where they sought sanctuary

F. A barber smoking near his storefront in the Caplaki Market (near Kigali)

G. The core values of ASYV: Be role models to others, embrace the educational mission, treat everybody with integrity, support each other, respect others, focus on children’s interests, and be a part of the learning community

H. The Flame of Remembrance at the Kigali Genocide Memorial

I. View of stores at the Caplaki Market. The market sells traditional Rwandan art and clothes to tourists.

FACULTY SUPPORT



Provost and Academic Vice President David Silva discusses funding for faculty activities.

Endowment Establishes Support for Faculty

BY DEBRA LONGO

A Faculty Support Endowment has been established by the Salem State University Foundation in support of faculty academic endeavors. Grants will be awarded annually beginning in academic year 2018–2019. This permanently endowed fund was made possible through the comprehensive 10,000 Reasons fundraising campaign.

Under the direction of Provost and Academic Vice President David Silva, the yearly expendable amount will be determined by the income generated by the principal, which is currently at \$200,000. Grants will be awarded based on the university’s emerging strategic plan and can be used to fund faculty academic activities such as original research, scholarship and creative endeavors or innovation in teaching and learning.

In order to optimize the alignment between strategic planning initiatives and endowment fund spending, grants will be geared toward faculty endeavors that are collaborative across disciplines. Such collaboration can be found in the intersection between the university’s strengths, student interests and workforce demands.

For example, nursing faculty and business faculty could collaborate in the area of nursing leadership; chemistry faculty and political science faculty could collaborate in the area of environmental policy; and psychology or social work faculty and art + design faculty could collaborate in the area of art therapy. “This type of collaboration enables us to build on our present-day successes while positioning the university to meet the future needs of the communities we serve,” remarked Provost Silva. “The possibilities are endless.”

Di Palma Award Supports Faculty Entrepreneurship

BY DEBRA LONGO

Established by philanthropists and entrepreneurs Dino and Annalisa Di Palma, the Di Palma Family Faculty Excellence Awards in Entrepreneurship support faculty entrepreneurial activity in the areas of teaching, research and community projects. A \$75,000 gift over five years, these awards support innovative teaching, original research and creative community partnerships by offering three annual \$1,000 grants, one in each area. The 2017 inaugural year winners of the Di Palma Family Faculty Excellence Awards in Entrepreneurship recipients were:



Innovative Teaching: **Professor Michele Sweeney**, healthcare studies, for designing an innovative course project that challenged students in her first-year seminar courses to team up to conceptualize, develop, test, revise and produce products for sale.



Original Research: **Assistant Professor Mohammad Jahanbakht**, management, for conducting exploratory research in the effects of multinational enterprises on fostering industrial development in emerging economies.



Creative Community Partnerships: **Professor Amy Everitt**, healthcare studies, for leading a team of 40 first-year students in developing an entrepreneurial fundraising campaign for a local nonprofit. Students were involved in all aspects of the campaign and raised money for their chosen partner.

The funding provided through these grants is used to fuel faculty professional development activities such as the purchase of source materials or attending a conference to learn the latest advancements in entrepreneurial thinking and applications and bring this information back to the classroom.

As explained by Assistant Professor of Management and faculty fellow for the Center for Entrepreneurship John McArdle, the Di Palma Family Faculty Excellence Awards in Entrepreneurship “help to support our faculty in their efforts to prepare students with the skill sets and competencies needed to start their own business or be their own boss.”

Such skills are valuable for any discipline, whether someone is studying to become a social worker or a personal trainer; a writer or an accountant; a therapist or a teacher; a scientist or a translator. The broad and interdisciplinary nature of this gift makes it particularly impactful in supporting faculty to find new ways to prepare students to meet the changing needs of the communities in which they live and work.

FACULTY SUPPORT



LINDLEY'S IMPACT

\$25,000 to establish the endowment

This generous gift supplemented the fund while the endowment matured over three years with an additional \$3,000.

Professor Lindley Hanson leads a group of geologists during the New England Intercollegiate Geological Conference.

Retiring Professor Establishes Endowment for Geology Research

BY JIM GLYNN '77

As the result of a dedicated faculty and a retiring professor's generosity, seniors earning degrees in geological sciences are graduating with a distinct advantage. The benefit comes from their participation in the department's senior research program which provides geology majors the opportunity to conduct and present challenging research results. To help keep that edge for future students, retiring professor Lindley Hanson has gifted \$28,000 to establish the Gardner-Hanson Trust, a permanently endowed fund for the benefit of the Department of Geological Sciences at Salem State. The trust provides a financial boost to the Senior Research Program. "The hope is to contribute in a way that will allow the department to continue offering research," says Hanson, who also named Salem State in her will for a \$100,000 benefit upon her death. "I hope the money opens up more opportunity for higher-level projects."

A professor of geological sciences at the university since 1978, Hanson points out that the skills students acquire through the rigorous program generate the kind of knowledge many employers are looking for. Students taking the required two-semester research program typically begin in the summer prior to the fall semester. "That's when the participants choose a project and work with faculty to collect data," explains Hanson, who owns property in New Hampshire where she invites students to conduct their field work. "By the fall they're expected to have a hypothesis, and by December they are required to have written an abstract to be presented in March to the Northeast Geological Society of America Conference. All students are required to present their research, "preferably at a professional conference," adds Hanson, who continues, "these students are often hired



Professor Lindley Hanson, front row left, Salem State students and Professor Rory McFadden take time out for a photo at the New England Intercollegiate Geological Conference.

within two months of graduating." Those students wishing to continue on to graduate school also have a better chance of being accepted and obtaining funding. During the spring semester each student fine-tunes their conclusion and writes their thesis. This year there are 17 students in the research program.

Originally from Wisconsin where her father was the state geologist, Hanson lives in Salem and has plans to retire at the end of the year in May. However, she will continue to teach one or two classes a semester and remain involved with the senior research program. "We're a close-knit group," she says. "Everyone in this department gives 150 percent for our students."

"We are sensitive to that fact that students also need to work, and neither they nor the department can shoulder all costs involved in research," Hanson explains. "The purpose of the trust is to help pay for supplies and analyses required for quality research, and to help provide our students with the necessary experience to be competitive. Although students find our program to be extremely rigorous, they know that they are supported by a closely knit faculty dedicated to making them successful scientists."

NEW SCHOLARSHIP AWARDS AND RECIPIENTS

George and Marie Heinz Scholarship

Donor: Marie Heinz '56, '62G

Recipient: Kayla McKinnon '18

Barbara O'Rourke Memorial Scholarship

Donor: Andrew O'Rourke

Recipient: Rebecca M'Mangisa Chonga '18

Claire Crane PhD Scholarship Fund

Donor: Claire Crane '60, '09H

Recipient: Yasmeen Srour '17

Louise Waldfogel Ehrlich Memorial Scholarship Fund

Donor: Stanley Ehrlich

Recipient: Tatiana Rivera '19

Mary, Marilyn and James Flaherty Endowed Scholarship Fund

Donor: Marilyn Flaherty '54

Recipient: Jayne Tangusso '17

McIlraith Family Scholarship

Donor: Dorothy McIlraith

Recipient: Andrew McNiff '19

The Harold T. and Alice McCarthy Memorial Scholarship

Donor: Alice McCarthy

Recipients: Adriana Ansaldi '19 and Andriy McFarlin '20

First Richard Elia Scholarship Awarded

Recipient Plans to Bring the Love of Literature to the Next Generation



Jennifer Mahoney has a plan. In 2020, once she has received her degree, she intends to teach English literature in a classroom of middle or high school learners.

“I love interpreting literature of the great writers,” explains Mahoney, a 36-year-old single mom raising four children who commutes from Lynn and works 30 hours a week. “I just find it fascinating that someone else can read the same words I read, and come away with a totally different impression. It’s like my truth and your truth are different, but they’re both true. That doesn’t happen in a math class—and I can’t wait to present the wonder of literature to my own students one day.”

Such insight is not uncommon for Mahoney who, according to one of her professors, is always prepared for class discussion, always ready to participate in a debate.

Mahoney’s appreciation for English literature, and her desire to one day teach it, make her the ideal recipient of a scholarship awarded for the first time this year in memory of longtime English professor Richard Elia, PhD, who died in February after a career that spanned over four decades at Salem State.

Ann Taylor, a friend of “Dick” Elia’s and a longtime English professor at the university, recommended Mahoney, who has a 4.0 GPA, because “she is informed, good-humored and supportive of classmates.”

Taylor said that, as a student in her Reading Broadly class, Mahoney was a “subtle reader of literature with a genuine affection for the material, one of my best students in many years. In short, she seems exactly the kind of student Professor Elia would have most enjoyed. If I had the opportunity, I’m sure I would have sent her along to Dick for further enlightenment.”

Mahoney said she regrets not having the chance to take a class with Professor Elia. “I didn’t know him,” said Mahoney, “but I wish I did.”

When the news of Elia’s death at the age of 75 posted on the alumni Facebook page in February, an explosion of responses ensued. Fifty-nine posts quickly went up, but it wasn’t the quantity so much as the quality of the

responses that are a true reflection of the quick-witted professor whose career spanned four decades of teaching students how to savor the joys of reading English literature.

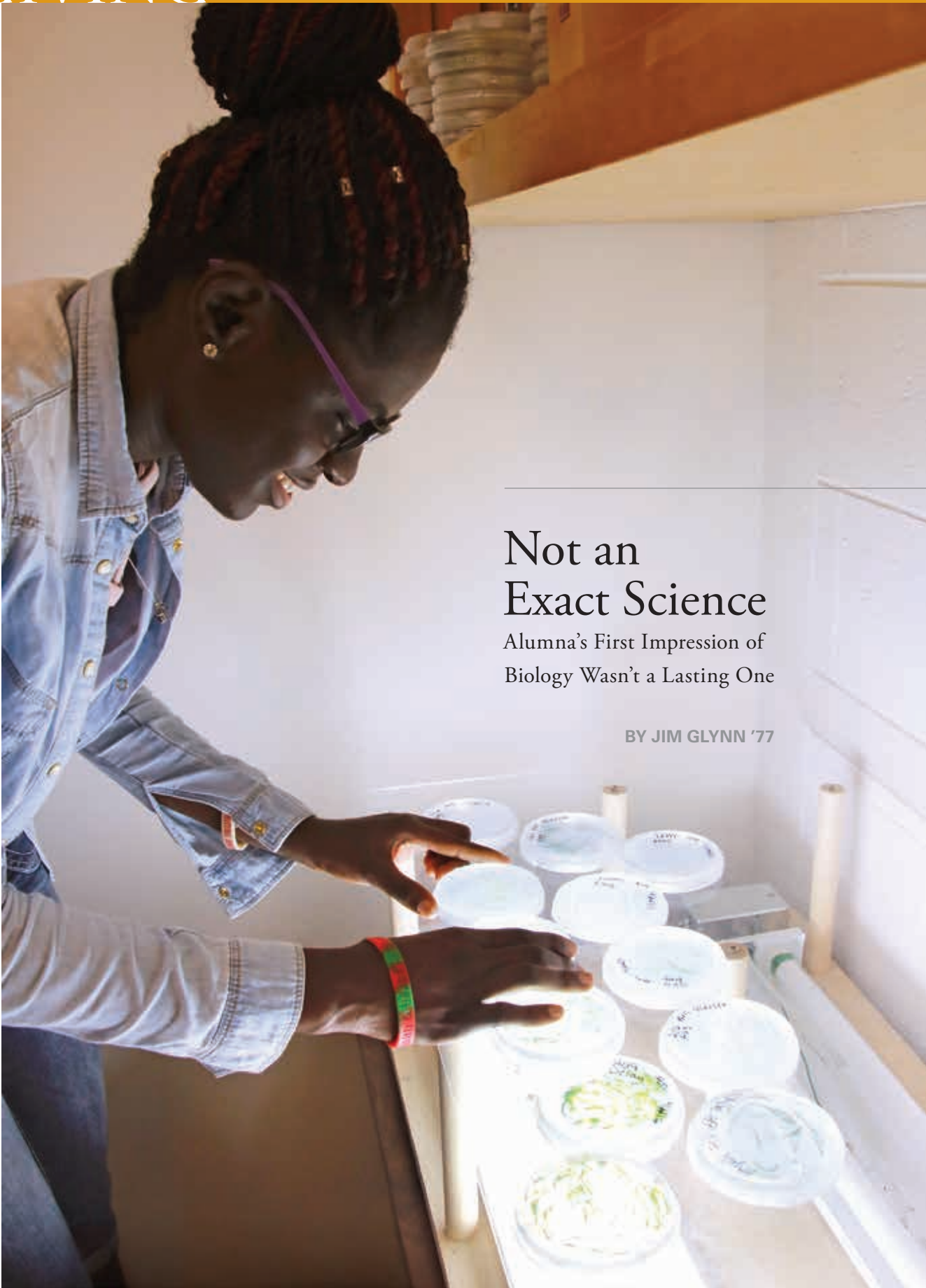
Of the 59 posts, one from former student Felicia Hayden ’16 may have captured the essence of the man best: “Richard Elia was, is, and will always be my hero. He taught me how to love literature, how to love wine, and—most importantly—how to love life. He stood beside me and helped me through my darkest moments, and laughed with me through my brightest. He always knew how to bring a smile to my face, and to the faces of others. I adored him, and he adored all of us. We are lucky to have known him, to have learned from him, to have been shaped by him. May he rest in peace, and may we meet again.”

At Salem State, he set a new standard for raising funds for the honors program and the General Scholarship Fund through his expertise and knowledge of wines, collaborating with the institutional advancement staff to institute the Salem State University Fine Wines and Fabulous Finds Auction fundraising event. “Dr. Elia is, hands down, one of the best professors at SSU,” wrote one poster. “He was hilarious, massively intelligent, wonderfully sarcastic, passionate about his subject, and really cared about his students.”

“I really miss him,” added Taylor. “He was an inspiration to me. He had a real enthusiasm and no intentions of retiring.” Taylor said that when Dick was near the end, he said to a group visiting him, “I don’t regret for one minute my love of literature. It has sustained me, even through this.”

In her office, Professor Taylor displays a framed quote from Henry David Thoreau that reminds her of Dick. “Read the best books first or you may not have a chance to read them at all.”

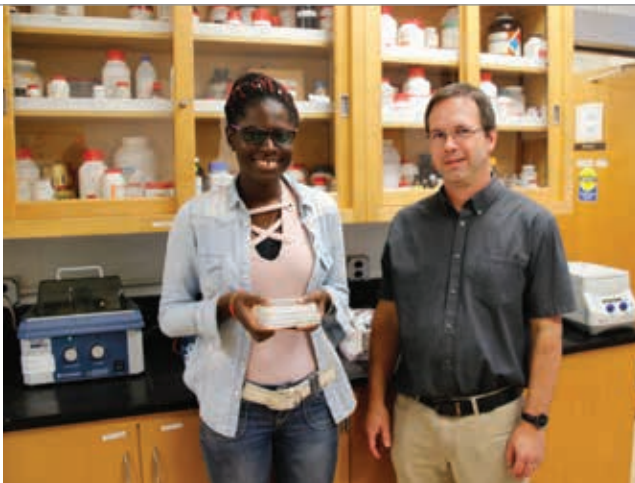
The Dr. Richard Elia Endowment Fund surpassed its \$25,000 goal when 150 donors raised \$29,803. To add to the rising total, visit salemstate.edu/elia.



Not an Exact Science

Alumna's First Impression of
Biology Wasn't a Lasting One

BY JIM GLYNN '77



Left: Ellen Acheampong '19 works in a Meier Hall lab under the direction of Assistant Professor Jason Brown.

Facing page: Acheampong studies test results.

Kathy Murphy made the most of her Salem State degree in biology. Following graduation day in 1975, she went on to become owner and CEO of Chi Solutions, a highly successful consulting firm in the medical laboratory industry.

Biology, however, wasn't always Murphy's favorite subject. "I hated it in high school," she reveals. "I had a teacher who read aloud from the textbook. It was horrible."

Things changed when she got to Salem State. Required to take biology for her chosen major of psychology, Murphy, in 1973, begrudgingly signed up for the inevitable during her sophomore year. "I had been avoiding it," she says. "I took Weather and Climate and Chemistry, but the day came when I had to just get biology out of the way."

That's when something totally unexpected happened. "I discovered I loved it," Murphy laughs. "The Salem State professors were great. We had hands-on learning, and it made all the difference."

When she arrived here in 1971 as a commuter from Lawrence, Murphy was planning for a career as a guidance counselor. Instead, she changed her major to biology, and the road to a degree became more challenging. "I had to make up several labs. It was a killer three years," she recalls.

Now retired, Murphy spent three years on the foundation board before being named to the board of trustees by

Governor Baker. Recently, she made a gift that funds an annual summer science research project involving a professor and a student. The first installment took place this past summer when Ellen Acheampong'19, a junior biology major with a minor in chemistry, worked with Assistant Professor Jason Brown.

"Ellen isolated mutant strains of unicellular alga *Chlamydomonas*. This is a model organism used to study ciliopathies in humans," explains Ryan Fisher, chair of the biology department.

"I discovered that I had interest in research after this project," says Acheampong, a Malden resident living on campus. "As of right now I am torn between going to medical school or continuing with this project because of the experience I have had so far."

"The program provides students with exposure to research," adds Murphy. "The more options a student gets, the better off he or she is."

As a trustee, Murphy is working hard on providing more opportunities for students, and that involves her "pet project" of a new science wing added to Meier Hall. "We're making a big pitch this year," Murphy points out. "We've been waiting a long time—10 years. This is very important to the university's strategic plan and its focus on STEM. We can't do it without that building. It's of the highest priority."

A Matter of Trust

Professor Advocates for Donors to Make Unrestricted Gifts



She arrived in 1974 among the founding faculty members of the Salem State College Nursing Department and, over the course of her 39-year career, Professor Emerita Kathleen Skrabut had but one focus: her students.

Now vice president of the Foundation Board, Skrabut says that her focus is the same, but these days she is looking for ways beyond the classroom to benefit students.

Thanks to involvement with varied university-wide activities over her years of service, her scope of interests widened. Skrabut served on the campus community committee of the 10,000 Reasons comprehensive campaign and, through that process, she became familiar with unrestricted donations benefitting the university in ways that she said were “intriguing to me.”

“All of this took me beyond the school of nursing and was enlightening,” she explains. “I came to understand the overall connections and that nursing was part of the bigger picture.” While undergraduate studies were her roots, she went on to become coordinator of the graduate nursing program in 2003. Nearing retirement, she was asked to serve on the Foundation Board. “I was motivated when it became apparent that the state’s contribution to the university—percentage-wise—was much lower than it was when I started in 1974,” Skrabut describes. “I saw how important it was for the university to pursue outside funding and so, joining the board was a no-brainer for me.”

She quickly realized that with unrestricted donations, the foundation, in collaboration with university administration, is able to direct money to where it is needed the most. For Skrabut, whose major donation was in the form of IRA funds transferred directly to the foundation, it’s all about trust.

To make an unrestricted donation, you need trust in the institutional decision making that money will be utilized responsibly and targeted toward projects and departments with the greatest need. “Everyone at Salem State,” she says, “is committed to the same thing: the students.”

Skrabut’s focus is the same as it was in 1974. “Several years ago I began to make my annual gift unrestricted as well.” For her, knowing that all departments—including nursing—potentially benefit from those unrestricted funds makes this form of giving particularly meaningful.

Katzman Gift Funds Innovation

Entrepreneurial Competition Inspires Creative Thinking

BY LAUREN CARR

Salem State University's distinctive commitment to entrepreneurship has continued to grow and evolve throughout the past year. In contrast to other peer colleges and universities, Salem State incorporates the values and principles of entrepreneurship into a wide range of liberal arts disciplines, majors and curricula.

The university's most recent endeavor included creating the Katzman Cup Competition, an initiative focused on fostering creativity, innovation and entrepreneurial spirit among faculty and their students. The Katzman Cup is funded by a generous gift from Elliot Katzman, a 1978 business administration graduate and venture capitalist, and his wife, Donna '78, a retired educator.

"Having grown up in the projects of Chelsea, I was fortunate to be able to attend Salem State," says Katzman. "I was the first in my family to attend college, and Salem provided great preparation, allowing me to compete with students who went to Ivy League schools. Entrepreneurial skills are so important for students to cultivate in their studies. Donna and I hope this gift will empower all students to think about how to lead creative, innovative careers that impact the world."

The theme of this year's competition was "creativity and innovation that changes your world." Applicants were limited to professors who led first-year seminar courses. Specifically, Katzman Cup candidates were asked to submit ideas for projects that introduce creativity through new concepts, business ventures or approaches to solving problems and offer innovation through new ideas or new ways of working, while impacting the quality of life and well-being of Salem State and the surrounding community. These projects were included in each faculty member's course.

Seven professors were awarded a Katzman Cup grant of \$500. Lisa Delissio, Amy Everitt, James Gubbins, Anne Noonan, Nancy Schultz, Sheila Shea, and Michele

Sweeney then formed these ideas: a campus-centric business serving the student population, a community project to inspire creativity and fundraising, a marketing video to draw advertising revenue for Salem State, and scientific research that fostered commercial agricultural potential.

Each faculty member had the opportunity to participate in the Katzman Cup Competition at the end of the semester. Nine teams, comprised of students from each professor's class, offered brief presentations of their ideas before a panel of judges. This year's winner was Amy Everitt, chair of Healthcare Studies, whose team designed, planned and delivered on a fundraising event to support the Northeast Animal Shelter. Despite having poor weather, the students recouped most of the grant money expended on the event, learned a lot and reflected on the experience and how it made them more likely to be creative and innovative in their fields.

The Katzman Cup reflects the Center for Entrepreneurship's core mission to develop entrepreneurship through awareness and education and to foster an environment that awakens and bolsters students' inner potential for business and nonprofit creation. The center itself has grown over the past few years, evolving from a business school-centric resource to a university-wide one. The revitalized center offers a rich variety of activities to all students, including undergraduate and graduate course offerings, internships and broad student-led programming coordinated through groups including two entrepreneurship clubs.

"Entrepreneurship takes on many forms and is spoken in many different languages," explains John McArdle, assistant professor of management and director of the Center for Entrepreneurship. "Whether students are majoring in education, English, theatre or music, we know they will benefit from having entrepreneurial skills in their careers including the ability to innovate and improvise. This generous gift from the Katzmans gives our students a unique, competitive advantage."

Alumni Events

ALUMNI WEEKEND 2017

Each summer Salem State University welcomes alumni and friends back to campus for Alumni Weekend. There is a full slate of events where alumni, friends and community members can reminisce, reconnect and celebrate with one another.



HOMECOMING AND FAMILY WEEKEND 2017

In October, current students, alumni, parents and community members gathered to celebrate their Viking Pride through a series of activities including sporting events, workshops and a tailgate celebration.



2017 SERIES



In May multi-award-winning singer/songwriter John Legend appeared on the Salem State Series stage. The discussion, moderated by news anchor Lisa Hughes, touched upon areas of social justice and recognized Legend as the inaugural recipient of the Salem Advocate for Social Justice award presented by The Salem Award Foundation for Human Rights and Social Justice.

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