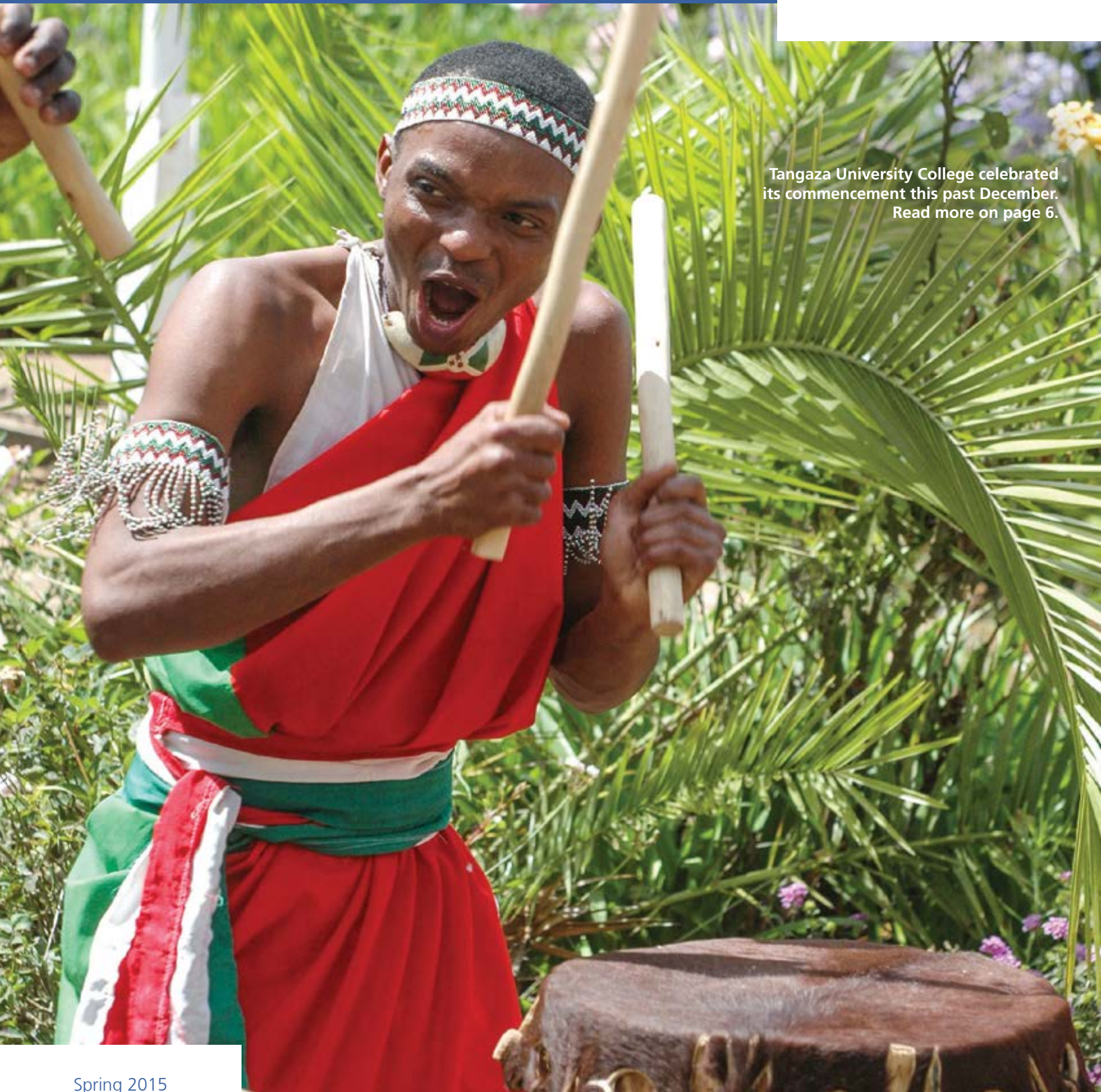


# COMMON KNOWLEDGE

A publication for School for New Learning alumni

DEPAUL  
UNIVERSITY  
SCHOOL FOR NEW LEARNING



Tangaza University College celebrated its commencement this past December. Read more on page 6.

Spring 2015

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Dean Marisa Alicea

## “Each one teach one”

– African-American proverb

At a university event where we recently celebrated and thanked donors, I met one of our current students and had the opportunity to chat with her about her experiences at the School for New Learning (SNL). She expressed with great enthusiasm her appreciation of SNL, its faculty and staff, and the opportunity to pursue her lifelong dream of completing her degree. She then explained how fearful she had been of starting school as an adult. She had many doubts about her ability to return to school, write papers and successfully complete classes.

This is something I hear often from prospective students. They have many concerns and fears about returning. For some, the fear keeps them from even exploring options and pursuing their degree. Thankfully, this student didn't let her fears keep her from enrolling at SNL. Over lunch, she continued to tell me about her success at SNL and how much she appreciated courses such as Foundations of Adult Learning and how

she learned she could indeed complete a college degree. Fellow students also came to the same realization, and together, they completed this class and moved on to the next. Now, they are well on their way toward graduation.

As alumni, recall when you first started your program here at SNL. What fears, challenges and doubts did you have and how did you overcome them? Now that you have successfully completed your degree, how can you help others take that first step toward enrollment? I urge you to adopt the proverb and reach out—“teach one” that he or she can do it too. If you have friends and family who want to complete their degree, think about helping them start their educational journey. Your success and your stories are powerful strategies for convincing others that they too can fulfill their dreams.

I am very proud of the fact that there are many resources to help students succeed. For those of you who graduated some time ago, you may not know that in addition to having faculty mentors, students now are also assigned an academic advisor who works with them from the very start until graduation, just as faculty mentors do. Advisors are there to answer

questions about registration, financial aid and university resources. Faculty mentors continue to help students with their academic program and projects.

In addition to enhanced advising and mentoring services, we have also expanded the support we offer students through our writing program by offering more courses, including our writing workshop and boot camps aimed at helping students with their writing at any stage of their program. We have also piloted the use of ePortfolios in our writing courses to encourage students to create a collection of their writing as a way to track the progress they have made.

SNL is an exciting place to be these days. New degree programs and options, new courses offered each quarter, and collaborations with other schools and departments are keeping the school fresh and filled with opportunities. We continue to be the college of second chances for many and the continuation of a two-year degree for others. Our students come to us mainly through word of mouth. Help us spread the word as you “teach one” that their dreams needn't remain unfulfilled, no matter what their age.

## Family theory drives alumna's career in health information management

While flipping through a college catalog, Leslie Ann Fox (SNL MA '93) stumbled across a description of medical records administration—the rest, they say, is history. “I can't say I had a grand vision,” she admits. “I'm not even sure I knew what I was getting into, but I liked the work. I wanted to do something that was related to the greater good.” Fox, cofounder and CEO of Care Communications Inc., a national health care consulting and staffing firm, couldn't know at the time that her choice would lead to a successful 47-year career in health information management.

“Most people don't even know there is a profession called health information management, yet as far as health care goes, it's probably one of the most interesting professions,” enthuses Fox. “[We] maintain, collect and abstract data from patient records. We help the users of the records analyze information, not so much on a case-by-case basis, but to look for trends and patterns of care to assess quality of care for different diagnoses and procedures.” Fox first began this work in 1973 during her stint as manager of the Quality Resource Center at the Joint Commission, where she developed the original criteria-based screening methods for improving the data recorded in patient records. She's been honing her craft ever since.

“The quality of patient care in this country gets better and better all the time,” says Fox. “I think the work that we have done over the years has contributed to better data quality, and I believe better data quality ultimately leads to better patient care.” The transition from paper to digital records opened new avenues for Fox to explore in the emerging data analytics field. “It's incredible, the amount of data that's available, but it requires people who know what the good data are and how you go about using them to make important decisions,” she asserts.

During its first decade, Care Communications Inc. was a pioneer in the field. As more competitors entered the market, Fox felt she needed a master's degree to boost her credibility. With no advanced-degree offerings in health information management at the time, Fox was drawn to the self-directed and customized learning opportunities at SNL. “My degree transformed my worldview,” she asserts. “It took me to a higher level of performance. It helped me become a more self-aware human being, and it also made me more aware of how I impact the people around me.”

Her learning-plan-development course helped Fox define her educational goals, and a suggestion from her academic advisor led to the underlying theory that would drive Fox's future work: the Bowen Theory in



Organizations. She extended into the workplace the research of Dr. Murray Bowen, an American psychiatrist and early leader in family therapy who believed one's role in the family influences the larger human emotional experience. The practical application of the theory led to her book, “Leading a Business in Anxious Times: A Systems Approach to Becoming More Effective in the Workplace,” in which Fox explores how to recognize and manage organizational anxiety that can inhibit performance.

In addition to her responsibilities at Care Communications Inc., Fox also lectures at the Center for Family Consultation, a Bowen Theory research, education and training facility. “I've always thought the reason for having a plan is so you know what it is that you're deviating from, because things rarely go as planned,” she says. “Going to get my master's degree really opened up a much wider range of opportunities for me as an individual. I'll be forever grateful to SNL for that.”

### Leslie Ann Fox's values that drive decision making in her organization:

#### Integrity

Everything must be done with integrity, or it's not going to lead to quality.

#### Quality

Our passion for quality is not just for patient care, not just for the work we perform for our clients, but also for a quality of life for employees.

#### Lifelong learning

We embrace change and challenge. We are committed to learning new things every day.

#### Lifelong relationships

Do your best while part of an organization, and when it is time to leave, manage yourself in a way that is healthy for you and the organization. Don't burn bridges.

## Strategic alliances garner interest in SNL

While stationed in Germany during his stint in the U.S. Marine Corps, Ulises Ivan Sanchez began his degree with SNL online. He took classes part time for 18 months, supplementing his work experience with a focus area in leadership and human resources management. Returning to civilian life was an adjustment, so Sanchez sat for the HR Certification Institute (HRCI) senior professional in human resources exam to better prepare himself for the working world. "I thought I would turn the exam in for an independent learning pursuit," he explains. But after attending a Society for Human Resource Management (SHRM) meeting in Chicago cohosted by SNL, Sanchez learned differently. "SNL gave us a competence for each of

the bodies of knowledge, so overnight, it knocked a year off my degree," he enthuses. "It had a huge impact on me—I'm going to be done in no time now!" In fact, Sanchez will serve as the student speaker at commencement in June.

SNL's partnership with HRCI is just one strategic alliance the school developed over the past two years; others include the Association for Talent Development, Chicagoland Chapter (ATDChi); Fifth Third Bank; McDonald's; and SHRM. "We went into these partnerships to make connections with the larger city through employers and professional associations to contribute to the development of Chicago's workforce," explains Dean Marisa Alicea.



### SNL ENGAGES IN STRATEGIC ALLIANCES AT VARIOUS LEVELS WITH THE FOLLOWING:

- ◇ Association for Talent Development, Chicagoland Chapter
- ◇ Chicago Chapter, Society for Human Resource Management
- ◇ City Colleges of Chicago
- ◇ The Council for Adult and Experiential Learning
- ◇ Fifth Third Bank
- ◇ Hispanic Alliance for Career Enhancement
- ◇ HR Certification Institute
- ◇ McDonald's
- ◇ Northern Trust
- ◇ Rosalind Franklin University of Medicine and Science

SNL preassessed ATDChi and HRCI certifications and various workplace training programs to make degree completion more attainable. "Professionals who have achieved those credentials can transfer them into our undergraduate and graduate programs and save some significant dollars and time in the program," says Pamela Meyer, director of SNL's Center to Advance Education for Adults. "We have, in a sense, validated these professional certifications as being worthy of college-level credit." Meyer, who spearheads these alliances at SNL, works closely with human resources and training and development professionals to promote this degree option.

Outreach efforts vary by organization, but most include promotional articles, information on websites and a visible presence at events. In addition, ATDChi includes a free, one-year membership for SNL graduates, while HRCI promotes the relationship in an international webinar. "We don't do these alliances just in name only," Meyer stresses. "It really is cross-pollination so that it gives the organization access to many of the resources we have at DePaul, while giving us more access to their membership and an opportunity to build relationships across industries."

Corporate partners like Fifth Third Bank present SNL students with unique opportunities to learn more about employability, networking and personal branding while attending recruitment sessions. "We hope to expand this partnership further not only by having Fifth Third recruit potential employees on campus, but also by recruiting Fifth Third employees to attend SNL," says Alicea. The school preassessed the bank's management training to qualify employees for college credit, and recently

created a similar arrangement with McDonald's to include their restaurant management and midmanagement training programs. "We want to demonstrate how a manager who has completed any number of courses or training programs at McDonald's could earn credit for what they've learned from their experience," says Alicea.

Alicea is always looking for ways in which the school can better serve the community's needs. "We're approaching employers and professional organizations directly, and asking questions like, 'What is it that your company needs?' 'What are the learning needs of your company?' and 'How might SNL help deliver those needs?'" she says. "That becomes a direct way that we can enhance the capacity of the work and labor force." Currently, SNL is exploring additional partnership opportunities with health care organizations, banks and more.

While these initiatives are still relatively new, Meyer is pleased with the progress so far. "These are relationships that we want to continue to build and nurture," she says. "They aren't something we take on as a one-shot deal. Sometimes, it takes us several months or even a year to start seeing students come to us from these relationships, but they certainly are starting to."

For more information on existing partnerships or to inquire about forming a partnership, contact Pamela Meyer at [pmeyer@depaul.edu](mailto:pmeyer@depaul.edu) or visit [bit.ly/SNLpartnerships](http://bit.ly/SNLpartnerships).

## Tangaza University College celebrates religious leaders at SNL's penultimate commencement ceremony

Last December, sisters from the Daughters of Charity (DHL '14) journeyed from all over Kenya to Tangaza University College in Nairobi to receive an honorary doctorate from DePaul. Some spent hours in jeeps, battling the bumpy terrain and traveling day and night to attend the commencement ceremony. "It was profound to see many of them, against all odds, making their way to be honored," says Susan McGury, associate professor and Chicago director of the Tangaza program. The occasion was a momentous one for the order, and they wanted to be present when Dean Marisa Alicea, on behalf of DePaul President the Rev. Dennis H. Holtschneider, C.M., presented the Daughters of Charity with an honorary doctorate on Dec. 6, 2014.

"They're not in it for the glory," says McGury. "God knows they don't like personal acclaim, but the fact that DePaul and Tangaza wanted to honor their contributions as a group and as a ministry meant something to them." St. Vincent de Paul and St. Louise de Marillac founded the Daughters of Charity in 1633 to serve the poor, and more than 380 years after the order's founding, the daughters are still carrying out their mission of charity. "The quality of the work and the richness of the community they have amongst themselves and those they serve is staggeringly rich and inspiring," asserts Susanne Dumbleton, professor emeritus and former director of the program. "Everything they do is needed. They are so hardworking and so good-spirited that not surprisingly their work is very effective."

For more than a decade, the Daughters of Charity in Kenya have tirelessly served those living in poverty. They have created communities and treatment centers for people with HIV/AIDS and cerebral palsy, as well as portable health clinics, senior luncheons and more. "They see where there's need, and they interact with the community," says McGury. "They do whatever they perceive needs to be done, no matter how difficult. They're builders. They're healers. They're helpers."

DePaul also recognized renowned African theologian the Rev. Laurenti Magesa (DHL '14) with an honorary degree at the ceremony. "He is one of the few African theologians to speak to African theology and how it correlates to Christianity," explains McGury. "Acknowledgment of his contribution was long overdue. Magesa has a great breadth of vision and sensitivity. He inspired whole generations of African scholars." In fact, Magesa will be lending his expertise to the DePaul community next year when he joins the Center for World Catholicism and Intercultural Theology as a scholar in residence from January to May 2016.

SNL's partnership with Tangaza moves into a new phase at the end of this year, as Tangaza assumes responsibility for the undergraduate degree program and DePaul assists with professional education. McGury feels confident that Tangaza University College is equipped to sustain and improve the program. "We always operated as a collaborative partnership in which SNL faculty would go there in an advisory, consultative capacity," she says. "It was always envisioned as a program for east Africans guided by east Africans. We are happy and fortunate enough to be a part of that."



In August 2014, DePaul received a \$990,000 grant from the Conrad N. Hilton Foundation to support a new program that it will offer in collaboration with the Center for Leadership and Management at Tangaza. Once more, DePaul and Tangaza will be collaborating, this time to:

- Implement a senior leadership program for Catholic sisters.
- Form an alumni association and a leadership guild.
- Participate in research efforts to gain insights into the experiences and contributions of women in religious societies.

This grant builds upon the programming made possible by a generous grant from the Conrad N. Hilton Foundation in 2006, which helped develop a bachelor's degree in leadership and management at Tangaza for women in religious orders.

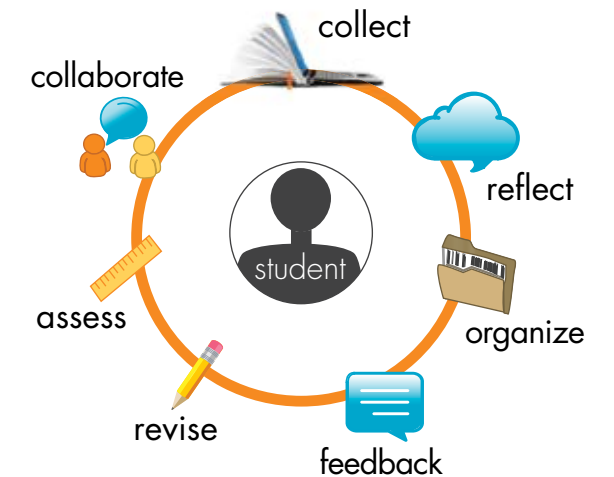


## ePortfolios chart student learning across the university

As Associate Professor Michelle Navarre Cleary began to explain ePortfolios, an electronic learning tool that allows students to identify, track and share knowledge and skills, something clicked in one student's mind. Navarre Cleary explains: "We were talking about how to abstract out from specific experiences and pull back to ask what general knowledge and skills are valued in the workplace and where I have examples of those." The next class, that student returned with a story. "She went into her workplace and used her ePortfolio to argue successfully for a raise," enthuses Navarre Cleary. "The rest of the class was sold on it after that!"

In 2012, SNL joined forces with the College of Education and the College of Liberal Arts and Social Sciences' Department of Writing, Rhetoric and Discourse to explore the impact of ePortfolios on student learning. As part of the Inter/National Coalition for Electronic Portfolio Research, they have been studying metacognition, or the ability to observe and analyze one's own learning patterns. "There are a lot of competencies, skills and abilities that students need throughout their lives to be effective learners," Associate Professor Susan Reed asserts. "Each has its own focus, but they need to be integrated in order for adult students to really be able to use them effectively. The ePortfolio is a way we could do that."

The team comprises Julie Bokser, associate professor and director of first-year writing; Sarah Brown, senior instructional technology consultant and first-year writing instructor; Caryn Chaden, associate professor and associate provost; Michael Moore, senior instructor and academic technology coordinator; Navarre Cleary; Reed; Eileen Seifert, associate director of first-year writing; Kathryn Wozniak (LAS '05, MA '07), writing instructor; and Liliana Zecker, associate professor. Together, they explored how students demonstrated awareness of learning in their ePortfolios. "The ePortfolio is like looking into a mirror of student learning," says Wozniak, who is currently working on her dissertation



on metacognition. "They can reflect upon what they've learned, whether it's in a couple of courses or over their entire time at SNL and beyond."

However, working across the university presented its own set of challenges. "Whenever you're talking with people from different schools and institutions, you realize how loosey-goosey you are with your language and concepts," says Navarre Cleary. "It really forces you to tighten up and get more precise." Yet, despite the steep learning curve, Wozniak relished the opportunity to collaborate with her peers on a unifying topic. "It's interesting to see how different experiences play a role in learning, and students are demonstrating that in their portfolios."

The project ends after the 2014–15 school year, but DePaul participants will continue to work together to publish a paper and present their findings at a conference. "It's been a great experience for us because it has given us a systematic way to approach how we're developing portfolios for our students," says Navarre Cleary. "It's expanded our sense of what's possible, what other people are doing, and helped us think about how to tailor the ePortfolios to best meet the needs of our students."

For more information or to view samples of student work, visit [bit.ly/ePortfoliosSNL](http://bit.ly/ePortfoliosSNL).



**1 | NEW LABOR EDUCATION CENTER DIRECTOR**

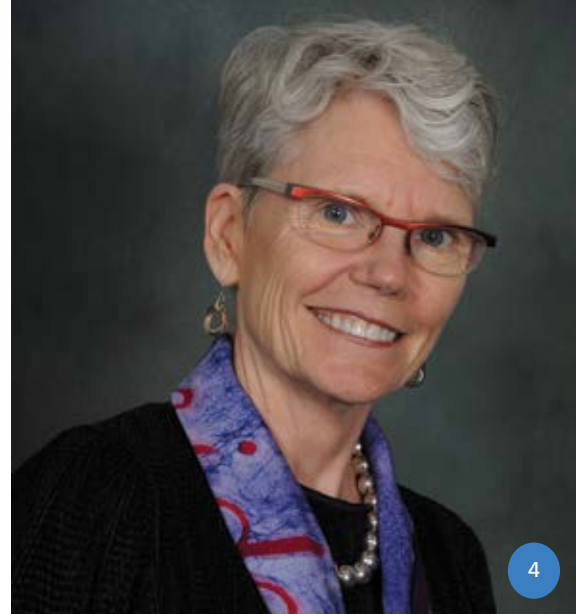
Nora Kelley joined SNL in September 2014 as the new director of the Labor Education Center, which trains Chicago-area union leaders. Previously, Kelley worked for nearly a decade in various capacities at the Service Employees International Union. She is currently a member of the Illinois and American Bar Associations and a contributing writer to "Value of Pensions in Divorce, Fifth Edition" (Wolters Kluwer, 2014).

**2 | LINCOLN LAUREATE**

Fourth-year student Paul Pearson was recognized as a Student Lincoln Laureate by the Lincoln Academy of Illinois at its 40th annual convocation on Nov. 1, 2014. The Student Laureate Awards honor excellence in curricular and extracurricular activities for seniors in higher education. Only one student per institution is recognized for this honor each year. Honorees receive a Student Laureate Medallion, along with a \$1,000 educational grant and a certificate of achievement.

**3 | CAEL LEARNER OF THE YEAR**

The Council for Adult and Experiential Learning (CAEL) presented SNL student Leasia Clark with a prestigious Learner of the Year Award at the CAEL international conference, "Mobilize Learners – Revolutionize Assessment," held Nov. 12–14, 2014. One of four recipients, Clark was recognized for her commitment to higher education. She is a global business analyst at UBS Financial Services Inc., a global financial services company based in Chicago. (Photo credit: Brian Murray, CAEL.)



**4 | WOMEN, WRITING, AND PRISON: ACTIVISTS, SCHOLARS, AND WRITERS SPEAK OUT**

Vincent de Paul Professor Ann Folwell Stanford co-edited "Women, Writing, and Prison: Activists, Scholars, and Writers Speak Out," with Tobi Jacobi, associate professor at Colorado State University. The book examines the closed system of incarceration that characterizes the U.S. prison industry as it is portrayed through writing.

**5 | CAREER WEEK 2015**

Leslie Andrews (SNL '01), lead consultant at Hyde Park Consultants, delivered the keynote address during DePaul's eighth annual Career Week, held Feb. 8–14. During her speech, Andrews provided groundbreaking strategies for thriving in today's job market and maintaining resilience through challenge and transition. Other events included "Job Searching at a Non-Traditional Age (40+)" and "Steps to Career Success." For more information, visit [careerweek.depaul.edu](http://careerweek.depaul.edu).



**6 | ANNUAL FORUM ON RACE**

On March 7, 1965, about 600 individuals met in Selma, Ala., for a nonviolent march to Montgomery in support of the voting rights campaign that quickly turned brutal. In commemoration of its 50th anniversary, the DePaul community, in conjunction with Truman College, reflected on these events during its Annual Forum on Race, "Bloody Sunday (Selma) – 50 Years Later," on March 7. Criminal defense and civil rights attorney Standish E. Willis served as guest speaker, exploring race-related issues in the United States, raising awareness of behaviors that trigger racism and offering solutions to best address these concerns.



**7 | CONVERSATION ON HUMAN RIGHTS AT HOME AND ABROAD**

SNL, in conjunction with the City of Chicago's Commission on Human Relations, hosted "Conversation on Human Rights at Home and Abroad with Consul General of South Africa" on March 13. Vuyiswa Tulelo, consul general of South Africa, as well as Denise Ferguson, former director of the advisory council on human rights, and Associate Professor Derise Tolliver Atta, explored issues of human rights and gender during a panel facilitated by Associate Professor Ludovic Comeau. Tulelo asked the audience to consider, "Where do my responsibilities lie when it comes to preserving the lives of those who are unable to preserve themselves?" The event was part of Women's History Month and Human Rights Day.



## SNL's Rosalind Franklin cohort enhances the Alliance for Health Sciences

In 2012, DePaul announced the Alliance for Health Sciences, a partnership with Rosalind Franklin University of Medicine and Science (RFUMS) that seeks to redefine the face of health care education at DePaul. In the past three years, the Alliance for Health Sciences has strengthened academic offerings and provided research opportunities that foster a one-of-a-kind experience for students interested in health care professions. SNL is the latest unit to join forces with the alliance by offering an on-site cohort for RFUMS employees and other community members seeking to complete their bachelor's degree.

"It is our job as a university to promote education and to help people at whatever stage of education to continue to move forward," explains Patrick Knott, professor and vice president of strategic enrollment management at RFUMS. "We couldn't do that without DePaul." In January 2015, SNL launched a cohort of 18 students consisting of nine RFUMS employees and nine members of the local community, including staff from

RFUMS partner Advocate Condell Medical Center. Students will complete the core classes at RFUMS's North Chicago campus for six consecutive quarters, or nearly two-thirds of their degree requirements. The remaining credits can be finished by transferring prior learning via independent learning pursuits or taking online or on-site courses at SNL's Loop or O'Hare campuses.

Following the first quarter, Corinne Benedetto, associate professor and associate dean for operations and enrollment management, feels optimistic about the cohort moving forward. "The students have already bonded quite a bit," she says. "They love the idea of being in a cohort, of studying together and of completing their degrees together." It lends a built-in support system for those intimidated by degree requirements. "For some students, it has been 20 years since they've been out of school, so to be with other people who are in that same path was comforting," adds Rebecca Popelka (LAS '02), associate director for transfer admission

and the Adult Enrollment Center.

As an added incentive, SNL offers prospective students a scholarship that covers 25 percent of tuition, while RFUMS provides an educational assistance fund with additional resources. "DePaul was wonderful in terms of giving a discount on tuition for our employees, and we tried to match that on our end to make it a really attractive opportunity for our employees," Knott says.

SNL is exploring options to start a second cohort at RFUMS next year, but in the meantime, Benedetto enjoys what this offering means for higher education. "One of the great opportunities of the future of higher education is the university moving out into the community and bringing its resources to the learners," she enthuses. "I feel an excitement about being a part of what seems to be a very up-and-coming, cutting-edge and necessary way to go past the walls of the academy."

For more information on the Alliance for Health Sciences, visit [alliance.depaul.edu](http://alliance.depaul.edu).



“Remember where you were before you finished your degree. It doesn’t matter the amount you give. Anything will help someone achieve their dreams.”

A feeling of awe washed over Moises Quinones when he first walked into Northern Trust at the age of 16. The open-floor workspace with more than 100 employees toiling away was unlike anything Quinones had ever experienced before. "Having the chance to work with so many people and having my own cubicle was very exciting at the time," he laughs. Now, an officer and analyst for special assets at Northern Trust and a third-year student at SNL, Quinones still feels that sense of amazement when he thinks about how the company has grown and remained consistent to its values over the 18 years he has worked there.

While working full time, Quinones attempted to complete his degree at various universities, but constantly put his education on hold as his career and personal life progressed. It wasn't until his boss, Senior Vice President James L. Lange (SNL '89), walked him by the SNL building that he felt comfortable resuming his education. "He said, 'You need to go here because that's how you're going to move up in the company,'" Quinones recalls. Shortly thereafter, Quinones enrolled, focusing his studies on business management and organizational development. "I wanted a focus area that I could use around the bank, because we have about 15,000 people worldwide," he says. "Some people think it's just checking or savings, but there are hundreds of departments at Northern. I want to be able to move around the company."

The support Quinones received from the Bertram L. Scott and Elizabeth A. Fender Endowed Scholarship helped relieve some financial pressure. "Every quarter, I would have to take money out of my family expenses," he says. "I thought about taking fewer classes, but I want to be able to finish my degree as soon as possible." He encourages alumni to consider the impact financial support has on students. "Remember where you were before you finished your degree," he advises. "It doesn't matter the amount you give. Anything will help someone achieve their dreams."



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Thursday  
**June 11**

### DISCUSSION WITH SISTER ROSEMARY NYIRUMBE

8:30 a.m. breakfast // 9 a.m. lecture  
2250 N. Sheffield Ave., Chicago

Meet Sister Rosemary Nyirumbe, this year's commencement speaker, as she discusses her work empowering the lives of Ugandan women.

Friday-Sunday  
**Oct. 16-18**

### ALUMNI WEEKEND

Visit [alumni.depaul.edu/alumniweekend](http://alumni.depaul.edu/alumniweekend) for more information.

SAVE  
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