



Table of Contents

News from the Provost	pg. 1-2
Internship and Job Fair Excites	pg. 2
Farewell to Kathryn Gowney	pg. 2-3
More Than a Service Trip	pg. 3-4
Study Abroad Programs By the Numbers	pg. 4
SNHU Growing at Elm Street	pg. 5
Holiday Cheer This Season	pg. 5

News from the Provost

And so begins the spring semester of AY16! This year is going by quickly, and I hope that all of you were able to enjoy some quality time with family and friends over the unseasonably warm holiday season. The Spring Opening Day session was very well attended, and the information shared by President LeBlanc was truly exciting. SNHU is such a major player in so many regional and national venues. We can all take great pride in the University we have become.

I want to share with you some the great work being done by our new Behavioral Intervention Team (BIT) made up of staff from Counseling/Wellness, Residence Life, Public Safety, Student Success, Academic Affairs, and Community Standards. A faculty member asked a very important question at Monday’s Opening Day session about security on campus, and I think that question is answered in some measure by the following information about BIT. The BIT meets every

Monday to review new cases. A case manager is assigned to each new case and that manager works to gather more information from advising, RD’s, coaches, and/or other office, and then brings that information back to the full group. The BIT then uses a national tool, the NaBITA Threat Assessment Tool, which has been identified as a best practice for assessing levels of aggression. This helps the group to decide what intervention is necessary to help the student get the help needed to decrease risk.

Since September 1, 2015, we have had 26 BIT reports. Three of the reports were concerning because of the risk for potential violence. The team, in conjunction with Public Safety, worked expeditiously on these three higher level BIT reports to ensure that the students and community were safe. One of the students was suspended and banned from campus and two of the ...continued pg. 2.

Continued from pg. 1...other students were also banned from campus pending a psychological and/or medical clearance. The other BIT reports were surrounding mental health, odd behavior, stalking, or difficulty in the classroom. Supports for these students were instituted which helped to resolve the concerns. When a student is banned from campus pending medical or psychological clearance, it allows students to receive treatment, to help resolve their problem, and to be able to return to the campus community and classroom.

In May 2016, SNHU will be hosting a NaBITA certification training where all SNHU BIT members will be receiving national certification. This will add to the quality of the work the BIT does. I hope this information helps to allay some of the (understandable) concerns that faculty might have; concerns that I think are shared by faculty all across the country. SNHU continues to be an incredibly safe campus with very few incidents of violence. I have every confidence that our

skilled and dedicated Public Safety team, as well as the members of the BIT, will do everything possible to ensure our record of safety continues.

Lastly, just a quick shout-out to my colleague Dr. Cate Kazin, CAO at CFA, who has been appointed to serve as a NEASC Commissioner. This appointment speaks volumes to me about the Commission's understanding that competency-based education is absolutely critical to the future of higher education. Cate is nationally recognized for her expertise in the area of CBE, not to mention utterly dedicated to student learning. NEASC is extremely fortunate to have her wisdom and counsel – as are we at SNHU. Congrats, Cate!

**Patricia A. Lynott**  
Executive Vice President and Provost

## Internship and Job Fair Excites

Submitted by: Career Development

Join us on Wednesday, February 17th, 2:00 – 5:00 p.m. in the Dining Center as we welcome over 90+ employers to learn more about the companies that partner with SNHU. Employers posted over 500 internships and 1,000 full-time entry level positions in SNHU Recruit this academic year! Employers are eager to recruit SNHU students, as many are recruiting now for May graduates and summer interns.

Employers provided positive feedback following the previous Internship Fair. Here are some comments from the employer survey on what they liked best about the fair:

"We loved that your students come well prepared and look very professional!"

"The students were so prepared and I was impressed with almost every single one of them."

The Career Development Center asks your support in spreading the word and encouraging your students to attend. Employers will be on

campus to talk about their programs and services, as well as recruit for internships and jobs. A sample list of participants includes: Binnie Media, Easter Seals, NH State Police, Londonderry School District, PC Connection, Target, Hay Creek Hotels, and Evo Rock and Fitness.

This event is open to all students and alumni. Professional dress is required. Students should be prepared to introduce themselves and bring several resumes to distribute.

To view a list of the employers attending or to receive more information on this event, please log into your SNHU Recruit account. A list of recommended employers by major will be posted in CareerEdge prior to the event.

Contact the Career Development Center with questions or to request a class visit to promote the event at [careerdevelopment@snhu.edu](mailto:careerdevelopment@snhu.edu) or 603-645-9793.



## Farewell to Kathryn Growney

Submitted by: Dan Martel

On Monday, December 7th 2015, Kathryn Growney worked her final day as Dean of the Shapiro Library at Southern New Hampshire University. Cathy Sullivan, the Office Manager of the Shapiro Library, and Ed Daniels, the Interim Dean & Off-Campus Services Librarian, have helped to truly emulate the immense impact Kathryn Growney has made during her 13 years at SNHU.

She has a strong educational foundation that she earned over years of schooling. Beginning at the University of Vermont, Growney graduated in 1993 with a Bachelors Degree in Anthropology. Not stopping there, Growney continued to pursue an education by attending Simmons College, where she graduated in 2002 with a Masters Degree in Library & Information Science. Continued pg. 3...



Continued from pg. 2...After working through multiple positions with Fenway Community Health, Roses & Gray LLP, and Harvard University, in 2002, Growney began her career at SNHU. Beginning as an Access Services Librarian/ Assistant Professor for the Shapiro Library, Growney worked for four years before shifting to the position of Interim co-Director/Associate Professor. After only another year, Growney was promoted to Dean of the Shapiro Library, where she remained for the final eight years of her career.

As Dean of the Shapiro Library, Growney made a huge impact. She worked to write, submit, and execute the plan for the \$500,000 National Leadership Grant from the Institute of Museum and Library Services. This was a major digitization project that allowed SNHU to set up and operate Academic Archives, which exist as the online institutional repository providing open, worldwide access to faculty and student research and materials related to the history of the University. Daniels said, "An ongoing accomplishment was Kathy's skills at annual budgeting for the library resources and materials to support a growing curriculum and student body."

Growney was also a member of the committee that oversaw the



development of numerous aspects of the Library Learning Commons and the building as a whole. She focused primarily on the needs and requirements for the library. She became the Dean of the first library in New Hampshire to own a 3D printer.

Kathryn Growney has worked diligently keeping up with the growth of the student body, to make the dreams and goals of SNHU a reality. During her tenure as Dean, SNHU has seen a meteoric growth in COCE from approximately 3,000 students to more than 72,000 students at the

time of her departure. All of these students using the online Shapiro Library resources each day. As a university, we wish you the best with everything your future holds and we are incredibly thankful for all that you have helped SNHU accomplish. Thank you Kathy Growney.

## More Than a Service Trip

Submitted by: Elizabeth Richards

In March 2004, the first Alternative Break trip left campus in vans bound for Harrisburg, PA. Eleven years later, our program has grown and evolved in many ways. This year we will send four trips with almost 50 students, to locations around the world for a week of immersive service around a particular social issue. While most people on campus are aware of the travel and service components of Alternative Break, few realize the amount of preparation these students engage in before they depart.

Students spend weeks exploring root causes of the social problems their service will address and will attempt to understand the political and cultural landscape they are entering. In this process, they are challenged to explore some big questions about privilege and power. The staff at the Center for Community Engaged Learning, which runs the Alternative Break program at SNHU, believes that using the Triangle of Quality Community Service model developed by Break Away (the national organization for alternative breaks) significantly increases the likelihood that the experience will be meaningful for

students. Ultimately, the goal of the program is to move students toward active citizenship, where community is a priority in their values and life choices. The model places equal emphasis on strong issue education, direct service, and critical reflection. Without the pre-trip education, a short-term service trip can reinforce negative stereotypes, exploit the community, and give a false sense of accomplishment.

Beginning in October, winter break trip-groups met weekly for an essential component of the Alternative Break experience. The group currently serving in Monte Cristi, Dominican Republic learned about the cycle of poverty and the power education has to break that cycle. They learned about the primary and secondary education system, why learning English is necessary if residents want to work in the tourism industry, and how non-profit organizations (like the one they're working with, Outreach360) are working to provide children options to "live a life of choice." Everything they read, discussed, and learned during this time better prepared them to serve.

The same is true for the group of students currently serving in Miami, Florida. The education and service focus of this trip is gender-based violence. Students spent the past semester learning about domestic violence and human trafficking in Florida. They attended a panel presentation of domestic violence survivors speaking about their experiences, screened the film *Sex + Money* (about prostitution and human trafficking in the United States), and learned the many reasons it can be difficult for women to escape these situations. The group was fortunate to have the support of Brooke Gilmore, Director of the Deborah Coffin Women's Center, to advise them and serve as one of the chaperones on the trip.

Two more groups will begin their Alternative Break experience when classes resume, so that they're ready for their trips over spring break. One group will focus on issues surrounding access to clean water in a small town in Nicaragua. Continued pg. 4...



Continued from pg. 3...They'll learn how one women-owned coffee bean co-op uses sustainable agriculture and permaculture techniques to grow their business and aid in community development. The other group will learn about the intersections of race and poverty in Cincinnati, Ohio. They'll spend their pre-trip meetings learning about the local, state, and federal policies that created the city as it is today—the fifth most segregated city in the United States.

If you want to know more about the Alternative Break program and the education provided for students to have a meaningful experience, please contact the Center for Community Engaged Learning at 603.314.7965



## Study Abroad Programs By the Numbers

Submitted by: Stefano Parenti

Abroad experiences are becoming a reality for more students at SNHU. It is hard to believe that 96 students will enjoy our programs this spring. In total, 61 for the semester program and 35 in the Faculty Led Programs (FLP). In addition, if we count the 25 students that just came back from the fall 2015 semester, we have over 120 students in the 2015–2016 academic year that have participated or will be participating in the “Global Component” of higher education.

These numbers are positive results of the university project that began three and a half years ago on the wings of our President and Provost. With their help, a strategic goal to build a new and innovative Study Abroad model was presented at the hope to obtaining numbers such as these. In addition, the involvement and support of many faculty and staff members are another fundamental reason for this positive work in progress.

Many Business students are attending our Curriculum Integration Experiential Learning Semester Programs in Florence at FUA, and it's good to see that most of them are Degree-in-Three students. In Florence, we are going to have the third edition of our FMM Faculty Led Program. We are happy that it has been possible to allow 21 students to attend. In Madrid, through Universidad Nebrija, 14

students will travel during spring break as a part of their course, Intercultural Communication FLP.

Eight Business Administration Honors students will attend in May a two-week FLP in Viña del Mar in Chile, in collaboration with the Universidad Viña del Mar. The program intends to immerse and educate students on what global management means in the Latin American context. Students will be able to put into practice what they are learning from the classroom.

In future collaboration with our partners, our wish is to be able to continue implementing these three FLPs by making them a complementary part of the curriculum.

There are new advances in our semester abroad program as well. Three of our University Honors Program students will be attending this spring a pilot and customized program at AUR in Rome. Students will attend two structured “Connective Culture Activities” as part of the program. We started to talk and share the idea of studying abroad with these students and their families since November 2014, just two months after they enrolled at SNHU as freshman. With this, we tried to provide them with a whole educational experience beyond just an application process.

But – and there is always a “but” even in the best stories – the increase of international instability is probably discouraging for prospective fall 2016 study abroad applicants. Maybe, we can change this trend through additional involvement and support from all faculty and staff. We can discuss with our students about what is going on in the world, including here in the United States, and why it's still important to study abroad. It's in the interest of everybody, I would say an educational project, not to give into the fear, the strategy of terror, and have our future be in small “boxes” where we feel safe and comfortable.

Also, it would be great to start more deeply proposing our study abroad programs at the Admission stage and implementing the current model with a pre-departure class, etc. However, this is another story that we hope we can write soon.

Happy New Year and safe travels to all of our students!





## SNHU Growing at Elm Street

Submitted by: Alicia Frazier

Construction trucks, blue prints, and emails from Gregg Mazzola, this is how many faculty, staff, and students stay updated on the expansion of SNHU on campus. What some may not know as well, the growth on campus parallels the growth taking place at Elm Street. According to Lisa Jennings, Director of the Office of the President, Dorthe McSweeney, Administrative Manager for College for America, and Michelle Weise, Executive Director of the Sandbox CollABorative, the past few years have been made of growth and excitement, and things don't seem to be slowing down.

Located in the Brady Sullivan building on Elm Street, just a few minutes away from campus, SNHU occupies three of the five floors. About four years ago, College for America (CFA) was the first SNHU group to move to Elm Street, consisting of about 55 people. Now, CFA operates from the entire first floor of the building and have about 90 full time staff.

With space becoming an issue for many offices at SNHU, relocating and restructuring has been a must. If we take an elevator up to the forth floor, we see this growth again. Half of this floor houses Information Technology Solutions (ITS) and the other half houses the Finance Department.

Travel another floor up to the fifth floor, we find the newest construction at Elm Street. On this floor is the Human Resources Department, Compliance and Legal, and two new offices currently

under construction. The first is the new Presidential Suite. Within the past two years, the President's team has grown from three people to 15. Also currently under construction is the new innovation lab, named the Sandbox CollABorative. Wise said, "The lab is intended to serve as a resource for research and development, data analytics and data modeling, iterative testing, and project management. We will help facilitate gatherings, guest speakers, ideation workshops, scrum sessions, and professional development seminars. We also hope that faculty will bring students in to use the space for certain creative projects". Construction is set to be done this February for both, and moving will take place shortly after.

Although a majority of the SNHU administration is located on Elm Street, they still have smaller groups located on campus and in the Millyard for access. In addition, President LeBlanc will have offices at all three locations (Campus, Elm Street, and the Millyard), and hopes to split his time evenly between each. It is important to him to not loose the close connection with students.

With more growth happening each day, SNHU is acquiring the second floor for more office space. About 65 more Financial Aid employees will be moving from campus to this space. With this floor, SNHU will be on every floor of the building, except the third. Even at the lower level, SNHU has parts of ITS and a fitness room for employees. This room is fitting, as in many ways, SNHU keep moving forward.

## Holiday Cheer This Season!



Dr. Lynott, the LeBlanc family, and the Telfer family, all celebrating the holiday season with smiles!



Assistant Professor in Culinary, Stefan Ryll, welcomed son, Marcus Ryll, on December 22nd. He weighed in at 7 lbs. 15 oz.!



Editor's Note: Last issue's article, Undergraduate Research and Conference Experience, was written by Megan Palmer and Brittany Haymen.