

THE

DISTANCE

BETWEEN

US

SEATTLE UNIVERSITY  
MAGAZINE



**UNITY + COMMUNITY**

With the country grappling with two pandemics—COVID-19 and racial injustice—Seattle U is facing both head on. For the safety and well-being of students, faculty and staff, the university shifted to largely remote instruction and has become a leader in online learning. An even greater challenge around racial justice and fighting systemic racism continues, with Seattle U leaders across campus standing in solidarity with protesters and in support of Black Lives Matter.



**JESUIT  
EDUCATION  
WAS MADE  
FOR THIS  
MOMENT**



Photo by Hallie MacPherson, '20



Photo courtesy of Mike Scaturro



Photos by Yosef Chaim Kalinko

VOLUME 44, ISSUE NUMBER 3, FALL 2020

# SEATTLE UNIVERSITY MAGAZINE

## EDITOR

Tina Potterf

## LEAD DESIGNER

Marissa Leitch

## SENIOR WRITER

Allison Nitch

## CONTRIBUTING WRITERS

Dean Forbes, Hallie MacPherson, '20, Natasha Martin, JD

## DESIGN TEAM

Terry Lundmark, '82, Anne Reinisch

## UNIVERSITY PHOTOGRAPHER

Yosef Chaim Kalinko

## DIRECTOR / STRATEGIC COMMUNICATIONS & ENGAGEMENT

Kristen Kirst

## VICE PRESIDENT / UNIVERSITY AFFAIRS

Scott McClellan

## PRESIDENT / SEATTLE UNIVERSITY

Stephen Sundborg, S.J.

Check out current and past issues of the magazine, web exclusives and more at [The Newsroom](#).

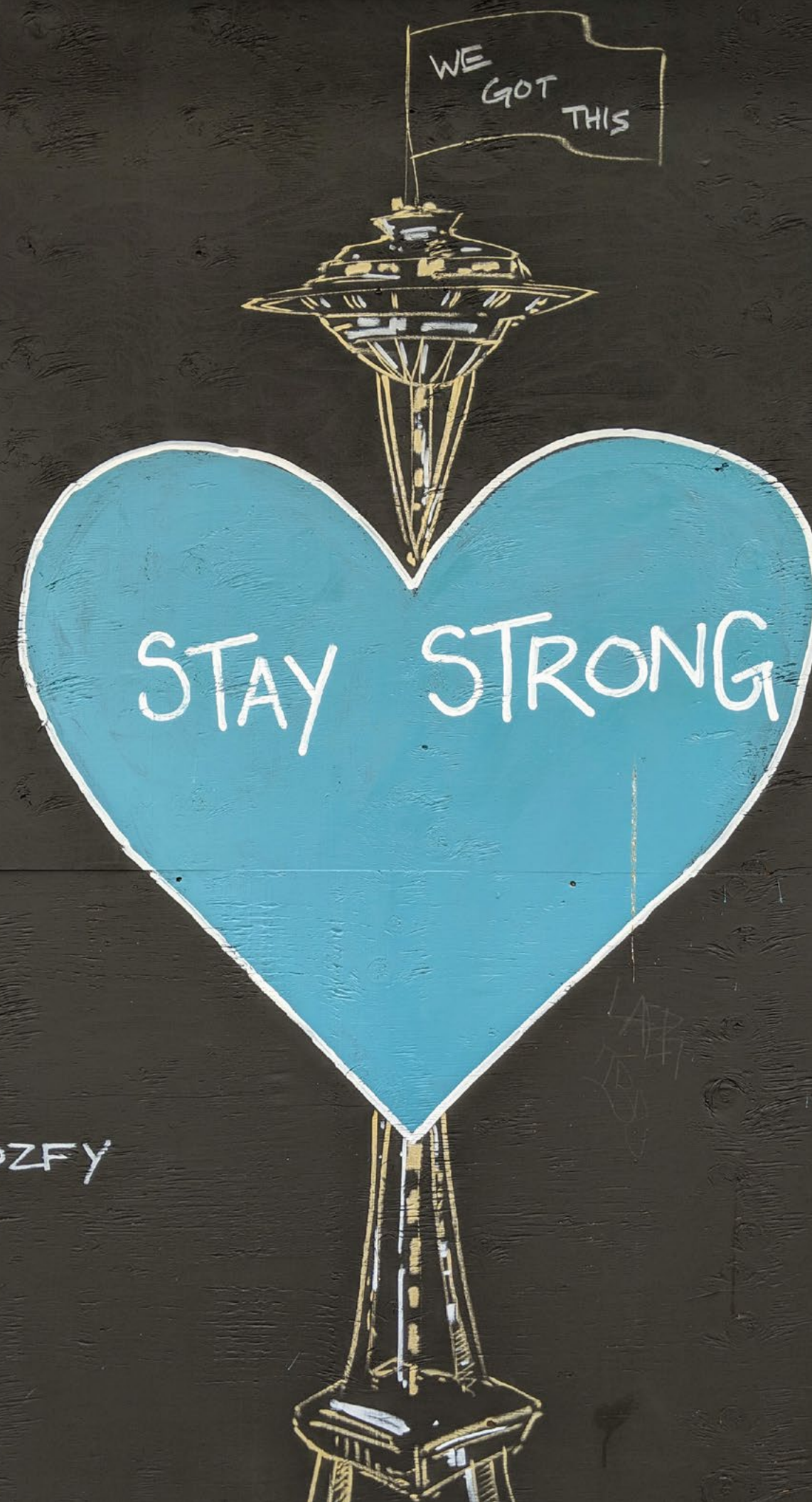
Learn more about Marketing Communications [here](#).

Seattle University Magazine (ISSN: 1550-1523) is published in fall, winter and spring by Marketing Communications, Seattle University, 901 12th Avenue, PO Box 222000, Seattle, WA 98122-1090. Periodical postage paid at Seattle, Wash. Distributed without charge to alumni and friends of Seattle University. USPS 487-780. Comments and questions about Seattle University Magazine may be addressed to the editor at 206-296-6111; the address below; fax: 206-296-6137; or e-mail: [tinap@seattleu.edu](mailto:tinap@seattleu.edu). Postmaster: Send address changes to Seattle University Magazine, Marketing Communications, Seattle University, 901 12th Avenue, PO Box 222000, Seattle, WA 98122-1090. Check out the magazine online at [www.seattleu.edu/newsroom/](http://www.seattleu.edu/newsroom/).

Seattle University does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, political ideology or status as a Vietnam-era or special disabled veteran in the administration of any of its education policies, admission policies, scholarship and loan programs, athletics, and other school-administered policies and programs, or in its employment-related policies and practices. All university policies, practices and procedures are administered in a manner consistent with Seattle University's Catholic and Jesuit identity and character. Inquiries relating to these policies may be referred to the University's Assistant Vice President for Institutional Equity, Andrea Herrera Katahira at 206-220-8515, [katahira@seattleu.edu](mailto:katahira@seattleu.edu).

@DOZFY

[@DOZFY](#)



## TABLE OF CONTENTS

02 DID YOU KNOW

04 ON CAMPUS

10 FACULTY SPOTLIGHT

# 12

**THE WAY FORWARD:  
AFFIRMATION + ALLYSHIP + ACTION**

16 THE CAMPAIGN FOR THE  
UNCOMMON GOOD

# 18

**THE NEW NORMAL: COVID-19 STORIES**

36 ATHLETICS

37 IN MEMORIAM

38 THE LAST WORD

ON THE COVER: The typography features Bayard, a sans-serif typeface inspired by signs from the 1963 March on Washington for Jobs and Freedom.

It's named for **Bayard Rustin**, an organizer of that historic march who was a close advisor to Martin Luther King, Jr., and an influential and leading force behind many of the social movements of the time, particularly around civil rights and gay rights.

Typeface design by [Tré Seals](#)

# DID YOU KNOW

## SUSTAINABILITY NEWS ROUNDUP



### SU is #1 in State for RecycleMania

For the fourth consecutive year, Seattle University participated in [RecycleMania](#), an eight-week long competition that promotes waste reduction on campuses across the U.S. and Canada. SU placed #6 overall out of 145 schools for waste diversion and #1 in Washington state. Led by the efforts of Nathaniel Wolk, recycling coordinator and compost technician, SU's final diversion

rate of 69.5 percent was a big improvement over last year's performance of 56.4 percent and another step toward an overall goal of 90 percent waste diversion by 2025.

### Climate Action: Ahead of Pace in Reduction of Greenhouse Emissions

As a signatory to the American College and University Presidents' Climate Commitment, Seattle University adopted a Climate Action Plan and set a greenhouse gas emissions reduction goal of 12 percent by this year and 51 percent by 2035. In fiscal year 2019, SU's greenhouse gas emissions totaled 15,650 metric tons, which is a 16 percent

reduction since 2009. The reduction can be attributed to investments in new campus infrastructure and decreases in air travel, single-occupant vehicle commuting, solid waste production and natural gas consumption.

### GREEN SCHOOL

Seattle U is the only college in the Northwest to earn a spot in the Princeton Review's 2021 Green Honor Roll of Top 30 colleges in the U.S.

*Learn more about Seattle U's sustainability efforts.*

project for six selected senior students who intend to pursue careers in neurology.

"This is a wonderful opportunity for Seattle University students to experience an immersion learning experience with a faculty member who has a growing body of scholarship in care of persons experiencing neurological challenges," says Dean Kristen Swanson, RN, PhD, FAAN.

**In other news:** Sin and Alise Owens, DNP, ARNP, FNP, clinical assistant professor at the College of Nursing, have been accepted to the distinguished Edmond J. Safra Visiting Nurse Faculty Program at the Parkinson's Foundation. The highly prestigious 40-hour accredited "train the trainer" Nurse Faculty Program improves Parkinson's disease nursing care by training faculty leaders across the U.S. to educate nursing students.

### NURSING PROFESSOR RECEIVES PARKINSON'S FOUNDATION AWARD

The [Parkinson's Foundation](#) has awarded the third Parkinson's Foundation Nurse Faculty Award to three nurses, including Mo-Kyung Sin, PhD, RN, an associate professor of nursing at Seattle University.

Each recipient will receive nearly \$10,000 in grant funding from the foundation to launch individual projects to help make life better for people with Parkinson's disease (PD) in their local community.

Sin will evaluate the effectiveness of a PD nursing student ambassador program on students' knowledge of and competence with PD care. The program includes education on such care and case studies for junior students, a one-day intensive education program on PD and a group

(L-R) College of Nursing Associate Professor Mo-Kyung Sin, PhD, RN, and Clinical Assistant Professor Alise Owens, DNP, ARNP, FNP



### M.J. MURDOCK CHARITABLE TRUST AWARDS GRANTS FOR SCIENTIFIC RESEARCH

Seattle University received \$120,000 for two research projects—one that will help improve maternal and child health and another that will increase understanding of beneficial insects in urban gardens.

"We are grateful for outstanding institutions of higher education, like Seattle University, that are helping lead this potentially life-changing work through their research, while simultaneously educating the next generation of scientists," said Dr.

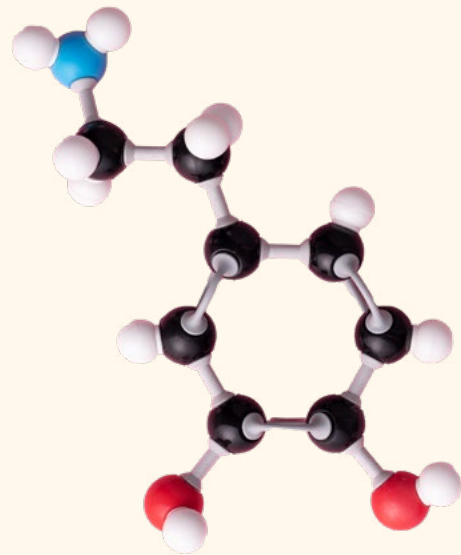
Moses Lee, senior program director for scientific research and enrichment programs with the [Murdock Trust](#).

**One grant will help** Heidi Liere, PhD, assistant professor of environmental studies, and her students study beneficial insects in Seattle's urban community gardens, including residential gardens and yards. They are working to understand whether the quantity, quality and connectivity of green spaces nearby, such as urban parks and forests, affect insects in the gardens, especially insects like pollinators and those that provide natural pest control by eating aphids, caterpillars, white flies and more.



**The second grant supports** Christopher Whidbey, PhD, assistant professor of chemistry, and his work with students to study the microbiome, which

are the microorganisms that live on and in the human body and contribute to human health. This project focuses on studying the vaginal microbiome because it's associated with improved maternal and child health. If Whidbey and his students can identify how good bacteria help to lower the risk of preterm birth and infection, they may be able to recommend the kinds of probiotics that best support the health of mothers and infants.



**▲ DOPAMINE CHEMICAL FORMULA**  
Dopamine is a neurotransmitter, one of those chemicals that is responsible for transmitting signals between the nerve cells (neurons) of the brain... Some, in a part of the brain called the substantia nigra, are the cells that die during Parkinson's disease.

Source: Medical journals ([www.iomcworld.org](http://www.iomcworld.org))

## 3.585 GPA

STUDENT ATHLETE  
CUMULATIVE GRADE  
POINT AVERAGE

111  
**REDHAWKS**  
ON THE PRESIDENT'S LIST

### STUDENT ATHLETES SCORE IN ACADEMICS

Student athletes were unable to show success on the field during spring quarter due to the COVID-19 pandemic and the cessation of sports events, however, they found academic success by racking up a cumulative grade point average of 3.585. The showing caps a tremendous academic year for these student athletes, who worked through the pandemic to achieve some of the best academic marks in program history.

For the quarter, 221 student athletes earned a GPA of 3.5 or higher, claiming Dean's List honors. There were 111 Redhawks who made the President's List for GPAs of 3.9 or better, including 73 with a 4.0 GPA for the term. Overall, 68.8 percent of SU student athletes notched at least a 3.5.

Learn more at [GoSeattleU.com](http://GoSeattleU.com).

# AN ENTREPRENEURIAL IDEA THAT STICKS



Meet this year's winner of the annual Business Plan Competition

By Tina Potterf



"Our mission is to revolutionize the produce industry while enhancing the lifestyle of the world together," she says.

*"Nature's Label is ... an easy-to-use compostable alternative. Now, eating healthy will mean living healthy in a less-polluted world." —Arya Mathew, '22*

Clearly, Mathew and the team had a winner in Nature's Label, which took top honors at the annual Harriet Stephenson Business Plan Competition. As grand prize winners Mathew and co-business owners and UW students Sophie Ye, Alyssa Mell,

Siddhant Jain and Khoi Ha received \$10,000 from the Herb Jones Foundation. Due to the COVID-19 pandemic, this was the first time the competition was held virtually.

"We were in shock," recalls Mathew, of hearing Nature's Plan was this year's winner. "It took us a few minutes to register it because we are all just undergrad kids who had an idea, competing with adults who had legit businesses. But it honestly was a great experience to have taken part in this competition and win."

With the win came invaluable feedback on the product and business plan, plus funding that will help jump-start product development for the startup. The team was also paired with a coach who provided knowledge and resources that included a connection with someone at PCC Community Markets.

"Our company progressed so much during this competition and we are very grateful for everything that we learned by participating in it," Mathew says. "The grand prize allows us to have the extra bit of money to jump-start the product development and

potentially establish the company."

Amelia Marckworth, MNPL, interim director of the Innovation & Entrepreneurship Center at Albers, says Mathew is the youngest grand prize winner, made all the more noteworthy as she and her team went up against mid-career MBAs and alumni launching businesses.

"The Nature's Label team came out ahead because they never stopped refining their business plan and even made some key changes to the business model after working with our expert coaches just weeks before the finals," Marckworth says. "They worked closely with their team coach, a local bioengineer and impact investor, for several months to perfect their product and business plan. Arya and her team exemplify the entrepreneurial spirit and show that anyone with an idea and some determination can succeed."

Mathew says she was drawn to Seattle U because of its mission and the values it imparts on students. Though she is a few years away from graduating from the College of Science and Engineering, future plans may include working as a developer for a startup or starting her own tech company with a community outreach focus.

"I would like to give recognition to my teammates Sophie, Alyssa, Siddhant and Khoi and our mentor Kathryn Gardow," Mathew says. "This wasn't an individual win—we won as a team and we wouldn't have been able to win if it weren't for everyone's collaboration and dedication. I honestly couldn't have asked for a better team."

It was a business idea started with a bite of an apple.

About a year ago Arya Mathew, '22, was with a friend who accidentally, while eating an apple, swallowed the PLU sticker common on fresh fruits and vegetables. Concerned about what was in the ingested label and if it was harmful, Mathew began researching exactly what goes into one of those little adhesive markers.

"We found out that it wasn't poisonous to us, but it is harming the environment," she says. "And the problem is that PLU stickers are so small that no one thinks of them as problems to the environment but if you just take the stickers found on avocados, oranges and bananas sold in the U.S. each year, you could wrap the world 1.6 times in plastic, a kilometer wide."

Mathew, a computer science major from Sammamish, Wash., teamed up with friends from the University of Washington and their company Nature's Label was born. Nature's Label replaces plastic PLU stickers with an eco-friendly sticker that is biodegradable, reducing plastic and energy waste while being cost-effective, says Mathew.

## FUTURE LEADERS IN AI

### COVID-19 shifts Seattle U & AI4ALL conference online

By Dean Forbes

For two weeks in mid-July, 70 high school students from the Northwest and beyond took part in a virtual program sponsored by Seattle University and AI4ALL to learn about artificial intelligence and machine learning. In a virtual classroom-like setting, participants used data from the Seattle Police Department to help SPD identify potential bias crimes in the details of police reports.

This project provided SPD's Bias Crimes detective with near real-time analytics to help identify emergent, concerning patterns that may be fruitful for proactive intervention. The project's data-forward approach seeks to streamline the analyzing and identifying of bias incidents, giving investigators more time to investigate crimes, rather than wrangling spreadsheets.

Seattle U is one of 16 colleges and universities nationwide that are partners with AI4All, a U.S.-based nonprofit dedicated to increasing diversity and inclusion in AI education, research, development and policy. Its emphasis is on reaching students from communities that are underrepresented in higher education and encouraging them, through their partnerships, to pursue AI and related fields in college.

According to Loren T. Atherley, director of Performance Analytics & Research and senior research scientist at the SPD, the project is focused on making the

process of investigating crimes with a bias motivation more efficient, reliable and consistent. This area of "operationalized analytics" is conventionally referred to as Intelligent Decision Support and in this case is based in machine learning and natural language processing.

For example, the natural language processing classifier that the police department uses now to identify use of force incidents in its reports is being adapted by Seattle U instructor Eric Lloyd, a data scientist in the Albers School of Business and Economics, to identify potential bias crimes.

To comply with confidentiality rules, students used mathematical data based on the contents of the police reports to help identify whether bias crimes were committed.

Eva Sedgwick, JD, LLM, associate professor of business law and director of [University Summer Programs](#), says the Seattle U AI4ALL program was a "perfect example of excellence in Jesuit education, tackling the incredibly complex challenge of racism at this precise moment of history within a rigorous and holistic STEM curriculum."

The curriculum was especially impactful because it integrated multiple academic specialties and emphasized the intersection of race, human rights and technology. Students met in small groups and had real-time interactions with faculty and their undergraduate mentors. A mindfulness component was included at the beginning of each day to center everyone for the day's work. Faculty led the students in guided meditations and gratitude practices.

The students commented favorably about how the Seattle University team cared for and attended to each participant. "They felt safe, seen and heard, particularly in the small group breakout sessions during class and with their SU mentors," says Sedgwick.

## ENGAGE YOUR MIND

### Virtual course focuses on intersection of city & justice



Photo by Yosef Chaim Kalinko

Over the summer, Seattle U offered an opportunity to engage with others—via a virtual platform—while exploring some of the biggest issues facing Seattle and the nation at this time in our history.

The free, two-unit course—UCOR 1910: Engaging Seattle: Pursuing a Just and Humane World—was led by faculty from multiple colleges and programs across campus, including Arts Leadership, Communication, Management, Photography and the Center for Community Engagement. The virtual course, for incoming first-year students, was taught via Zoom, Aug. 3-26.

The course provided a unique and provocative exploration of Seattle's many contradictions on areas around technology, the environment, housing and employment, health, education and food security. For example, students looked deeper at the \$15 minimum wage movement that originated in Seattle, a city that is known for a high-cost of living amid gentrification and growing housing instability. In health care, the discussions explored how the city has been widely heralded for an aggressive response to COVID-19, yet there is a disparity in access to care, particularly among the most vulnerable populations. And while the city is a leader in environmentalism, being among the worst traffic areas in the country means increases in carbon emissions and greater pollution.

The course examined the progressive and innovative ways Seattle has tackled these social and justice-focused challenges, with insights from current students engaged with local nonprofit organizations, businesses and schools. Class participants learned ways to get more involved in their own communities around these issues. The virtual classroom discussions were supported by Seattle U student peer mentors.

#### LEARNING OBJECTIVES

##### At the completion of the course each student was to:

- Describe key opportunities and challenges in the greater Seattle area.
- Identify and use academic principles to explain one or more of the tensions or issues confronting Seattle.
- Reflect on how the issues facing Seattle are similar to and different from issues facing their own home communities (for students from outside Seattle).
- Identify ways to incorporate community-based experiences into their Seattle University educational journey.

# A MILESTONE IN DIVESTMENT EFFORT

Seattle U ahead of schedule to divest

By Dean Forbes

Seattle University has reached its halfway point nine months ahead of schedule to divest its endowment portfolio of companies owning fossil fuel reserves by 50 percent.

When the university's Board of Trustees [voted](#) in September 2018 to divest the \$230 million endowment of fossil fuels investments, it set a goal of Dec. 31, 2020, to achieve a 50 percent reduction in the exposure to companies owning fossil fuel reserves in the marketable portion of the endowment portfolio. The goal was met at the end of March, according to a report from Cambridge Associates, the university's outsourced chief investment officer.

**The goal for full divestiture is June 30, 2023. Seattle U was the first Jesuit university in the country to commit to full divestment.**

"Seattle University is a leading institution for sustainability," says Bob Blais, chair of the university's Board of Trustees Investment Committee. "Divestment is an important part of the university's comprehensive commitment to society and a priority for students, faculty and staff. The Investment Committee is pleased to advise

that divesting the university's endowment from fossil fuels is well ahead of schedule."

"The decision to divest is like the decision to implement social distancing in response to the COVID-19 crisis. Both are values-driven responses to a global challenge whose magnitude we understand through science," says Wes Lauer, PhD, associate professor and director of environmental science, civil and environmental engineering and faculty representative to the university task force that recommended divestment to the board.

"We divested because science tells us that the growth in fossil fuels use envisioned by the financial markets is harmful and, as a mission-driven institution, we collectively decided that this knowledge must lead to action," says Lauer. "Divestment from fossil fuel was a tangible and meaningful way to act."

Says Robert Dahlin, '21, a finance major and the undergraduate student representative, "I think that the SRI (Socially Responsible Investment) working group has been doing great work, especially with the current pandemic." Dahlin added that he supports and appreciates the university's

commitment to improving the environment.

The board's decision to move to an investment model called "outsourced chief investment officer" is a key reason the 50 percent reduction goal was met ahead of schedule. Investment advisors at Cambridge Associates manage the portfolio within a framework established by the board and have the authority to make decisions on an on-going basis.

The decision to divest is but one part of what the university is doing in support of a more sustainable, just and humane world. Seattle U has numerous [sustainability initiatives](#), including substantial reductions in greenhouse gas emissions and integrates [environmental justice programming](#) in the curriculum. In 2019, the university was ranked second in the nation for integrating sustainability into academic programming by the Association for the Advancement of Sustainability in Higher Education (AASHE).

**REDHAWK**  
LANDING

# A GREAT PLACE TO LAND

New career mentorship platform connects students and alumni

By Tina Potterf



Career mentorship can be pivotal for students looking to apply their classroom lessons to real-life scenarios as interns or graduates ready to jump-start their professional lives.

The Redhawk Landing (RHL) is a new mentorship tool offered to Seattle University students and alumni, one that nurtures transformative connections.

Here's how it works: Alumni serve as mentors for students and other alumni or they can utilize the site to find mentors of their own. Redhawk Landing provides outreach to alumni in a city or industry of interest, as well as ways for participants to join affinity groups or browse career resources and programs.

Redhawk Landing is a collaboration of the Career Engagement Office and Office of Alumni Engagement, with representation from the Albers Placement Center, Center for Student Involvement, University Advancement and Athletics.

"Redhawk Landing provides an amazing virtual space for students and alumni to

connect with each other in a dynamic community," says Hilary Flanagan, executive director of the Career Engagement Office. "Students and alumni will be able to tap into the power of the Redhawk network for informal and micro-mentorship, as well as sustained or more structured mentoring relationships. ... The Redhawk Landing platform will also add an exciting interactive dimension to belonging at Seattle U."

With RHL, both mentors and mentees indicate the type of mentoring relationship they are interested in—from a short phone call to a longer-term engagement—and their specific areas of interest to advance their professional journey. Mentees gain professional development, specific advice for their needs and a new perspective. Engaging on Redhawk Landing can be as easy as connecting over coffee, answering a few questions over email or video chatting. Alumni mentors choose their commitment level and preferred way to engage. "The connections I've built with fellow SU alumni have been pretty strong," says Scott Newton, '16. "And so, to me, this is

another way to be able to have that type of connection with people who have had the same type of Jesuit education as I have."

With the Class of 2020 entering the workforce, it is the perfect time for mentors to help them find a professional pathway and accelerate their career trajectory—all the more important considering the challenges presented by a global pandemic.

"We welcome all of our alumni to consider sharing their experiences and insights with our students—the beauty of Redhawk Landing is that you can opt into a wide variety of ways to engage with current students and other alumni," says Flanagan. "Beyond the one-on-one opportunities for interaction, there are also community spaces for identities and other interests."

Check out [Redhawk Landing](#).

The [Office of Alumni Engagement](#) contributed to this story.

# FACULTY NEWS & NOTES

## ALBERS SCHOOL OF BUSINESS & ECONOMICS

Albers faculty **David Adut**, **Marinilka Kimbro** and **Rubina Mahsud** have two articles accepted for publication in the *Journal of Management for Global Sustainability*: “Walking the Talk? Jesuit Universities and Fossil Fuel Investments” and “Walking the Talk? An Examination of Jesuit Universities’ Investments in Fossil Fuel Firms.”

Associate Professor of Finance **Katya Emm** has been appointed the Robert B. O’Brien Endowed Chair in Business for 2020-22. Emm has been a member Albers since 2004 and teaches courses in corporate finance, investments and financial institutions. Her research spans corporate finance and risk management and has been published in such outlets as the *Journal of Futures Markets*, the *Journal of Commodity Markets* and the *Journal of Investing*.

An article by Assistant Professor of Management **Misuk Lee**, “A Machine Learning Approach to Improving Forecasting Accuracy of Hotel Demand: A Comparative Analysis of Neural Networks and Traditional Models,” co-authored with MSBA students Xinpan Mu and Yiqiao Zhang, has been accepted for publication in *Issues in Information Systems*.

## TENURE & PROMOTIONS

### ALBERS

### COLLEGE OF ARTS AND SCIENCES

### SCHOOL OF LAW

### COLLEGE OF SCIENCE AND ENGINEERING

### COLLEGE OF EDUCATION

Provost Shane P. Martin announced the following faculty tenure and promotions for 2020-21:

#### Promoted to Professor:

- Marc Cohen
- Mathew Isaac

- Sven Arvidson
- Kathleen Cook
- Tanya Hayes
- Matthew Hickman
- Sarah Shultz
- Charles Tung
- Woo-Joong (Andy) Kim

- Deborah Ahrens
- Tom Antkowiak
- Charlotte Garden

#### Tenured and Promoted to Associate Professor:

- Eunice Rhee
- Gabriel Saucedo

- Onur Bakiner
- Serena Cosgrove
- Michael Jaycox
- Claire LeBeau

- Thai-Huy Nguyen

- Shiny Abraham
- Katherine Frato
- Joshua Hamel
- Stephen Luckey

The paper, “We Are Here to Assist All Individuals Who Need Hospice Services’: Hospices’ Perspectives on Improving Access and Inclusion for Racial/Ethnic Minorities,” by Assistant Professor of Economics **Erin Vernon** and co-authored with M. Courtney Hughes (Northern Illinois University), has been accepted for publication in *Gerontology and Geriatric Medicine*.

## COLLEGE OF ARTS AND SCIENCES

**Charles Tung**, associate professor English, was invited to lead a discussion in the Mellon Graduate Research Seminar, “Quanta, Psyche, Cell: Epistemologies of Temporality and Presence” at the Humanities Research Center at Rice University. His presentation, “Zero Hour: Clocks and the Ongoing Ends of Modernity,” focused on big clocks, clockpunk anachronism and critiques of settler imaginaries of the end of civilization.

## COLLEGE OF SCIENCE AND ENGINEERING

Mathematics Professor **Allison Henrich, PhD**, is the recipient of the Paul R. Halmos-Lester R. Ford Award. This national honor recognizes articles of expository excellence published in *The American Mathematical Monthly*. Henrich is recognized for her article published with Colin Adams, Kate Kearney and Nicholas Scoville, titled “Knots Related by Knotoids.”

### SEND US YOUR ACHIEVEMENTS

A new paper published? A big speaking engagement? Faculty and staff, share your news for publication in a future issue of *Seattle University Magazine*. Send your announcements to [tinap@seattleu.edu](mailto:tinap@seattleu.edu).



Photo by Yosef Chaim Kalinko

## ADVANCING OPPORTUNITIES IN HIGHER ED

By Allison Nitch

As a sociology professor at Seattle University for more than 20 years, Jodi O’Brien, PhD, specializes in social psychology, religion and sexuality. Beyond the classroom, she’s spearheading a revolutionary research program as principal investigator of a nearly \$3 million grant from the [National Science Foundation \(NSF\)](#). The grant, now in its fourth year of a five-year program, is known as SU ADVANCE “Institutional Transformation”: *What Counts as Success? Recognizing and Rewarding Women Faculty’s Differential Contribution in a Comprehensive Liberal Arts University*.

Through the university-wide grant, the goal is to advance women and minoritized faculty in higher education. SU ADVANCE is evidence-based, consisting of focus groups and in-depth interviews with nearly 80 faculty members. The original steering group began in 2016 with seven faculty members, which today has expanded to more than 20.

“In earlier decades, women—and certainly men—of color and LGBTQ individuals were denied access to faculty jobs,” says O’Brien. “Simply by being who they were, it was difficult to get such positions.”

One of the biggest barriers women and minoritized groups now face is “often the work they want to do—such as community-based efforts—is not seen as valuable. It’s a barrier because it means you have to somehow change yourself and your passions and most importantly, your expertise, to fit the institution.”

Despite the success of higher education fostering more diversity among faculty, O’Brien says “what hasn’t happened is that institutional policies, practices and orientations haven’t truly changed.”

“As we continue to hire more diverse faculty, we need to also keep pace with transforming our institutional systems so they make the best use of the talents, contributions and expertise of those faculty.”

—JODI O’BRIEN, SOCIOLOGY PROFESSOR

“As we continue to hire more diverse faculty,” O’Brien continues, “we need to also keep pace with transforming our institutional systems so they make the best use of the talents, contributions

and expertise of those faculty”—a point O’Brien is highly passionate about and considers the way forward.

This year, the intent is to establish both “new processes for promoting faculty for mission-oriented activities and training our faculty leaders (deans, department chairs and evaluation committees) to participate in holistic faculty formation, which is very different than simply evaluating faculty performance,” O’Brien states.

O’Brien sees the grant as an exciting opportunity to apply strategic and intentional thought to revision practices that represent “the potential vibrancy of the faculty and subsequently the students” and hopes to eventually apply the results across the Association of Jesuit Colleges and Universities (AJCU). O’Brien smiles and acknowledges, “it’s ambitious!”

Collaborating alongside O’Brien is Co-Principal Investigator Jean Jacoby, PhD, associate dean and Project Center director at the College of Science and Engineering.

“One of Jodi’s many strengths is her ability to forge partnerships and engage faculty from across campus in SU ADVANCE, which has resulted in a cohesive, enthusiastic team working toward a shared goal,” says Jacoby. “Her leadership exemplifies her deep commitment to the university’s mission and values. In working closely with her during the past five years, my appreciation of Jodi as a distinguished social science scholar and a strong, reliable project leader has only grown.”



# THE WAY FORWARD:

AFFIRMATION + ALLYSHIP + ACTION



Over the last several months, we have been a nation and a campus in mourning and moving about to find our footing as we face unprecedented circumstances. The confluence of factors—specifically the health, economic and social challenges presented by COVID-19 and the killing of George Floyd—has led to a quiet desperation amid the nationwide outrage and calls for racial and social justice all while fighting a pandemic.

*By Natasha Martin, JD  
Vice President for Diversity and Inclusion*

As the U.S. processed the tragic killing of George Floyd at the hands of law enforcement, and on the heels of the deaths of Ahmaud Arbery and Breonna Taylor, so did our university community. We were present to the excruciating 8 minutes and 46 seconds that Floyd lay prone and defenseless as the officer persisted—our eyes glued to the video, our bodies gripped in shock, our ears taken by the sound of Floyd’s haunting last words. Floyd’s killing was a mirror reflecting to us with such stark clarity that this is who we are—the invisible hand of racism was no longer easily deniable through willful blindness.

Seattle University is committed to doing its part in eradicating systemic racism and racial injustice. As a university, we are a laboratory of learning and thus our greatest contribution is and must be to produce knowledge, advance discourse and provide a holistic toolkit of skills to the students we teach and nurture in becoming 21st century leaders for a society in need of creative and just solutions.

It is important to note this is not a new endeavor for Seattle University. Additionally, in the nearly three years that I have served as the university’s inaugural Vice President for Diversity and Inclusion, I have been intentional to co-create with campus partners avenues for collective learning and engagement, as well as to begin laying groundwork for pursuing strategic initiatives around bias prevention, faculty hiring and retention and professional development.

**(Learn more about these efforts in the 2019-2020 [Office of Diversity and Inclusion Annual Report.](#))**

Our work must be grounded in our Jesuit Catholic values and university mission focused on educating the whole person and professional formation with an orientation toward justice. With



clarity of purpose, we must create a culture of accountability through building our capacity to embed and infuse diversity, equity and inclusion throughout the institution—from admissions to alumni engagement and everything that exists in between.

We must build out professional development around unconscious bias, inclusive and equitable pedagogical practices and intergroup dialogue skills. Coordination will propel us forward in the necessary strategic work, to increase the diversity of the student body, faculty and staff and reimagine the curriculum, including integrating foundational education around the historical features of structural inequality into our Core Curriculum and across every discipline, for example. This is about our people, structures and networks of support.

*Illustration by Marissa Leitch  
Photo by Yosef Chaim Kalinko*



Alvin Sturdivant, EdD, vice president of Student Development, speaks at one of Seattle U's "Red Talks."

Photo by Hallie MacPherson

To this end we will deepen our engagement and prioritize some key initiatives to accelerate our efforts around inclusive excellence broadly and racial equity and anti-racist practice, specifically. Building our capacity to respond to our students' needs and integrating our efforts across the university will be vital to demonstrating our commitment, fostering accountability and ultimately transforming our campus. Anti-racist practice becomes a pathway for broader inclusion, not less.

Our desire for change requires deep personal work and the systematic solutions to address systemic impacts. It begins with listening, learning and taking seriously the structural forces that reproduce racial injustice, as well as understanding more deeply the lived experiences of Black and Brown students, faculty and staff on our campus. It also means investing time in ongoing productive dialogue across difference, growing intercultural intelligence and then applying those sensibilities to address the systemic barriers to belonging, achievement and full participation at Seattle University.

Dismantling systemic racism is a long-term endeavor. It will take us exercising muscles of discipline and determination to translate our good intentions into focused and strategic action to usher in change for broad scale impact. I am reminded of these words of

the late civil rights leader Congressman John Lewis, written by him shortly before he passed in July: "You must also study and learn the lessons of history because humanity has been involved in this soul-wrenching, existential struggle for a very long time." Accordingly, we must continue to engage in self-study and reflection and not merely for self-edification, but to honestly confront the world as it is, so that together we can create one that is more loving, more equitable and more just.

Natasha Martin, JD, is vice president of Diversity and Inclusion and associate professor at the School of Law. [Learn more about the Office of Diversity and Inclusion.](#)

[Read messages of support and in solidarity with Black Lives Matter and in the fight for racial justice from President Stephen Sundborg, S.J., Provost Shane P. Martin, Natasha Martin and others.](#)

## TIMELINE OF SU'S PURSUIT OF INCLUSIVE EXCELLENCE

FALL  
2013

Task Force on Diversity and Inclusive Excellence commissioned.

SPRING  
2015

Task Force delivers campus climate survey report and [summary](#).

FALL  
2015

Campuswide climate assessment conducted.

WINTER  
2016

Co-chairs delivered final report from Task Force on Diversity and Inclusive Excellence.

FALL  
2017

University establishes position of Vice President for Diversity and Inclusion/Chief Diversity Office (CDO).

FALL  
2018-19

Strategic Plan Development.

FALL  
2019

CDO Natasha Martin and the Office of Diversity and Inclusion become a critical dimension in the Academic Affairs Division.

WINTER  
2020

Official adoption of the [Strategic Directions, A Jesuit University of Distinction for a Time of Change](#). Included in these strategic plans is a commitment to "inclusive excellence across all operations and programs."

### LIFT SU:

#### Inclusive Excellence Action Plan for Racial Equity and Antiracism 2020-2021

1. Recruitment and retention of Black, Indigenous and People of Color (BIPOC).
2. Bias prevention and campus climate care.
3. Recruitment and retention of BIPOC faculty and staff.
4. Narrative through art and symbols.
5. Build capacity and invest in infrastructure.

[READ MORE ABOUT THE ACTION PLAN](#)



FEARLESSLY BUILDING A BETTER  
**FUTURE**  
→→ FOR ALL ←←

Gifts of all sizes to [The Campaign for the Uncommon Good](#) are igniting human potential and forming leaders of purpose and impact. Together, we are making positive differences for our mission, our university, our community and the world.

**CAMPAIGN PROGRESS REPORT**

Totals as of August 31, 2020

**\$268,418,414**  
TOTAL RAISED TO DATE\*  
*\*of \$275m goal*

  
**\$97,725,054**  
MISSION & PROGRAMS

  
**\$74,599,057**  
ACCESS TO EDUCATION

  
**\$96,094,303**  
CENTER FOR SCIENCE & INNOVATION

**87,219**  
Gifts to the campaign

**13,411**  
New donors since the start of the campaign

**241**  
New Legacy Society members/  
alumni Legacy Society members

**22,381**  
Campaign donors



**SEATTLE UNIVERSITY HOMECOMING GOES VIRTUAL**  
November 13-14, 2020 // Reconnect digitally with friends and classmates around the world.

OUR MOMENT FOR MISSION: **THE PRESIDENT'S CHALLENGE TO ALUMNI**

Ensure that students—now and in the future—have the same purpose-driven, passion-fueled education and experiences you did. In this final year of both The Campaign for the Uncommon Good and the presidency of Stephen Sundborg, S.J., help us do something that's never been done before: **connect 10,000 alumni to the university and our students.**



**Connect**

With alumni and students online or at events.



**Volunteer**

Support students and the university.



**Give**

Expand student access and opportunities.

Your involvement can inspire new generations of leaders to build a better future for all. Now is our moment. Connect, volunteer or give today.

Join us at [seattleu.edu/alumni/presidentschallenge](http://seattleu.edu/alumni/presidentschallenge).

STORIES OF UNCOMMON IMPACT



“What’s unique about this kind of education is the complete picture: soul, body and mind.”

—BRIDGET BREWER, '88

Bridget gained valuable real-world experience through the College of Science and Engineering’s Project Center that launched her to career leadership. Soon, future students will get to jump-start their careers in a new re-envisioned center.

READ MORE OF BRIDGET BREWER'S [STORY](#).



“Most of the things I have done in my life and career, I could have never imagined because many didn't exist before.”

—BRENDA CHRISTENSEN, '81

Brenda’s ingenuity and willingness to learn led her to a celebrated career in technology. Her commitment to empower future leaders spans across the Seattle University campus.

READ MORE OF BRENDA CHRISTENSEN'S [STORY](#).



“We’ve been blessed to come with nothing to this country... and have amazing opportunities. Now it's time to give back and make a difference for others.”

—EZRA TESHOME, '75, TRUSTEE

Yobi, '83, and Ezra, '75, dedicate time and capital to ensure more students have access to a Seattle U education.

READ MORE OF EZRA TESHOME'S [STORY](#).



## SEATTLE U LEADS THE WAY IN HIGHLY ENGAGED ONLINE LEARNING

By Allison Nitch

In late winter quarter, when cases of COVID-19 were growing across Washington state—one of the earliest hotbeds for the virus in the U.S.—Seattle University kicked into gear with the cessation of in-person teaching and the move to all remote instruction. As the pandemic worsened, expanding across the country and worldwide, online learning became the norm from late winter through spring and summer quarters. This fall, while there will be some in-person classes, the majority will be offered online again. In a few short months, Seattle U has proven to be an innovative example of the effectiveness and success of remote instruction.

Through its leading-edge **Center for Digital Learning and Innovation (CDLI)**, Seattle U’s online learning continues to uphold the high quality and deeply experiential learning

consistent with the Jesuit approach, which is rooted in a distinctive and impactful values-based education.

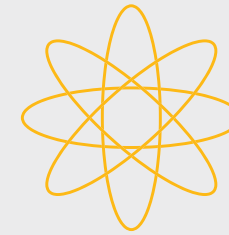
While some schools had to suddenly assemble an online format from scratch due to the pandemic, 250 Seattle U faculty members had already completed a six-month CDLI **course design program**. “We had the technologies in place and were able to scale up quickly due to our strong Information Technology Services (ITS) unit,” says CDLI Director Richard Fehrenbacher, PhD. “We had already been thinking these things through.”

Adds President Stephen Sundborg, S.J., “It starts with our great faculty, who are deeply committed to the development and success of each individual student and is made possible virtually through their creative and innovative ways of teaching and the technology support, training and resources provided by our leading-edge Center for Digital Learning and Innovation.”

When asked what it says about faculty and staff who were able to adapt so well to remote instruction, Fehrenbacher says, “First, it shows how dedicated they are to the students and the university’s mission. Second, it was truly a team effort—people across the university pulled together as one community and met this challenge, which was really inspiring to see.” He also expresses appreciation for staff and support services, such as ITS. “They were foundational in our ability to move online.”

Ultimately, Fehrenbacher sees the connection between what’s happening now for learning and how that translates into success in the long run.

“There’s a recognition that many of the skills students are learning in their virtual courses are also ones that slot really well into today’s digital workplace and that’s something that Jesuit education has always done,” he says. “It’s not like we think of online education as something alien to our mission or something that’s different—it’s just another way of meeting students where they are, which is a large part of the Jesuit philosophy of teaching.”



**1,180 COURSE SECTIONS MOVED ONLINE IN THREE WEEKS**



**66,700 PAGE VIEWS OF STUDENT ORIENTATION IN FIRST MONTH OF AVAILABILITY**



**37,000 ZOOM MEETINGS IN APRIL**

Data as of April 2020



READ MORE ABOUT SEATTLE U’S ONLINE INSTRUCTION AND THE CDLI’S WORK [HERE](#).



# Adapting to the Rhythms of Change

Hallie MacPherson, '20, shares what it's like to graduate and enter the workforce amid a pandemic.

Story & Photography By Hallie MacPherson, '20

These days feel rhythmic but I'm all out of sorts. Our world is under pressure and our society is hurting. If you are struggling with this COVID-19 pandemic, on the frontlines treating patients, working in your community or quarantining in your house to flatten the curve, doing our part can seem overwhelming and taxing.

I'm not here to dwell on my very privileged life or my emotions. Rather, I'm here to engage in the idea and to honor the *thing* that we are all feeling.



Like many students, I finished my last quarter of college ... online. I'm both relieved and glum that this is how I'm how I wrapped up my college career, but like all things, I try to see the positive, to see the opportunity in any situation.

I can tell you that I've never been this close to my family and "my people" before. My family now has twice-weekly check-ins that have been bonding us in new ways and our link is becoming stronger. The fact that we are becoming more close-knit during this *thing*, that is something to celebrate. It took a pandemic for us to implement something we should have started years ago. A couple of months ago I knew more about the people I followed on Instagram than what was happening in the lives of my cousins.

With all the time we've been spending at home and the mixed messages I am getting from every corner of the Internet, it seems as if I am not writing a book, working out every day or making my own bread I'm not



taking full advantage of this time. Yet, on the other hand, if it takes me a bit longer to get out of bed or I spend half the day watching my favorite show, I'm letting myself fall too far from engaging in "self-care" and it becomes "being lazy." The line between downtime, working and studying at home is non-existent. The days I do get up early to run and take a shower right off the bat are the ones I feel most proud of, but let me tell you, that's definitely not every day. Sometimes it's only once a week.

I'm starting to enjoy the quietness instead of running around campus and Seattle (for now). During the last couple of months, I have mastered a no-bake cookie recipe, I have taken an appreciation for cleaning the house, I have tended to my plants more than normal, I have started my own urban garden on the roof and I have even resorted to my favorite craft as a kid of collaging from the recyclable paper pile.

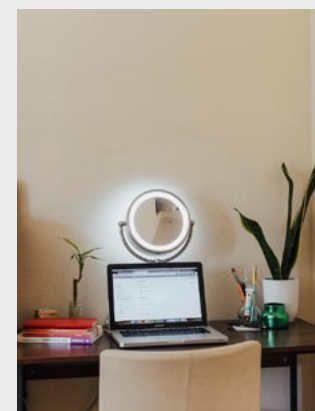
Tying a bow around my college career is vital for me to mentally move on and it will come, just not as we expected it. Changing educational and vocational plans will ultimately affect the outcome of the whole year and where I end up post-grad is really confusing. I am up for the challenge and am really grateful for my support system, especially during this time. They give me hope. Things won't return to normal, but they'll turn another way, giving us opportunities and chances in life we hadn't seen on the original directory. And that's another thing to celebrate.

As I spent 3-1/2 years physically on campus with my professors and friends, I feel like I entered my final classes with more ease. This relief of having a well-worn space in the Seattle U community is vital to this moment for me right now. In a way I think I graduated with the most moral support there may have ever been for a graduating class.

When I was a student in the dorms, I remember seeking out a space in the Meditation Room in the lobby of Champion Hall. That was where I could re-center and listen to who I wanted to be each day. My fond moments alone during the first few years of college were few and far between.



During this time, I see an invaluable opportunity to spend one's extra time exploring who they are, from the inside out. There is no FOMO ["fear of missing out"] because you are exactly where you need to be, right there, listening to who you want to become. My heart goes out to those still finding their spot in their college community. The journey can be a tough one, but I know it will come before you leave.



“...You are exactly where you need to be, right there, listening to who you want to become.”

—Hallie MacPherson, '20



### CONSERVATION AMID COVID-19

When Seattle switched from in-person instruction to online learning, a large section of campus was working remotely, reducing the number of people on campus. This means fewer people inside buildings and a reduction in electricity, heating, water and waste.



**53,500**  
Therms of natural gas saved



**8.2 MILLION**  
Less gallons of water used



**\$475,000**  
In reduced utilities costs



**1.66 MILLION**  
Kilowatt hours of electricity saved



**3,300**  
Cubic yards of less waste

Source: Facilities Operations

(\*Approximate figures for utilities/resource conservation, February-June 2020)

# THE FRONTLINES OF COVID-19

## NURSING GRAD STUDENT ESTABLISHES CORONAVIRUS TRAINING AND POLICY PROGRAMS

By Allison Nitch

With intensive experience in the health care field, Sarah Welch, '21, is working on the frontlines of the COVID-19 crisis as a STAT registered nurse, while pursuing a doctorate at Seattle University's College of Nursing.

In this Q&A, Welch reflects on both her professional role during the global pandemic and also how Seattle U factors into the progression of her career path.

**Q: What is your current area of practice?**

I am working at the University of Washington Medical Center-Northwest (UWMC-NW) as a STAT RN, which is an expert registered nurse trained in critical care or emergency nursing who serves as a hospital-wide resource to support nurses in the care of

critically ill patients. We respond to all medical emergencies and provide bedside mentoring for nurses less experienced or trained in the care of critically ill or medically complicated patients.

**Q: What is your role in implementing the educational program to support COVID-19 response efforts?**

I collaborated with the education department at UWMC-NW in the creation and implementation of a training program for outpatient clinic, surgical and pre-op nurses to be able to support acute care nurses in the event of surge in COVID-19 [cases]. Many of these RNs had never worked in the acute care environment or it had been many years. The goal of this program was to train these RNs for a role we created, referred to as an RN Extender. In the RN Extender role, the nurses would provide support to the acute care nurses if there was a need to increase the nurse-to-patient ratio. In the setting of crisis and surge, we were anticipating a ratio of over 1:7.

We created a full-day didactic and hands-on training. We also organized and supported RNs through on-unit training with the acute care nurses, ensuring they had exposure to the various patient populations they would be expected to care for. In a period of three weeks, we created the training, completed three didactic days, and trained more than 40 non-acute RNs to serve in the RN Extender role. With social distancing efforts, the expected surge and scarcity of resources never happened and these RNs did not need to be deployed in this capacity. However, I felt really good about the work my team accomplished. We evaluated our efforts and made recommendations for moving forward in the event that we should need to ramp up again in a future crisis.

**Q: You're also involved in developing policies and procedures at UWMC-NW. Would you elaborate on your role in that process?**

The COVID-19 crisis has created unprecedented challenges to

the entire health care system. Policies and protocols needed to be developed quickly in order for safe and evidence-based care to be provided to our patients, while simultaneously protecting our frontline health care workers from infection.

This formidable task required an all-hands-on-deck approach. I provided input and was engaged in many discussions that led to the creation of COVID-19-specific patient care and personal protective equipment (PPE) policies.

Synthesizing evidence from the World Health Organization and the CDC, I also independently created a policy for the "After-Death Care for the COVID-19 Patient." After completing a trial run and revising, this policy was implemented for the organization and is still active.

**Q: Where are you from? What brought you to Seattle U?**

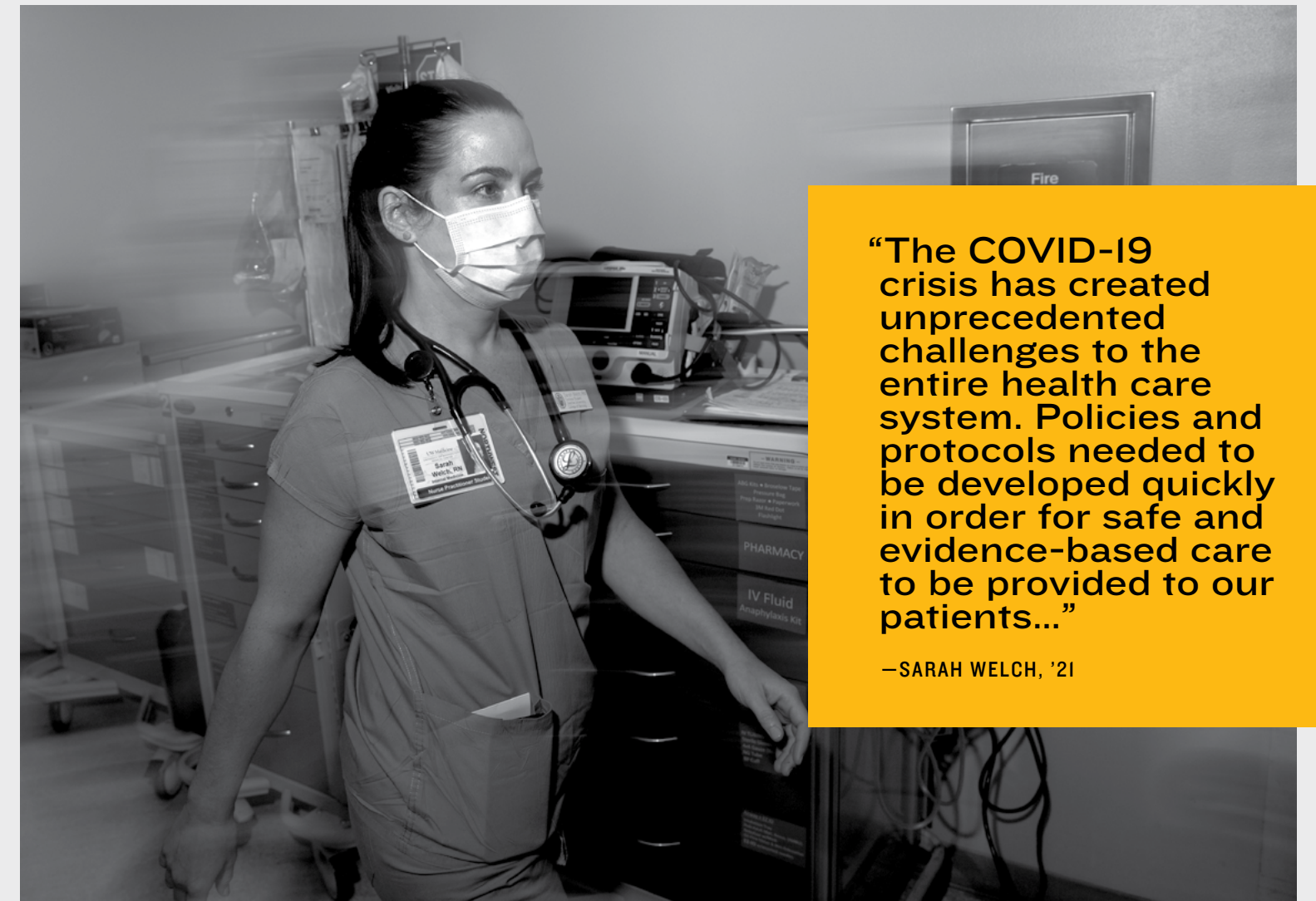
I'm from Massachusetts and moved to Seattle in 2000 after completing my undergraduate degree. I chose Seattle University because I was drawn to its Jesuit mission and tradition to educate each student as a whole—as well as its high academic standards. I also loved the idea of spending time on an urban campus in Capitol Hill.

Additionally, I knew graduates from the College of Nursing (CON) are highly regarded. In my career, I have worked with many Seattle U CON graduates and found them to be well-prepared, hardworking, compassionate and professional nurses who spoke highly of their education and training.

**Q: What drew you to your current program area?**

I'm enrolled in the Doctor of Nursing Practice (DNP), [Adult Gerontology Acute Care Nurse Practitioner \(AG-ACNP\) program](#). When I applied to this program, I had been practicing as an RN for almost 15 years. Having always worked in the acute care setting and with critically ill patients, I believe that the transition to the AG-ACNP role is a logical progression in my professional and personal development.

I was drawn to the Acute Care Nurse Practitioner track because I wanted to grow my knowledge in this field. My goal is to work as an independent practitioner in the critical care environment and have a seat at the table where important policy decisions are made so I can champion best practices. I want to learn the important skills of being able to translate nursing and organizational leadership research into practice.



**“The COVID-19 crisis has created unprecedented challenges to the entire health care system. Policies and protocols needed to be developed quickly in order for safe and evidence-based care to be provided to our patients...”**

—SARAH WELCH, '21



# care on the frontlines

AN ALUMNA'S EXPERIENCE FIGHTING COVID-19

While the scale of coronavirus is unprecedented, taking care of sick people is what we are trained to do.

—Naomi Diggs, MD, '04, '20

By SU Voice

Naomi Diggs, MD, '04, '20, is a physician and leader at Swedish Medical Center in Seattle where she is part of the coordinated COVID-19 response team.

Beginning with the first cases and continuing today, Diggs and her colleagues at Swedish have been working around the clock to ensure adequate PPE supplies, access to testing and ability to manage a surge of patients. Dr. Diggs oversees a large team of physicians who care for acutely ill patients across all five Swedish hospitals in the Puget Sound. Diggs is accustomed to hectic days leading her team during the pandemic. In addition to caring for patients, her work includes ensuring accurate communication across the organization between her colleagues in the ICU and emergency departments.

While pandemic training isn't explicitly a part of medical school, Diggs said that as a physician, she and her colleagues have been training their entire careers for this kind of crisis. "The physicians on my team have been on the frontlines of many different epidemics from SARS to H1N1 to HIV/AIDS." she says. "While the scale of coronavirus is unprecedented, taking care of sick people is what we are trained to do."



As a Leadership Executive MBA student and recent graduate of the [Executive Leadership Program](#) at Seattle University, Diggs has developed greater insight into her motivation for showing up and leading. Health care workers do not have the luxury of holing up in their homes to shield themselves from coronavirus. Countless Swedish caregivers get up each day and make the choice to leave the safety of their homes and head to work. Diggs says, "When people go into health care, they know they're not making widgets. We are living our mission each day. We're getting a lot of attention now, but this is what health care is every day. We take care of the sick and ill."

Diggs says it's inspiring to be in health care during this challenging and unprecedented time. New information is being gathered locally and around the world to help hospitals treat patients and better understand this disease until there is a vaccine.

"I am proud of us as a discipline. Not only are we taking care of patients, but we are also handling the data and science at the same time," says Diggs. "We have trials going on that are literally affecting how we handle patients and protocols in real time."

# hello, sweet tooth

HOW ONE BUSINESS IS WEATHERING THE COVID-19 STORM

By Allison Nitch

[Hello Robin](#), the Capitol Hill cookie shop owned by Robin Wehl Martin, '95, and her husband Clay Martin, has been a go-to destination for cookies and ice cream sandwiches since 2013.

With the governor's call to close non-essential businesses in March due to COVID-19, the sudden temporary closure was devastating. "It's really hard to work on something for many years and get it to a place where you see the growth and then everything stops dead in its tracks," says Wehl Martin.

With a second shop location underway in University Village, the closure has been particularly challenging. "All businesses had to shut down revenue, but to be compounded by the fact that we're financing a new lease and build-out has been a tough double-whammy," adds Clay.

But the day after closing, an uplifting call came in from Pagliacci Pizza requesting an order of 8,000 cookies. "We felt really supported," says Wehl Martin. As of early June, roughly 20,000 cookies have been ordered by Pagliacci's.

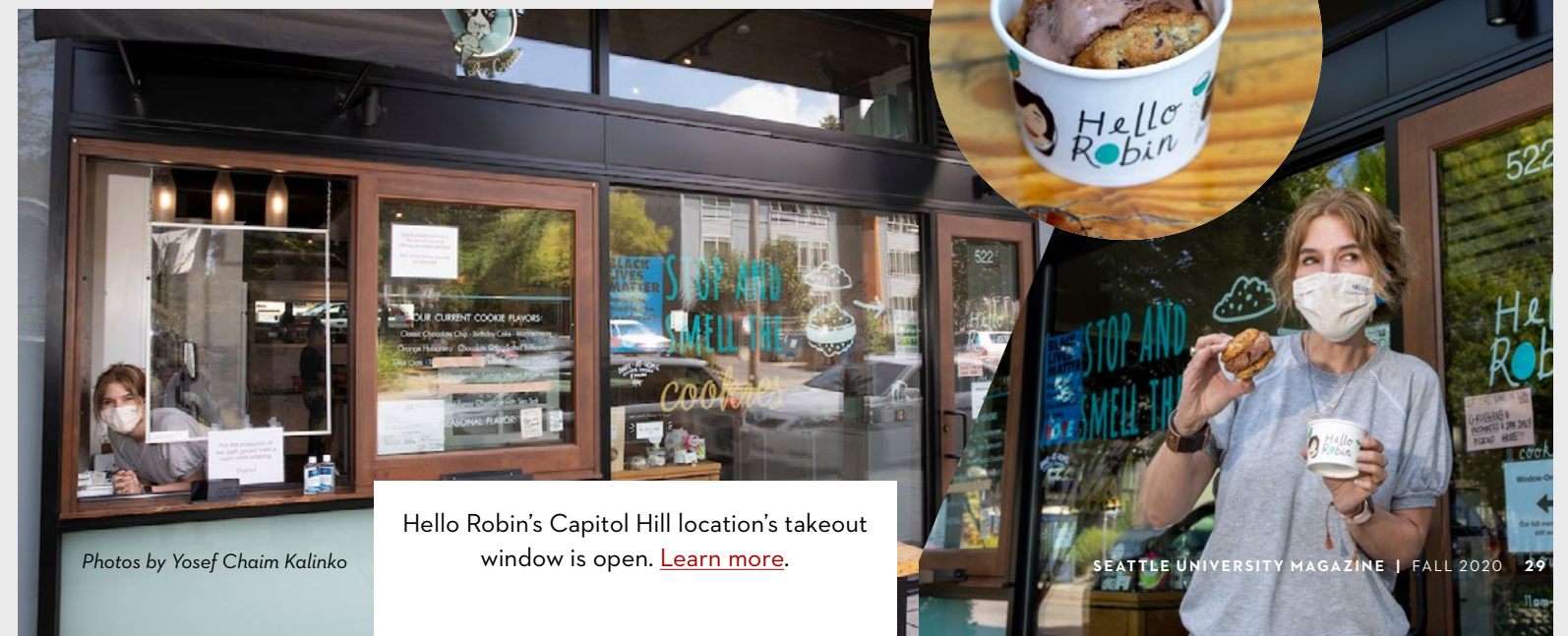
With Personal Paycheck Protection loan requirements recently shifting, small business owners were able to apply funds to areas

beyond payroll, something Clay confirms has been helpful. "We've needed to be pretty adaptive to make it through," which includes selling ready-to-bake cookie dough at [Cone & Steiner General](#) and [Leschi Market](#). This new product has been in high demand and helps cover rent for the Capitol Hill shop. "I just barely keep them in stock," Wehl Martin says.

With more people baking at home than ever before, she's been experimenting with sour dough bread and bagels and enthusiastically recommends a [recipe](#) from [Nancy Leson](#), former restaurant and food columnist for the *Seattle Times*. "In about an hour, you can have fresh bagels!"

Wehl Martin recognizes the silver linings of this pandemic, including spending more time with family, creating new recipes and updating the shop in small ways. Hello Robin also continues to support the local community by donating cookies to blood banks and hospitals. During the height of the marches for racial justice, she donated cookies to the [Seattle Children's March](#) and directed all revenue earned on Juneteenth to Black Lives Matter and [Rainier Scholars](#).

Read more [COVID-19 stories](#) like this.



Photos by Yosef Chaim Kalinko

Hello Robin's Capitol Hill location's takeout window is open. [Learn more.](#)

Johnny Bianchi, '03 MBA, in the Seattle distillery where Seattle Sanitizer is made.

# Alumnus helps fill need during pandemic



SMALL  
BUSINESS  
SPOTLIGHT

## JOHNNY BIANCHI, '03 MBA, AND FRIENDS SHIFTED BUSINESS TO MAKE HAND SANITIZER

By Allison Nitch

Johnny Bianchi, '03 MBA, along with friends-turned-business-partners Mike Allenbach and Stephen Howard, recognized the need for hand sanitizer during the early stages of COVID-19.

The trio began using distillery assets within Skybound Spirits, LLC in Seattle's Interbay to launch their new business, [Seattle Sanitizer](#). When Skybound Spirits, which the trio are minority partners in, shifted production to hard cider, the distillery assets were idle, leading Bianchi, Allenbach and Howard to lease the equipment to make the sanitizer.

None of them had experience making hand sanitizer but that didn't stop them. Bianchi says, "We decided to purchase pharmaceutical grade ethanol and blend it with boiled water, glycerin and hydrogen peroxide in compliance with the FDA's industry emergency guidance for hand sanitizers."

The sanitizer factory was assembled using recycled equipment, as well as repurposed equipment already owned. "This greatly shortened our path to market and minimized our environmental impact," notes Bianchi. As of July, Bianchi and partners had generated 30,000 gallons of sanitizer.

During the first two weeks of operation, the team supplied hand sanitizer to more than 70 municipalities, law enforcement agencies, including the Washington State Patrol, hospitals such Harborview and Virginia Mason, and SeaTac Airport. Remaining batches went to distribution centers for grocers and Amazon.

When hand sanitizer was unobtainable in certain cities and towns, Seattle Sanitizer sent thousands of gallons to communities in need. Backed by Washington Search and Rescue, sanitizer was airlifted to smaller communities around the state.

"The nicest people from the smallest towns were so grateful to find a source," says Bianchi. "That experience was very fulfilling and won't be forgotten as we continue to develop the business."

At Seattle U, Bianchi learned "how to build teams and trust them to find solutions to the smaller problems so we can stitch together strategies that bring us to solutions for the larger problem. The working-in-groups approach in the MBA program showed me that team members have different skills and talents and how to successfully assemble people into roles that match their proclivities."

Predominantly, Seattle Sanitizer customers place orders over the phone or online. Product is available, including to the general public, for pickup at the offices in South Park and the production facility in Interbay.

For more information, call (206) 327-9600 or place an order [online](#).

**"The working-in-groups approach in the MBA program showed me that team members have different skills and talents and how to successfully assemble people into roles that match their proclivities."**

—Johnny Bianchi, '03 MBA

Photo by Yosef Chaim Kalinko

# Taking Action

ALUMNA TOYIA T. TAYLOR, '11 MFAL, INSPIRES  
YOUTH TO FIND AND EXPRESS THEIR VOICES

By Allison Nitch

Toyia T. Taylor, '11 MFAL, is founder and executive director of [We.APP \(We Act. Present. Perform.\)](#), a public speaking company that works with students in grades 4–12. We.APP implements a project-based learning curriculum integrating public speaking and performing arts to impact students by training teaching guides to work alongside classroom educators.

This co-teaching model inspires youth to fully engage, specifically BIPOC (Black, Indigenous and People of Color) scholars, who are furthest away from educational justice. We.APP impacts youth who are categorized or have identified as LGBTQIA+, English-language learners, immigrants, unique learners, foster youth and/or [McKinney-Vento students](#). The arrival of COVID-19 took her team, which instructs more than 260 students in six Seattle public schools, by storm.

“Nobody was ready for it,” says Taylor, adding that no one including We.APP had experienced anything like COVID-19 since 9/11. “After schools closed in mid-March, as an organization we were in shock and our first concern was the well-being of our scholars.”

We.APP immediately reached out to teachers locally and nationally who integrated online classroom resources prior to the pandemic. Within two weeks of the school closures, We.APP researched options and was fully online after selecting [Padlet](#), which along with Zoom and Microsoft Teams delivers all curriculum and events. Taylor says the We.APP team worked around the clock with partnering schools to ensure that every student had access to classes virtually, by phone or delivered materials.

“COVID-19 required us to be fearless and to take the opportunity to explore every resource, specifically technology and how it will benefit us in and out of the classroom today,” says Taylor. “We no longer have the luxury of waiting until tomorrow to resolve the trauma that plagues us today or the progress that awaits.”

We.APP had to cancel its fifth annual oratory competition, Rising Voices, due to the pandemic.

Community partner the [Bureau of Fearless Ideas](#) asked how they could help create a virtual experience in its place. Soon, parents were offering assistance. That’s how a new event, [Youth Speaks Truth \(YST\)](#), emerged.

Then in the middle of one pandemic, another emerged—in the form of police brutality and the murder of George Floyd. This spurred more than 40 scholars to create videos sharing “thoughts around fighting twin pandemics—COVID-19 and systemic racism. Each video is unique, authentic and more importantly, brave,” says Taylor. Some videos were more like public service announcements, while others expressed feelings of fear, injustice, loss and sadness—along with a sense of loneliness of not being able to see or hear from friends, grandparents and other family members separated by social distancing or in quarantine.

More than 70 people attended the Youth Speaks Truth event, which Taylor describes as deeply powerful, “Especially for our scholars of color. Being able to record and watch themselves saying ‘I am beautiful, I am brave and I am brilliant...that needs to be respected... we have been silenced far too long and will no longer be silenced anymore.’”

Taylor also served as committee chair for the [Seattle Children’s March](#), an event [she created with youth and community members](#) and inspired by The Birmingham Children’s Crusade March of 1963. Some 3,000 community members came together for the march to address systemic racism.

The march united the community through “a common cause, which was for all children, specifically Black and Brown, to be able to learn and speak out against systemic racism,” says Taylor.

“The seed has been planted through the Seattle Children’s March. Now we are experiencing the cultivation of a movement that’s expanding beyond just committees and marches,” she says. “... We are learning, in order to heal, we cannot afford to be separate. ... It is left up to ‘we the people’ to work together using technology, liberated learning, civil protests and our vote to ensure our youth, our scholars, have the future they deserve.”

[Learn more](#) about We.APP and how you can donate or volunteer.

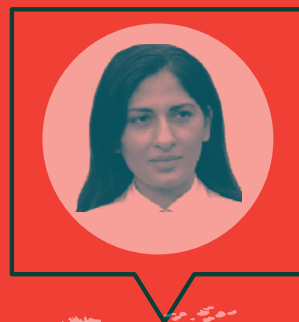
EDITOR’S NOTE: Photography and interviews for these stories were done in accordance with COVID-19-mandated social distancing and safety protocols.

SMALL  
BUSINESS  
SPOTLIGHT

“We no longer have the luxury of waiting until tomorrow to resolve the trauma that plagues us today or the progress that awaits.”

—Toyia T. Taylor, '11 MFAL

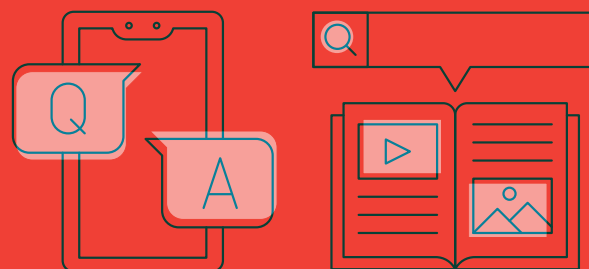
Photo by Yosef Chaim Kalinko



# GOING THE DISTANCE

Albers Professor (Unexpectedly) Experiences  
Pandemic in Another Country

By Allison Nitch



Rubíná Mahsud, PhD, may have a COVID-19 story unlike most—grounded in Pakistan, unable to fly home following what was intended to be a short trip to Islamabad in mid-March. Mahsud, an associate professor of management in Albers and the director of its International Business program for 12 years, was originally scheduled to return to Seattle on March 23, ostensibly leaving her plenty of time to prepare for the start of spring quarter. However, due to the pandemic, the government of Pakistan announced the closure of its airspace two days prior to her departure and Mahsud remains abroad until further notice.

When Seattle University announced its plan to transition to online learning in response to the health crisis, Mahsud had to quickly redesign her courses while stuck in a time zone 12 hours ahead of Seattle.

With no access to her hard copy course materials, she had to be nimble in figuring out how previous in-person courses and partnerships between some of Seattle’s top businesses, including Amazon, Costco, PACCAR and VOGLIO Digital Marketing, and her students would be maintained. This meant setting up a veritable virtual classroom via Zoom, reaching students and business partners in Seattle and beyond.

*“I had some sleepless nights because roughly 95 percent of students in these classes were graduating at the end of the spring quarter. I did not want them to feel stressed, disappointed or as though their achievements have been dampened during the final mile of their last quarter.”*

—Rubíná Mahsud, PhD

The first priority, she says, was to “work with students to help them realize that together, we can quickly approach the environmental changes with skillful agility and turn it around to their advantage.”

Tapping into her background in strategy and leadership, Mahsud “explained to students that this change did not come with known solutions, so we needed to draw from emergent strategies with a flexible leadership approach by adjusting our responses as time goes on.”

## PROFESSIONAL PARTNERSHIPS

Having worked with local corporations and their executives over the past four years, Mahsud reached out to her contacts informing them about the university’s transition to remote learning because of the pandemic.

Together, Mahsud and local executives determined certain class sessions would be asynchronous with recorded material, while the rest would stream live with executives working on the data and presenting back to companies.

Griffin Deebach, '16 MBA, VOGLIO director of analytics, has been instructing a session in Mahsud’s Boardroom Analytics course for the past five years. “I look forward to this every year and build the lesson plan and hands-on activity with her guidance,” he says. “Out of 25 VOGLIO employees, we have three SU alum who have all excelled. I’m happy to pass on what knowledge and advice I can during these challenging times.”

## THE PANDEMIC IN PAKISTAN

Mahsud typically visits Pakistan twice a year during winter and summer break. “The terrain and the people are extremely diverse, which makes coming again and again so interesting,” she says. This recent trip was meant to last less than two weeks.

“Once COVID-19 hit, everything shut down: hotels, restaurants, parks, clubs and other public places. There’s been nowhere to go, so my focus has been on my classes and tons of research,” she says.

But in June, Mahsud was finally able to go somewhere for a special treat. Parts of Multan—a historic city internationally known for mango production—opened up. “It cultivates more than 150 different varieties of mangos with sprawling orchards spreading hundreds of miles.”

## POST-PANDEMIC LIFE

Considering what the post-pandemic global economy might look like, Mahsud says, “We’ll see more economic differences within and between countries, making societies divisive and fractured. Statistics show the pandemic has disproportionately affected people of color and the lower economic strata.

“Most of the world’s countries are facing two pandemics: COVID-19 and poverty that is now further exacerbated, causing social unrest. ... Our younger generation sees the world and its leadership failing. It has a choice ... which is the opportunity of making it a happier place by pivoting their thought processes toward a global collaborative advantage that limits the competitive advantage of a few.”



# ATHLETICS NEWS

## NEW COACH FOR WOMEN'S & MEN'S TENNIS

Kristina Hollander, a graduate of UNLV and one of the top tennis players in Mountain West Conference history, has been named Seattle University's head coach for men's and women's tennis.

"We are excited to welcome Kristina Hollander to the Redhawk family," says Shaney Fink, director of athletics. "She is an exceptional teacher of the game and dedicated to the holistic development of student athletes. Kristina exemplifies the values of Seattle U and is a wonderful role model for all of our student athletes."

Hollander has held professional tennis positions in Nevada, Connecticut and Puerto Rico. "I am extremely excited and honored to join the family of Seattle University," Hollander says. "I am looking forward to working with the amazing student athletes, as well as the school's wonderful staff. My love for the sport, commitment to others and competitiveness are qualities that have helped me get to where I am today."

## REDHAWK MAKES MLB DEBUT

On August 17, the Detroit Tigers announced the call-up of left-handed pitcher and former Seattle U Redhawk Tarik Skubal, '18, to the club. Skubal made his Major League Baseball debut on Aug. 18 with a start against the Chicago White Sox.

In his three seasons with the Redhawks Skubal finished his career with a 21-7 record, 3.36 ERA and 224 strikeouts. The lefty is the program's all-time leader in wins and opponent batting average (.221).

Skubal was selected by the Tigers in the ninth-round, 255th overall, during the 2018 MLB June Amateur Draft, making him the highest-drafted Seattle U alum in program history.

In his first professional season, Skubal posted a combined 3-0 record with a 0.40 ERA and 33 strikeouts in 22.1 innings. In 2019, he went 6-8 overall while notching a combined 179 strikeouts and a 2.42 ERA in 24 starts while pitching for Lakeland (A+) and Erie.

## MEN'S SOCCER SCORES TOP 25 NCAA RANKING

Every year, the United Soccer Coaches Polls and Rating Percentage Index (RPI) provide the college soccer world with insights into who the best teams are during a given season. But which programs have sustained their success most consistently in recent years? The college soccer news website [SoccerWire.com](http://SoccerWire.com) combined the poll and the index to come up with its Top 25 list.

The Seattle U men's soccer team was ranked #18 of the Top 25 NCAA teams of the past five years.

"This is a terrific achievement for our team," says Coach Pete Fewing. "To be on this list with all these other historic programs is a huge honor. Our goal is to be a Top 10 program and this is a great step in that direction. We expect to stay at this level and improve this ranking going forward."

Read more about these stories and more at [GoSeattleU.com](http://GoSeattleU.com).



## Seattle University remembers those in our alumni family and university community we've lost.

### 1943

Barbara E. Veith (March 31, 2020)

### 1946

Mary E. Sorenson (April 21, 2020)

### 1947

William V. Quinn (June 2, 2020)

### 1948

Virginia C. Olson (May 15, 2020)

### 1949

Richard J. Boyce (April 20, 2020)

### 1950

Francis C. Thiemann (March 11, 2020)

### 1951

Thomas R. Phelps (April 1, 2020)

### 1952

Carol J. Landreville (February 28, 2020)

Edward A. Shaffer (February 28, 2020)

Rocco P. Ursino (March 26, 2020)

### 1953

William J. Lagreid, '59, '73 (February 28, 2020)

Catherine R. Schumacher, '58 (February 26, 2020)

### 1954

Jacques Pasquan (May 28, 2020)

John Pringle (March 18, 2020)

Marilyn Storino (April 2020)

### 1956

Sheila A. Woodward (June 7, 2020)

### 1957

Janice A. Hardison Avril (May 5, 2020)

Lawrence E. Kramis (March 1, 2020)

Loretta M. Bosanko-Krupp (April 21, 2020)

### 1958

John M. Williams (March 11, 2020)

### 1960

John E. Edwards (March 28, 2020)

### 1961

Jerry M. Brockey (March 22, 2020)

Mary E. Simon (February 23, 2020)

### 1963

David V. Schumacher (March 28, 2020)

### 1966

Mary E. Romine (May 19, 2020)

### 1967

David J. Bowers (March 14, 2020)

Thomas M. Goff, '71 (April 10, 2020)

Julia C. Hasenkamp (May 25, 2020)

Anne M. Johansson (March 1, 2020)

James R. Keough (June 8, 2020)

K. Paull Thain (February 8, 2020)

### 1968

Ineva H. Hughes (February 25, 2020)

### 1969

Howard M. Slessman (May 3, 2020)

### 1970

Michael J. Schindler (February 19, 2020)

### 1971

Samuel Fuoco (April 3, 2020)

Pennie Y. Hildreth (May 10, 2020)

Dennis R. Nollette (March 30, 2020)

### 1972

Lucian R. Hyatt (March 29, 2020)

Gordon Roessler (May 9, 2020)

### 1973

Garland L. Wright (February 5, 2020)

### 1974

Theresa M. Floyd (February 7, 2020)

William E. Kreiner (April 22, 2020)

Teresa E. Kuntz (May 20, 2020)

### 1975

Adolph A. Benson (May 24, 2020)

Franklin L. Dennis (September 21, 2019)

### 1978

Kathleen Cunningham (March 20, 2020)

### 1980

John D. Grimes (April 25, 2020)

### 1984

Jerene A. Morford (April 4, 2020)

### 1985

Helen S. Morrow (May 2, 2020)

### 1986

Cora J. Howard (April 3, 2020)

Peggy L. Stanley (April 2, 2020)

### 1987

Carol D. Bialock (May 3, 2020)

### 1988

Edward Graham (March 25, 2020)

### 1989

Charles B. Keagle (March 27, 2020)

Margaret Ricketts (May 11, 2020)

## FACULTY & STAFF

Chauncey E. Burke (February 17, 2020)

Donald M. Carmichael (August 23, 2020)

Peter B. Ely, S.J. (April 11, 2020)

Kelly M. Green (May 6, 2020)

Paul Milan (May 30, 2020)

John A. Morford (May 4, 2020)

Tiffany M. Pascua, '06 (March 3, 2020)

## Our Thoughts are With You

Seattle University honors the memory of those in our community who we've lost.

Send notice of a loved one's passing, including an online or newspaper obituary if available, to [tinap@seattleu.edu](mailto:tinap@seattleu.edu).



# STAYING THE COURSE

Nonprofit leader embraces change while supporting communities

By Allison Nitch

Infused with Jesuit-based values, the nonprofit **Companis** focuses on creating healthy communities by matching skilled volunteers with local organizations.

Gary Davis, '10 MNPL, former Companis volunteer-turned executive director and board member, says his team is learning and growing during these unprecedented times with COVID-19.

“Our core values are in service, community, compassion, inclusion and reflection,” says Davis. “Reflection is the tool put into action to inform our approach to loving our neighbor, as we would love ourselves. Companis recognizes individuals are on a journey that brings new awareness, challenges, triumphs and unexpected turns.”

Serving as Companis’ executive director since 2014, Davis is responsible for operations and fiscal management, along with guiding all program direction, outreach and resource development.

Being an agency that loves togetherness, becoming fully virtual in response to COVID-19 hasn’t been easy. “Our first challenge was to bring all of our volunteer support programs online,” he says. “We’ve increased the frequency of our meetings, along with multiple learning and connection opportunities.”

Davis and his team also discovered advantages, such as more frequent communication and extra time to plan new learning opportunities, including workshops in health and well-being in the Black community, civil rights programs, healthy boundary-setting, secondary trauma and more.

“We’re learning different ways to help each other and communities during these stressful times.”

Companis strengthens nonprofit capacity in the Puget Sound region by providing free or affordable professional help through its talented and committed volunteers. Areas of focus include homeless prevention and support, physical and behavioral health care access and services, and providing community for refugees, immigrants, seniors, youth and LGBTQ+ neighbors.

In its 26-year history, Companis has worked with dozens of Seattle U students. While it’s not an internship program, “our model allows for great flexibility for students across the spectrum to be directly engaged in social justice causes, direct service work and career building,” notes Davis.

Each applicants’ service or personal goals are matched with a nonprofit that needs specific skills and talents. Schedules and commitments are closely considered in fashioning a service opportunity that works for both the individual and the agency.

Before Companis and Seattle U, Davis was at a career juncture in 2004. As a public radio journalist and an activist in civil affairs and LGBTQ civil rights, he knew he wanted to do something to help his First Hill neighbors living without homes. “I learned about Companis when I met founding director, Craig Darling. ... It offered the opportunity to serve my neighbors and be supported as a worker volunteer through its reflection-based program.”

Davis was first placed as a volunteer with the former Interfaith Hospitality Network of Seattle in communications and program administration, followed by a second placement with Boomtown Café in development and communications. After volunteering for a total of three years, Davis returned to public radio.

Following much personal reflection and speaking with mentors, Davis realized his life calling in public service. “My road to Seattle U had many guides,” he says. Davis’ husband, Rod Shutt, '07, '09 MPA, was his first introduction to the university and Jesuit education. “Witnessing Rod’s experience firsthand made me feel Seattle U was also right for me,” Davis says.

Then another fateful meeting occurred—crossing paths with Mike Bisesi, EdD, the late MNPL program director, which moved Davis to apply to the program.

Says Davis, “Mike was interviewed for a KPLU story about the local nonprofit community. His passion for the sector shined throughout the conversation. He handed me the MNPL brochure as he left the station and encouraged me to talk with him and check out the program. A few months later, I was in school for the first time since 1986.”

Davis considers the MNPL program “life-changing for me, by offering many salient skills in organizational management, resource development and community building. My MNPL cohort is one from which I continue to derive strength, support and inspiration.”



Photo by Halite MacPherson, '20

“Reflection is the tool put into action to inform our approach to loving our neighbor, as we would love ourselves. Companis recognizes individuals are on a journey that brings new awareness, challenges, triumphs and unexpected turns.”

—Gary Davis, '10 MNPL



Gary Davis, '10 MNPL

Photo courtesy of Shaun LaPlant

## The 411 on Companis

- ▶ Volunteers range in age from 20s–80s.
- ▶ Regarding organizations, in more than 26 years there’s been 1,000+ placements with 170+ area nonprofits.
- ▶ The majority (25% or so) are organizations that service unhoused neighbors and those working to prevent homelessness.
- ▶ Another lead area (20% of placements) is in health care services or those offering access to health care, including behavioral health.
- ▶ Other lead placements include refugee and immigrant programs, LGBTQ+ advocacy and support programs and senior and youth programs.

# SEATTLEU

SEATTLE UNIVERSITY  
90112th Avenue  
PO Box 222000  
Seattle, WA 98122-1090

## HELP US FIND FUTURE REDHAWKS!

Recruit the next class by telling us about a student you think would be a good fit for Seattle University.

Refer a future Redhawk at  
[www.seattleu.edu/refer-a-student/](http://www.seattleu.edu/refer-a-student/).



► **Learn more about Seattle U at**  
[WWW.SEATTLEU.EDU/VIEWBOOK](http://WWW.SEATTLEU.EDU/VIEWBOOK).