



*Celebrating
the Inauguration of*

DR. CAROLYN RINGER LEPRE

Tenth President

SALISBURY UNIVERSITY

Friday, May 5, 2023



President's Vision

We will move forward with the purpose of transforming lives through academic excellence, life-changing high-impact practices, inclusion, and belonging. We will be working to disrupt the status quo, build pride in place, embody what it means to care for one another, and facilitate innovation so we can leave Salisbury University a better place than ever before. It is only with strong participation from every corner of campus that SU will achieve this bold vision.

DR. CAROLYN RINGER LEPRE

The Tenth President of Salisbury University

Dr. Carolyn “Lyn” Ringer Lepre became Salisbury University’s 10th President on Friday, July 15, 2022. She came to the Delmarva Peninsula from Radford University in Virginia, where she formerly served as interim president.

Lepre began her academic career as a faculty member at California State University, Chico; the University of Tennessee, Knoxville; and Marist College in Poughkeepsie, NY. During her tenure at Marist, she served as chair of the Department of Communication and director of the college’s Honors Program. In 2013, she was named assistant dean of Marist’s School of Communication and the Arts, advancing to interim dean in 2014 and then dean in 2016.

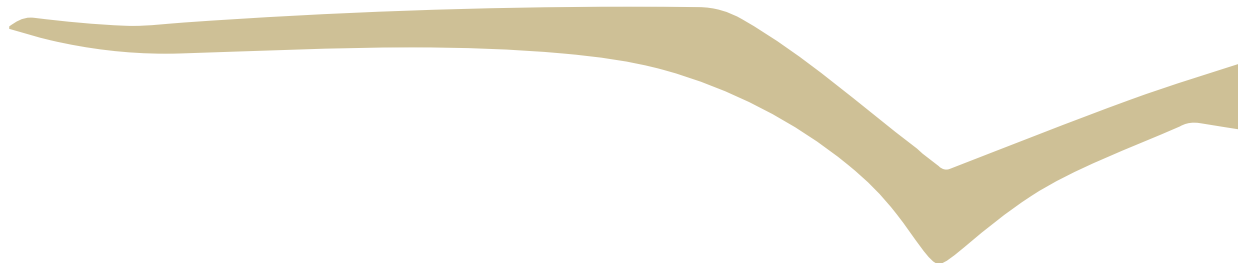
She joined Radford as provost and vice president for academic affairs in 2020. In that position, she collaborated with the academic leadership team and the student-centered faculty and staff to advance critical initiatives designed to foster the delivery of high-quality academic programs and experiences, and to support the university’s strategic plan.

These endeavors included launching the Academic Success Center; launching a distinctive new general education curriculum, which empowers students to be in control of their coursework from day one and provides an individualized path to degree completion; establishing a stand-alone School of Nursing; establishing a partnership with the Appalachian School of Law that created dual-degree programs; and developing three online fast-track degree programs (R.N.-to-B.S.N., M.B.A., and M.S.N.).

In addition to her academic work, Lepre has extensive professional experience in the communication industry, having worked for various national publications and media outlets. Her research has focused on media representation of gender and diversity, health communication and mass communication education, and she has published more than 40 book chapters, refereed journal and conference articles. She also is the co-author of *U.S. Media and Diversity* (Wiley-Blackwell), now in its second edition, with a third edition in progress.

Lepre earned her B.A. in English and journalism at Miami University (OH), her M.S. in journalism from Ohio University, and her Ph.D. in mass communication from the University of Florida.

A native New Yorker, Lepre has been married to her husband, Todd, since 1999. They have twin daughters, Sarah and Ainsley.



A BRIEF HISTORY

of Salisbury University

The Salisbury University story began with a state in need. In 1921, a study showed Maryland's existing higher education infrastructure was not adequately meeting the demand for teachers in the state's rural areas. The next year, the Maryland Legislature sought to remedy this by founding a new "normal school" (a two-year college for elementary school teachers) on the Eastern Shore.

A commission selected a site near Salisbury, breaking ground in 1923. Under the supervision of its first president, former Salisbury High School principal Dr. William J. Holloway, the new State Normal School opened its doors on September 7, 1925, with 105 students. They learned, slept, and dined in a single building (now Holloway Hall) and even taught young students there in an early "demonstration school."

The college's two-year course of study was increased to three years in 1931 and to four years in 1934. Following this, and by action of the legislature of 1935, the school was authorized to grant the Bachelor of Science. Within a decade, the phrase "normal school" had become outdated and the campus was rechristened Maryland State Teachers College in 1934. The academic programs expanded in 1947 and in 1960, offering four-year programs in arts and sciences and providing students with a Bachelor of Arts or Bachelor of Science.

With this expansion beyond teacher education, the campus was renamed again in 1963, becoming Salisbury State College (SSC). In 1948, students had selected the "Golden Gulls" (often abbreviated as just "Gulls") as the school's mascot in a Student Government Association Contest. With the campus' new name, the mascot also received an upgrade, borrowing the last letter in "SSC" to become the "Sea Gulls." In 1966, it was personified by a caricature of a muscular seagull. By the 1970s, that character would go by the name Sammy Sea Gull.

As the University approaches its centennial, SU continues to meet the demands of society for quality education and today offers 47 undergraduate programs in liberal arts, sciences, and in the professional fields. In 1962, the State Board of Trustees approved the offering of graduate programs, leading to 15 master's degree programs. In 2012, the University was approved to offer doctoral studies, leading to two doctoral degree programs.

Today, Salisbury University is a nationally accredited, four-year comprehensive university offering 64 distinct undergraduate and graduate degree programs with a community and culture where every student is heard, seen, supported, celebrated, and challenged. Since 105 students attended their first class in the campus' lone building in 1925, SU has grown vastly in size, stature, and reputation. Just as it has throughout its history, the University continues to adapt to meet the emerging needs of its students, the community, the state, and the nation.

MISSION

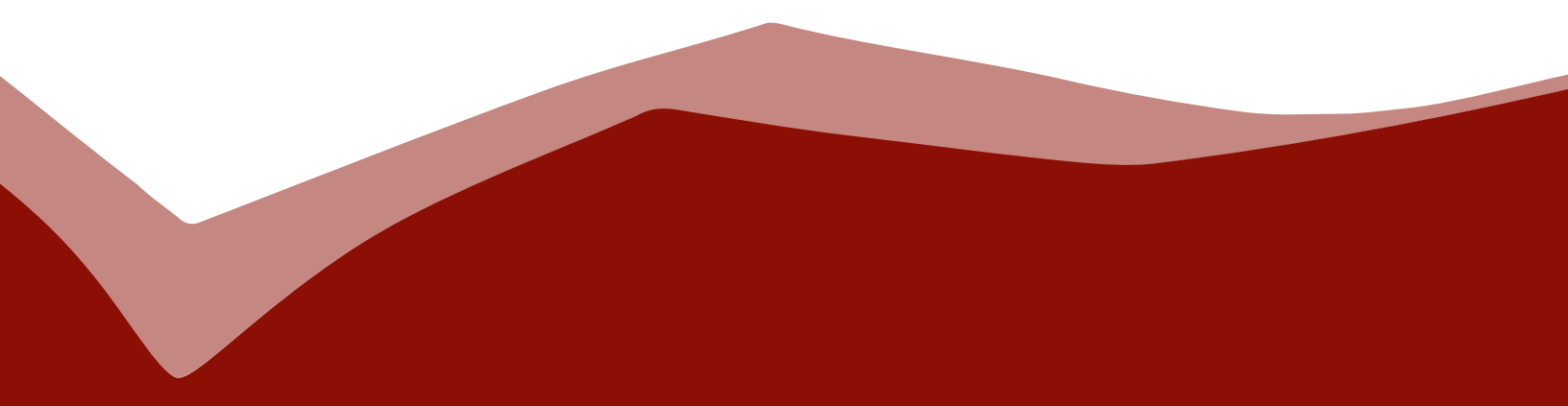
Salisbury University is a premier comprehensive Maryland public university offering excellent, affordable education in undergraduate liberal arts, sciences, business, nursing, health sciences, social work, and education and applied master's and doctoral programs. Our highest purpose is to empower our students with the knowledge, skills, and core values that contribute to active citizenship, gainful employment, and lifelong learning in a democratic society and interdependent world.

Salisbury University cultivates and sustains a superior learning community where students, faculty, and staff are viewed as learners, teachers/scholars, and facilitators, and where a commitment to excellence and openness to a broad array of ideas and perspectives are central to all aspects of University life. Our learning community is student-centered. Students learn from professional educators in small classroom settings, faculty and professional staff serve as academic advisors, and virtually every student has an opportunity to undertake research or experiential learning with a faculty mentor. Through our privately endowed Schools and Honors College, and the College of Health and Human Services, we foster an environment where individuals prepare for career and life, including their social, physical, occupational, emotional, and intellectual well-being.

The University recruits exceptional and diverse faculty, staff, and undergraduate and graduate students from across Maryland and the United States and from around the world, supporting all members of the University community as they work together to achieve institutional goals and vision. Believing that learning and service are vital components of civic life, Salisbury University actively contributes to the local Eastern Shore community and the educational, economic, cultural, and social needs of our State and nation.

VALUES

The core values of Salisbury University are excellence, student centeredness, learning, community, civic engagement, and diversity and inclusion. We believe these values must be lived and experienced as integral to everyday campus life so that students make the connection between what they learn and how they live. The goals and objectives of our strategic, academic, facilities, and enrollment plans, as well as our fiscal commitments, reflect our fundamental values. In addition to these principal values, the University embraces, through its shared governance bodies, the long-honored tradition of honesty and mutual regard that is and should be a defining characteristic of higher education.



INVESTITURE PROGRAM

ACADEMIC PROCESSION

Pomp & Circumstance

Composed by Edward Elgar (arr. Jack Gale)

Performed by the SU Brass Ensemble

Fanfare & Trumpet Tune

Composed by Henry Purcell

Performed by the SU Brass Ensemble

The audience is requested to stand as the academic procession moves into position and remain standing until the welcome.

The Processional comprises the marshals, visiting delegates, deans, faculty, parade of graduates, and the platform party.

WELCOME

Dr. Karen Olmstead

Provost & Senior Vice President of Academic Affairs

PRESENTATION OF THE COLORS

Salisbury University ROTC Color Guard

NATIONAL ANTHEM

The Star Spangled Banner

Composed by Francis Scott Key & John Stafford Smith (U.S. Navy Edition)

Performed by Sophia Merbaum with the SU Brass Ensemble

INTRODUCTION OF THE PLATFORM PARTY

Dr. Karen Olmstead

Provost & Senior Vice President of Academic Affairs

INVESTITURE PROGRAM

Continued

GREETINGS ON BEHALF OF THE

State of Maryland

Jake Day, Secretary of Housing & Community Development

University System of Maryland Board of Regents

Robert D. Rauch, Assistant Secretary

City of Salisbury

The Honorable Jack Heath, Mayor

Alumni

Dr. Lili Leonard, Former President, Alumni Association

Faculty

Jennifer Martin, President, Faculty Senate

Adjunct Faculty

Tim Robinson, President, Adjunct Faculty Caucus

Staff

Joe Benyish, Chair, Staff Senate

Graduate Students

Nicholas Plummer, President, Graduate Student Council

Undergraduate Students

Wyatt Parks, President, Student Government Association

INVESTITURE PROGRAM

Continued

REMARKS

Dr. Nacemah Clark

Chair & Professor, Cinema & Television Arts Department, Elon University

MUSICAL INTERLUDE

Keep Yo' Hands on the Plow

Traditional Spiritual (adpt. Dr. John Wesley Wright)

Performed by Dr. John Wesley Wright, Calesta Day,
Jeremiah Copeland, & Annabell Midley

INVESTITURE OF THE PRESIDENT & PRESENTATION OF THE PRESIDENTIAL MEDALLION

Dr. Jay A. Perman

Chancellor, University System of Maryland

Linda R. Gooden

Chair, University System of Maryland Board of Regents

INAUGURAL ADDRESS

Dr. Carolyn Ringer Lepre

Salisbury University's Tenth President

INVESTITURE PROGRAM

Continued

ALMA MATER

Composed by Black & Fleming (arr. William Folger)

Performed by Members of the SU Chamber Choir,

Larum Voces, & SU Gospel Choir

Conducted by Eric Gehl

CLOSING

Dr. Karen Olmstead

Provost & Senior Vice President of Academic Affairs

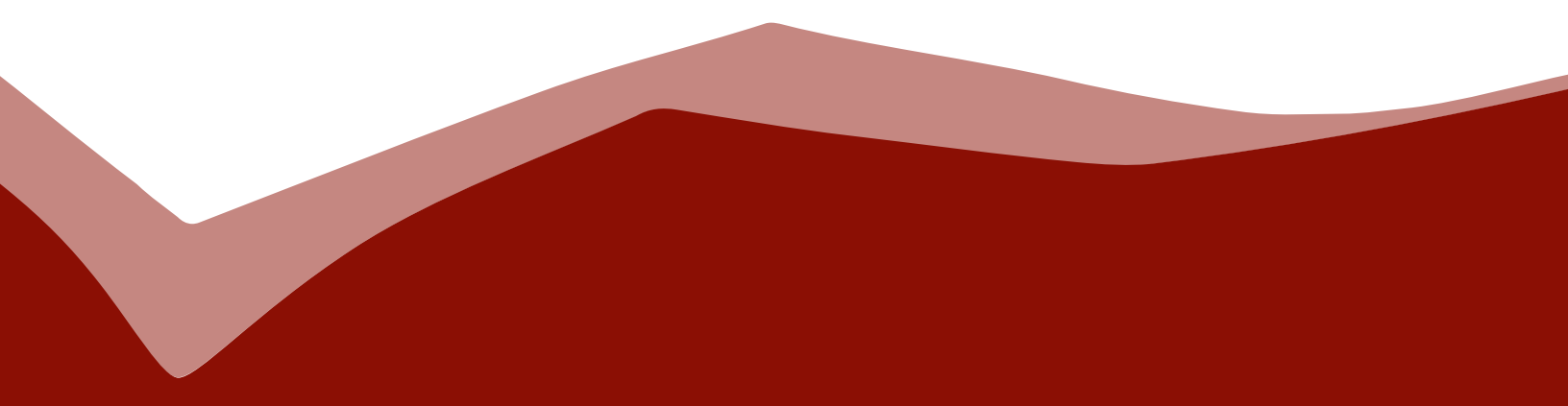
RECESSIONAL

Trumpet Voluntary

Composed by Jeremiah Clarke (arr. David Thomas)

Performed by the SU Brass Ensemble

Please remain standing until faculty, delegates, and the platform party recess.



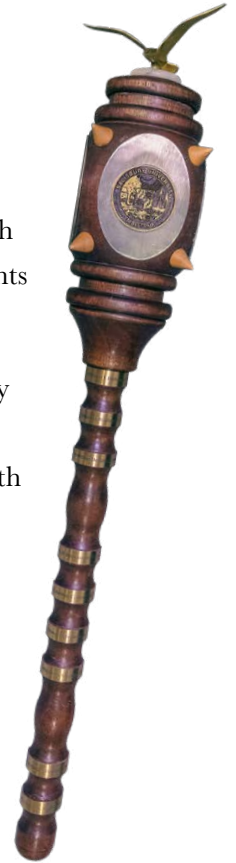
MACE

The University mace was created for the 1997 inauguration of William C. Merwin as seventh president. Clinton G. Bradway (Class of 1956) designed and donated the mace that is used at all official academic ceremonies.

The mace, originally a medieval weapon of war, has evolved into an institutional emblem of authority and symbol of office. This symbolic item is composed of a mahogany staff adorned with pewter rings, each engraved with the name and term of office of each of the University's presidents since its founding in 1925.

The head or orb has four flat, oval surfaces: one is overlaid with a 3-inch replica of the University seal; its opposite side features the Holloway Hall bell tower, the University's most enduring landmark; the surface of a third side reflects the evolution of the University's name; and the fourth side lists the University's schools and colleges: Franklin P. Perdue School of Business, Richard A. Henson School of Science and Technology, Charles R. and Martha N. Fulton School of Liberal Arts, Samuel W. and Marilyn C. Seidel School of Education, Glenda Chatham and Robert G. Clarke Honors College, and College of Health and Human Services.

Crowning the mace is a golden Sea Gull, symbolizing the University's long and distinguished varsity athletics programs. Eight wooden spikes, reminiscent of its medieval counterpart, are positioned just beneath and above the mace's head. These were crafted from a historic linden tree planted in front of Holloway Hall in 1925 and felled by a storm in 1995.



PRESIDENTIAL MEDALLION

A symbol of the Salisbury University Office of the President, the medallion is worn by the President during ceremonial occasions. The original medallion was commissioned upon the 1997 inauguration of William C. Merwin as the seventh president of the University. Today's medallion is made from gold-plated brass and hangs from a golden chain. It incorporates the University seal at its center surrounded by a band engraved with the President's name.



SEAL

Salisbury's first president Dr. William J. Holloway organized a design contest for art students in 1927 to create a special seal for the school. Of the five designs submitted, the one drawn by Grace Hallam was selected.

Used without changes (except the institution's name), the seal is carefully composed of images unique to the school, as described at the time of its adoption:



“The loblolly pine is characteristic of the Eastern Shore; the sailboat represents the fishing industry; the plow and farm demonstrate agricultural interests; the strawberry bed in the lower left foreground represents a leading industry of the Eastern Shore; the sun at its zenith signifies the educational service that is hoped the school will render; the Maryland shield signifies that the school is a Maryland institution.”

ACADEMIC REGALIA

The traditional caps and gowns worn by students and faculty in the academic procession have been the historic costume of scholars since medieval times. Because many scholars of that period were members of monastic orders, the academic costume resembles ecclesiastical dress.

A uniform code for academic costumes was drafted by an intercollegiate commission in 1893 and has since been adopted by the majority of colleges and universities in the United States. Each of the three academic degrees – bachelor's, master's, and doctoral – has its own distinctive gown and hood. The gown representing the bachelor's degree is distinguished by its long, pointed sleeve. The master's gown has a longer, narrow closed sleeve, extending below the knee; the arm is passed through a slit at the elbow. In contrast, the doctor's gown has a full, bell-shaped sleeve with three bars of velvet. The opening of this gown is faced with wide velvet bands, which may be black or of a color indicating the general field of learning of the wearer – for example, dark blue for philosophy, green for medicine, purple for law, and light blue for education.

The most colorful and distinctive item of the academic costume is the hood, which passes around the neck and extends down the back. The colors of the silk lining exposed in the center of the hood are those of the college or university which conferred the degree.

VISITING DELEGATES

UNIVERSITY OF TENNESSEE

Dr. Kashi Khazeh

Alumnus; Professor of Economics & Finance, Salisbury University

1794

UNIVERSITY OF MARYLAND, BALTIMORE

Dr. Bruce E. Jarrell

President

1807

UNIVERSITY OF FLORIDA

Dr. Michelle Kimball

Alumna; M.A. in Communication Program Coordinator, Johns Hopkins University

1853

UNIVERSITY OF MARYLAND COLLEGE PARK

Dr. Darryll J. Pines

President

1856

BOWIE STATE UNIVERSITY

Dr. Aminta H. Breaux

President

1865

TOWSON UNIVERSITY

Dr. Melanie Perreault

Interim President

1866

JOHNS HOPKINS UNIVERSITY

Megan Howie

Associate Dean of External Relations

1876



VISITING DELEGATES

Continued

UNIVERSITY OF MARYLAND EASTERN SHORE

Anastasia Rodriguez
Vice President for Administration & Finance
1886

ELON UNIVERSITY

Dr. Nacemah Clark
Chair & Professor, Cinema & Television Arts Department
1889

HOOD COLLEGE

Rachael E. Faust
Alumna; Recycling Coordinator, Salisbury University
1893

FROSTBURG STATE UNIVERSITY

D. Troy Donoway
Vice President for Administration & Finance
1898

COPPIN STATE UNIVERSITY

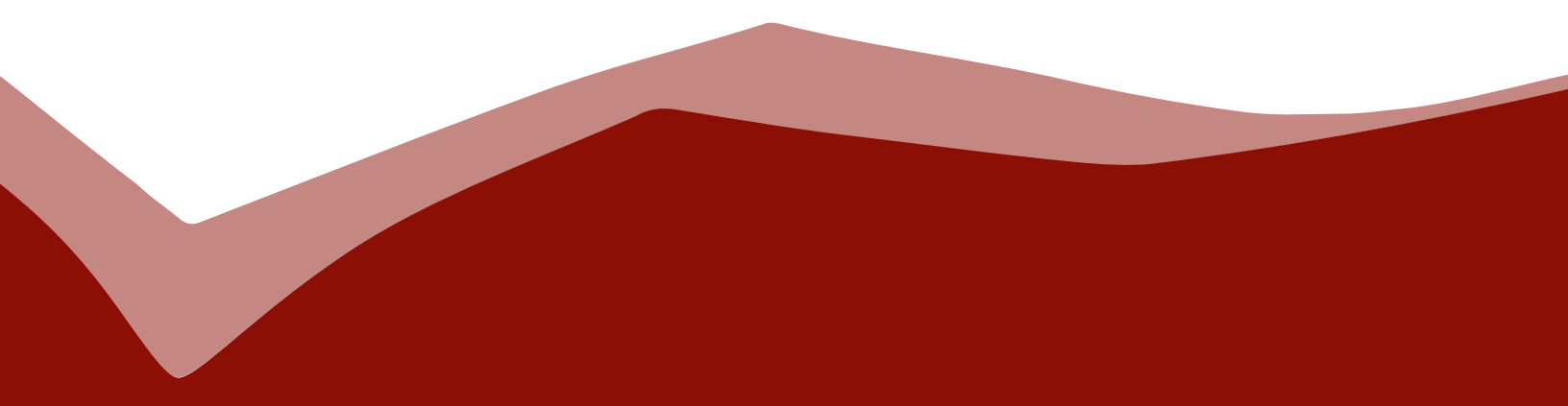
Dr. Errol Bolden
Interim Associate Provost & Associate Vice President for Academic Affairs
1900

RADFORD UNIVERSITY

Dr. Angela Joyner
Vice President for Economic Development & Corporate Education
1910

RADFORD UNIVERSITY

Dr. Susan Trageser
Vice President for Student Affairs
1910



VISITING DELEGATES

Continued

UNIVERSITY OF BALTIMORE

The Honorable Kurt L. Schmoke, Esq.

President

1925

UNIVERSITY OF BALTIMORE

Dr. Roger Hartley

Dean, College of Public Affairs

1925

UNIVERSITY OF MARYLAND CENTER FOR ENVIRONMENTAL SCIENCE

Dave Nemazic

Chief of Staff

1925

MARIST COLLEGE

Dr. Deborah Gatins

Dean, School of Social & Behavioral Sciences

1929

UNIVERSITY OF MARYLAND GLOBAL CAMPUS

Dr. Gregory Fowler

President

1947

CHESAPEAKE COLLEGE/EASTERN SHORE HIGHER EDUCATION CENTER

Marcella L.S. Leach

Executive Director

1965

UNIVERSITY OF MARYLAND, BALTIMORE COUNTY

Dr. Karl V. Steiner

Vice President for Research & Creative Achievement

1966

VISITING DELEGATES

Continued

WOR-WIC COMMUNITY COLLEGE

Dr. Kristin Mallory
Vice President for Academic Affairs
1975

THE UNIVERSITIES AT SHADY GROVE

Dr. Anne M. Khademian
Executive Director
2000

UNIVERSITY SYSTEM OF MARYLAND AT HAGERSTOWN

Dr. Jacob Ashby
Executive Director
2005



TALBOT COUNTY PUBLIC SCHOOLS

Dr. Sharon Pepukayi
Superintendent of Schools
1864

WICOMICO COUNTY PUBLIC SCHOOLS

Dr. Micah C. Stauffer
Superintendent of Schools
1868

SPECIAL ACKNOWLEDGMENTS

UNIVERSITY SYSTEM OF MARYLAND

Dr. Jay A. Perman, Chancellor

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PRESIDENT'S CABINET

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Dr. Dane Foust, Vice President of Student Affairs & Auxiliary Services

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Eli Modlin, Chief of Staff & Vice President of Public Affairs & Strategic Initiatives

Karen Treber, General Counsel

SPECIAL ACKNOWLEDGMENTS

Continued

SALISBURY UNIVERSITY DEANS

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Dr. Maarten Pereboom, Fulton School of Liberal Arts

Dr. Michael S. Scott, Henson School of Science & Technology

Dr. Christy Weer, Perdue School of Business

Dr. Laurie Henry, Seidel School of Education

Dr. Andrew Martino, Clarke Honors College

Dr. Clifton Griffin, Graduate Studies & Research

Dr. Beatriz Hardy, Libraries & Instructional Resources

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Dwight Miller

Michael Scarborough

Mark Smith

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Phyllis Vinyard

Sonya Whited

A TIMELINE OF PRESIDENTS

2022-Present
Dr. Carolyn Ringer Lepre

1995-1996
Dr. K. Nelson Butler (acting)

1955-1968
Dr. Wilbur Devilbiss

2018-2022
Dr. Charles A. Wight

1980-1995
Dr. Thomas E. Bellavance

1935-1955
Dr. Jefferson Blackwell

2000-2018
Dr. Janet Dudley-Eshbach

1979-1980
Dr. A. Nayland Page (acting)

1934-1935
Dr. Thomas J. Caruthers (acting)

1999-2000
Dr. Joel Jones (interim)

1970-1979
Dr. Norman C. Crawford

1925-1934
Dr. William J. Holloway

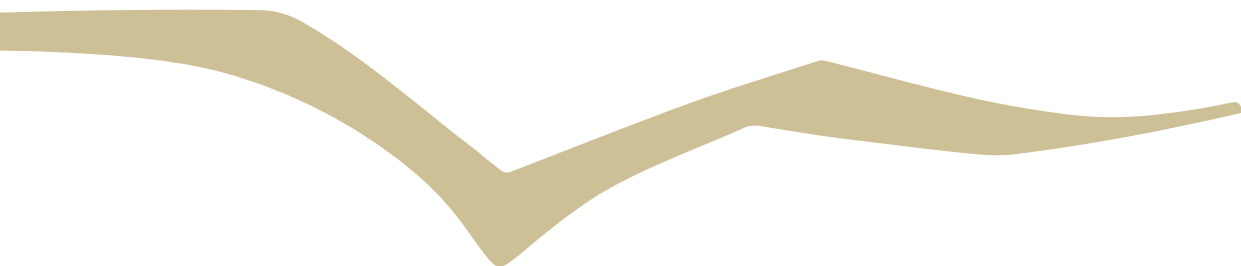
1996-1999
Dr. William C. Merwin

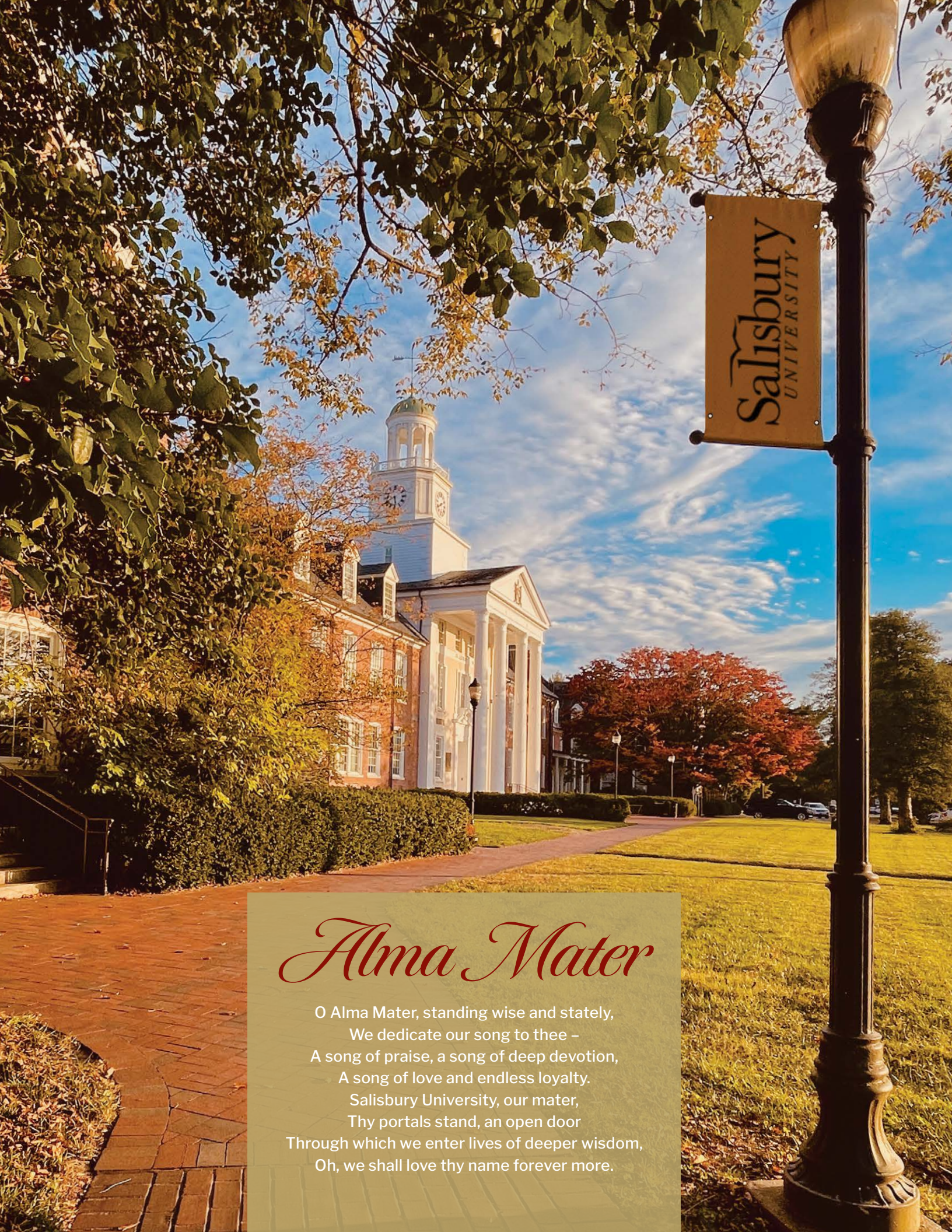
1968-1970
Dr. W. Douglas Smith

SALISBURY SEVEN

At her first State of the University address, President Lepre announced the pursuit of specific goals and initiatives aligned with these seven priorities:

1. Invest in the people who deliver on the promises we make to students.
2. Deliver a rigorous, student-focused academic program taught by world-class educators on a world-class campus.
3. Have a continual commitment to inclusion, diversity, opportunity, equity, and the cultivation of a sense of belonging.
4. Strategically grow to serve the needs of the Eastern Shore, Maryland, and the nation, while holding fast to our identity as a student-focused institution.
5. Be known for innovative, high-impact practices and educating the whole student for a lifetime of leadership and service.
6. Raise resources to support SU's programs, students, and culture.
7. Strengthen our institutional identity and reputation.





Salisbury
UNIVERSITY

Alma Mater

O Alma Mater, standing wise and stately,
We dedicate our song to thee –
A song of praise, a song of deep devotion,
A song of love and endless loyalty.
Salisbury University, our mater,
Thy portals stand, an open door
Through which we enter lives of deeper wisdom,
Oh, we shall love thy name forever more.

Salisbury

UNIVERSITY



UNIVERSITY SYSTEM
of MARYLAND

Salisbury University is a proud member
of the University System of Maryland.

Salisbury University is an equal educational and employment opportunity institution.