What do a dogsleder teaching technology to Eskimos, a student conducting conflict resolution trainings in Kosovo and a musical healer have in common? All of them credit the hands-on learning they experienced at SU with giving them the tools to tackle demanding and unique challenges.

As the University evolved over the years, so did the opportunities for students to learn outside the classroom. Student nurses learned the importance of patient care at the regional hospital. Aspiring dancers worked out their intricate choreography on the SU stage. Future NFL trainers taped their first ankles at Sea Gull Stadium. Budding scientists explored the microcosm of the Chesapeake Bay. Burgeoning corporate barons whet their appetites for big business at their internships.

Seventy-five years since its opening, undergraduate research is the hallmark of an SU education. Hosting an annual Undergraduate Research Conference, SU showcases hundreds of students and their work outside the classroom. New ideas are shared and promising careers are forged in the hours spent exploring the possibilities that exist beyond the classroom experience.

In the following pages, meet a few Salisbury University students, past and present, who are making discoveries and changing lives because of what they learned at SU when they went “beyond the books.”
Research helps grad find success in the lab

Lynn M. Anderson ‘01

When Lynn Anderson began college, she did not have a definite path in mind. She had heard good things about SU from alumni and was impressed by both the beauty of the campus and the friendliness of the students and faculty. One of these faculty members would end up having a profound impact on her future.

“I never would have gotten into this field if it hadn’t been for my mentor at SU. Dr. Al Witkofsky made all the biology-related psychology classes so fascinating and helped me gain research experience.”

While attending SU, Anderson worked on two independent research projects with Dr. Al concerning college students’ experiences with illicit and over-the-counter drugs. At the insistence of her mentor, Anderson presented her findings at the SU Undergraduate Research Conference and at the Eastern Psychological Association conference.

After graduating with a B.A. in psychology, Anderson’s research caught the attention of the National Institute of Drug Abuse (NIDA) where she accepted a post-baccalaureate research position. Anderson trained in clinical smoking research for one year and again presented her research to colleagues at various conferences.

It was at one of these conferences that Anderson then caught the attention of Virginia Commonwealth University faculty. She was interviewed on the spot and was accepted as a graduate student/research associate at VCU’s Clinical Behavioral Pharmacology Laboratory.

Anderson, now married, is currently in her second year of graduate school and continues her research into the biological and psychological effects of smoking. She attends several national and international conferences each year where she presents her findings and makes connections with colleagues in her field.

Anderson credits SU, and Dr. Al in particular, for sparking her interest in psychology and giving her the necessary skills to thrive in her field. “The experiences I had at SU, both inside and outside the classroom, increased my passion for research and gave me the skills necessary to be successful in both the graduate and research environments.”

Getting Psyched

Enhancing its commitment to undergraduate research, SU’s Psychology Department added lab space for students to do their own experiments. From behavioral research with rats in a maze in the Physio Lab to developmental research with children in the Human Subjects Lab, students are getting the head start they need to be successful in graduate school and beyond. SU students are already getting notice with upcoming presentations at Eastern Psychological Association conferences in Boston and Washington, D.C.
Graduate uses music as the key to good health

Mike Legge ’75

Connecting music, computers and health care in a single profession may seem to be an odd junction of disciplines. Mike Legge, a business administration/accounting graduate, however, has done just that in a unique blending of technology and traditional knowledge.

Legge’s accounting degree from SU proved to be a critical asset during his early career. He entered the job market just as computers began hitting mainstream business. His background in accounting gave him the opportunity to analyze, build and maintain complicated financial systems for hospitals and alternative health facilities.

Focusing on health care, Legge has served with Blue Cross of New Jersey and the New Jersey Department of Health and Senior Services as a health economics research specialist and most recently a research scientist. His duties at the state health agency include running the Charity Care Distribution System. He also worked at the Bucks County Health Center where he gained a clinical perspective working with a neurologist and a massage therapist, as well as doing his own work as a hypnotherapist. It was this clinical phase at Bucks County that had the most-lasting impact on Legge’s life.

“I was able to pull together my interests in alternative medicine, systems design and development, and music therapy ... There I gained an appreciation for Traditional Chinese Medicine,” Legge said. A friend gave Legge a portfolio from China that contained a Xeroxied paper correlating the five elements of Traditional Chinese Medicine (TCM) to the five tones of the pentatonic scale.

Legge’s discovery of the photocopied notes was life-changing. He remembers the moment clearly, “I was beside myself. I felt like I had discovered the Rosetta Stone. This was the key that opened up years of research for me, culminating in the full development of the Five Elements Tonal System (FETS).”

Legge’s Tonal System adheres to the teachings of TCM that attribute illnesses to imbalances of the five elements within the body. The underlying theory of the tonal system is that tones (music) can restore the balance of these elements. “I ended up using the diatonic scale with the five left over tones comprising the pentatonic scale. I could then strengthen the elements through the use of non-harmonic tones embedded in musical compositions.”

He stresses that the only way to make breakthroughs is by getting “beyond the books” and computers that pervade traditional learning. “Research and continuing education proved invaluable in the accomplishment of my life goals,” Legge said, “Getting a handle on the human condition and working toward the alleviation of human suffering has to be one of the most fulfilling activities a person could do.”

For a more complete discussion of FETS, visit Legge’s Web site: www.swiftsite.com/musicmedicine/index.htm.

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Graduating from SU with a Bachelor of Science in physical education and playing on the SU soccer team for four years taught Greg Martel about the importance of physical activity and keeping fit. Today, he is not only passing that knowledge on to others, but he is also researching how regular exercise can benefit the elderly and those with cardiovascular disease.

When Martel was a senior in high school, Salisbury’s athletic reputation was one of the many factors that first attracted him to the university (then state college). Martel added, “Without a doubt, SU had the most friendly and helpful admissions and recruiting staffs I had encountered during my decision-making process.”

While attending SU, Martel remembers faculty members requiring participation in community activities and helping him set up an internship. “This gave me an opportunity to work in the field and get my foot in the door. I would recommend completing an internship to all undergraduates in my field.”

Martel continued his education at the University of Maryland College Park, ultimately earning his Ph.D. in 1998. During graduate school, he realized that teaching was his calling, and he joined the faculty at the University of Maryland Eastern Shore (UMES) in 1998. Today, Martel is engaged to fellow SU alumna Samantha Morris ’00 and is able to put his “beyond the books” beliefs into action while working with both UMES and SU students.

“Through research on cardiovascular rehabilitation participants at Peninsula Regional Medical Center, I have been able to show students ‘real life’ examples of things we’ve discussed in class, as we collect data.” He has also had the opportunity to involve SU students and faculty in research projects. “Research is a great way to have students expand upon and apply knowledge that has been read in a textbook.” He firmly believes that research such as this is a key element of any education. “I like the way SU is focusing on the importance of research to undergraduate students. One must always be ready to read and willing to learn new things that are NOT in the textbook. Cutting edge findings and changes in practice appear much more quickly than textbooks are able to be updated.”

Martel’s own work demonstrates the far-reaching impact research can have for all of us. In addition to his teaching duties, he is also involved in conducting research regarding exercise and aging, much of which has been published and presented at scientific meetings. His research focuses on how regular exercise can improve problems associated with aging and inactivity-related diseases such as cardiovascular disease and sarcopenia (age-related loss in muscle mass).

‘Real life’ is faster than textbooks allow
Greg Martel ’91

National Notice for SU’s Athletic Healers
In 1972, under the leadership of then head athletic trainer, Hunter Smith (current Indianapolis Colts head trainer), the SU Athletic Training Educational Program (ATEP) was created. The foundation Smith built has been the impetus for a program that has now become one of the nation’s elite.

Recently, Salisbury’s program was ranked 12th in the country among accredited ATEPs. The SU ATEP was one of only three Division III schools in the top 25 nationally and first among institutions in this region. Under the leadership of Smith’s protege and SU alum Pat Lamboni ’78, the program focuses on practical experience, producing athletic trainers who go on to work with a wide array of collegiate and professional teams.
It was only later, when she was grown, that she realized the clothes worn by the young woman with the cut foot were suggestive—like those of a prostitute. But, at age 5, all Bee knew was that the stranger had stepped on broken glass outside the yard of her family’s Suitland, MD, home, and that her mother was now doing all she could to help her, despite having been born deaf. As best she could, her mother motioned to the girl to let her clean her wound, and then she helped her up and sent her on her way.

“My mother’s life was showing Christ’s love to anyone that she met, no matter what social or economic standing they had,” said Bee. “My mother was the inspiration for me wanting to get into social work ... I went to Salisbury (University) because I wanted to learn the skills that would help my heart make a difference in whatever part of the world God allowed me to serve.”

Today, that part of the world is Mt. Eaton, OH, her husband’s hometown. There, Bee is serving a more low-key role than in the past seven years, when she was executive director of Diakonia, an Ocean City, MD, ministry that provides emergency shelter, transitional housing and food pantry programs for homeless men, women and families.

She is now planning part-time work as a grants writer, but, most importantly, she is devoting more of her time to being a pastor’s wife, a role she takes very seriously.

“The role of the pastor’s wife entails quite a bit, such as being an example to the parishioners, especially being a good wife and mother. The church does look to you for that,” said Bee. “My husband was really supportive and a big part of my being successful ... I’m looking forward to being more available to support him.”

Bee and her husband, Bob, met while she was attending SU. She was interning as a residential counselor and working as a freelance interpreter for the Deaf Independent Living Association; and he was a live-in volunteer for Diakonia. They met in church, Ocean City’s Mennonite Church, which has a deaf ministry. Bob, a missionary, was part of the Sign group there.

After they married, the couple moved to Kansas for Bob to attend Hesston College. They next went Quakertown, PA, where Bob served as a pastor for two years. While there, Bee was director of Indian Creek Industries, an agency that helps employ developmentally disabled adults.

Before long, the Ocean City Mennonite Church asked her husband to come and pastor. By this time, Bee was home with their two children, Gary, now 10, and Noelle, 8. A year later, in fall 1996, Diakonia had a position open for an executive director and she applied. “We had come full circle,” said Bee.

Now in Ohio, Bee reflects on her time at SU. (In addition to her internship, she worked with deaf children at the Prince Street School.) Those experiences “confirmed that social work was definitely what I wanted to do. It has been my career of choice,” said Bee. “It’s very fulfilling to be able to make a difference in a person’s life. That’s something I believe I’ve been able to do as a social worker and a pastor’s wife as well.”
Discovering that a career in the IRS is much more than audits

Ron Bartyczak ’70

When one thinks of the IRS, many things come to mind: the bureaucrat pouring over 1040s, the old adage that “nothing is certain but death and taxes” and, yes, audits. There of course is much more to the Internal Revenue Service.

In fact, Ron Bartyczak, mathematics graduate, has enjoyed a career with the IRS that has taken him from railroads to trading stamps. Living a mathematician’s dream, Bartyczak’s work has focused on data analysis, statistical consulting and sample design.

“One of the most interesting, and challenging, tasks in which I was involved was reviewing statistical analysis performed by various railroads to establish the useful life of their grading and tunnel bores. These reviews ultimately resulted in my testifying in the U.S. Court of Claims and the U.S. Tax Court as an expert witness in statistics.”

Other highlights of Bartyczak’s career include conducting research to estimate the redemption rates of trading stamps and consulting on a tax treaty between the U.S. and the U.K. He also passes his expertise on to others by developing and teaching courses for the compliance function of the IRS.

Bartyczak’s varied career had its genesis during his tenure at SU. In addition to his required classes, he served as president of the Student Government Association. “Other than meeting my future wife (at SU), this had the most significant impact on my tenure at SU and ever after. The leadership and problem-solving skills learned at that post have helped me at many points of my career.”

In his words, “Beyond books” means taking the experience into real life. Finding out that life is not always theoretically correct is valuable in and of itself. But, being pressed to develop and test new hypotheses to explain the unexplained is the way that all knowledge is expanded.”

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Students Plan for the Future

Following the trends in the job market, the Perdue School of Business has expanded its offerings to include a program in financial planning—a lucrative and growing career field. As employment and retirement trends shift, financial planners are becoming more in demand to guide clients’ personal economic affairs.

SU’s financial planning track of the finance major is accredited by the Certified Financial Planner Board of Standards, Inc. (CFP), a distinction held by only a select number of programs in the nation. In addition to certification, students also benefit from hands-on experience earned through the Applied Business Learning Experience (ABLE), an experiential learning program that provides students with work-study cooperative programs, immersion internships, community projects and student consulting.
SU makes climbing the corporate ladder easier

Terry McCubbin ‘94

Managing multi-million dollar portfolios may seem a long way from an entry-level finance class in Holloway Hall, but that is exactly the transition Terry McCubbin has made in his career. McCubbin is currently vice president, investment analyst and portfolio manager of Chevy Chase Trust Company, a wholly owned subsidiary of Chevy Chase Bank.

McCubbin chose SU because of its strong business school and the intimate atmosphere afforded by its size. The Honors Program also figured heavily into his decision.

“I thought the Honors Program offered an opportunity for independent study and research, and had a more refined program for critical reasoning and writing skills.” McCubbin’s critical thinking skills would be sharpened during his college tenure through completing non-classroom-based activities like the Perdue School’s Applied Business Learning Experience (ABLE) Program and the Honor’s thesis.

McCubbin’s ABLE internship was spent with a local real estate firm, developing a library of economic descriptions for each of Maryland’s Eastern Shore counties and creating a template for cash flow valuations on multi-family dwellings and shopping centers. McCubbin admits that the internship was not directly applicable to his career goals, but he learned valuable lessons nonetheless.

“There are many skills you need to know in your career. Every job involves being able to take a problem, research it, break it down and make a decision. While you can learn about many tools in a classroom setting, you sometimes need experience to understand the logic behind them.”

McCubbin’s Honor’s thesis was also an extremely useful exercise in critical thinking. He focused on the economic and political implications of the Federal Reserve’s operating practices. Interestingly several of McCubbin’s observations and criticisms at the time have been incorporated into policy revisions over the past 10 years.

“Obviously no one at the Federal Reserve read my paper at the time, but it gives you a feeling of vindication to know that others reached the same conclusions.”

After graduation, McCubbin married fellow alumna Heather Heimes McCubbin ‘94 and began his march up the career ladder. Starting as a financial sales representative for First National Bank of Maryland, he soon transitioned to its trust division and began pursuing his master’s degree at George Washington University.

McCubbin completed his M.S. in finance in 1999, the same year he accepted the vice president position at Chevy Chase Trust Company. He followed this by completing the Chartered Financial Analyst Program in 2001.

“Beyond the books is an extraordinarily important part of learning. There is only so much that one can learn from reading or lectures. Eventually, one has to apply the skills learned in order to understand what they are and how they work. ‘Beyond the books’ learning doesn’t end at graduation!”
Half an hour away from the Salisbury University campus, a group of alumni are helping lead the way in the growing veterinary vaccine and pharmaceuticals sector. Intervet, Inc., which has its U.S. headquarters in Millsboro, DE, is the third largest animal health company in the world. Almost 10 percent of its Millsboro workforce is made up of SU graduates. On a global basis, the company employs some 4,800 in 120 countries.

The growth in the animal pharmaceutical market over the past several years has mirrored the upsurge in the human pharmaceutical industry. Through a full research and development staff, Intervet has positioned itself to be one of the leading providers in this market. Today, the company offers pharmaceuticals and vaccines for numerous companion animals such as dogs and cats and for livestock such as cattle, sheep, swine and poultry. Intervet even offers vaccine solutions for aquaculture farms raising catfish.

Not surprisingly, Intervet has a continuing need for qualified researchers in its laboratories. Salisbury University has proven to be a resource for finding quality individuals said Director of Human Resources Pat Townsend, himself a 1990 biology graduate. SU’s focus on research has given students the exposure to real world practices necessary to succeed in the business. “Salisbury University graduates offer Intervet well-trained, ambitious and eager local talent,” said Townsend.

Intervet has proved to be a good fit for Salisbury graduates. The company is a subsidiary of Akzo Nobel, a multinational company employing 66,000 people in more than 80 countries. As a result, its employees have the opportunity to work in a variety of cutting-edge fields that include everything from pharmaceuticals to paints and coatings to industrial chemicals.

When looking for new employees Townsend places great value on “beyond the books” learning. Townsend calls internship programs “great ways to learn more about a student. Real world experience is essential. Graduates with experience will almost always get hired over a graduate without experience.”

“SU’s focus on research has given students the exposure to real world practices necessary to succeed in the business.”

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**Nurses Apply Here**

It’s never too late to choose nursing. This philosophy is what brings several students to SU to pursue a nursing career in SU’s Second Degree Nursing Program where students’ backgrounds range from psychology to anthropology to elementary education. These students are highly sought after because they have education, career and life experiences, making them ideally suited to go on to advanced roles. So successful is SU’s Nursing Program, it received the highest possible rating during a recent accreditation visit from the American Association of Colleges of Nursing’s Commission on Collegiate Nursing Education (CCNE), securing accreditation for the maximum period of five years.
Students span the globe resolving conflicts
SU Center for Conflict Resolution

by Dr. Brian Polkinghorn, Center for Conflict Resolution

Students in the B.A. Conflict Analysis and Dispute Resolution (CADR) Program are demonstrating through their practicum experiences that they are capable of undertaking and completing major field projects that are normally reserved for graduate students. CADR is an independent, multi-disciplinary academic program housed in the Sociology Department that provides students with a sound curriculum in social science theory, methods and models that is counter balanced with process skills and practical application via experiential learning opportunities. The following is a sample of conflict resolution students’ interesting self-designed projects.

Jamaica
Kameisha Bennett is savvy and understands the non-obvious and deep-rooted causes of social conflict. So it is no wonder that she spent the summer in Jamaica helping to establish two conflict resolution peace centers in Ocho Rios and Mandeville. She was directly involved in a needs assessment that led to the design of the programs and services these centers were planning to offer. She was also a participant in some of the center’s first training programs where she provided suggestions on how to fine tune the training so as to meet local citizen needs. She has also been indirectly involved in discussions on how to secure funding for the centers and obtaining donations in the form of office supplies and other necessities. This experience has provided the bridge between abstract theory and classroom discussions with real world practical application.

Kosovo
Trent Jennings is a globetrotter. After spending one summer and winter break in Albania and Macedonia conducting conflict assessments and humanitarian assistance Trent decided he needed more face-to-face experience in a protracted conflict setting. So, last summer he went to Kosovo where a recent war of international significance recently took place. He was a volunteer with an American non-profit that conducted trainings in conflict resolution and problem solving. However, it was his own projects that have had a major impact on not only his learning and personal development but also those of his fellow students. Trent took part in “blood feud” mediation that is a relatively new method of engaging people in a nonviolent way to attempt to solve serious conflicts between families or ethnic groups. The usual method of “solving” serious disputes between families and ethnic groups, especially those that involve the death of a family or tribal member, is to seek revenge on the perpetrator or a member of their family or group. The one major challenge with blood feuds is that they almost never come to a conclusion. There is always a reason to strike out at the other side or to be ever vigilant of potential attacks. Trent has a new perspective because of his involvement in some of the first “blood feud” mediation work in Kosovo.
Greg Cooper ‘03 is a person who has to see things with his own eyes in order to appreciate the impact of social conflict and the significance of peace building efforts. Last year he came to the Center with an unusual and exciting idea. He made a proposal to take a walking tour of Northern Ireland to examine, in an intimate fashion, the living history of the “Troubles” in Ireland and how people from all sides are slowly moving past the deadly impasse that gripped the island for the last 30 plus years. Greg is now heading to law school.

Bosnia-Herzegovina & Bali Indonesia

Dale Harper is the Clark Kent/Superman of conflict resolution. He is a non-traditional, mid-career student who, during the day, is a behavior specialist in a local school. However, when he is working with the Center he becomes someone altogether different. Dale has completed two projects for his practicum that clearly have had a lasting impact. In the first project he went to Bosnia-Herzegovina, which had just gained independence from Yugoslavia, along with a group of international police, of which he is a member, and spent nine months teaching Croatian and Serbian police the basic means of protecting and enhancing human rights. He instructed police in international norms of human rights-based policing as one part of the international effort to re-establish a civil society in this war-torn part of the world. More recently, he went on a second practicum project to Bali Indonesia to work with the national police not only in human rights training but also to form a three-party collaborative effort with a local Indonesian university to set up a conflict resolution program. The new program is housed in the university and sponsored by local authorities including the police.

Australia

Jayme Manelli is currently “Down Under” conducting field research on every Australian university graduate program in conflict resolution. She is interviewing the directors of these programs, talking with faculty, conducting supportive survey research, visiting classes and talking to students to learn more about local conflict resolution practices, unique curriculum offerings, current research and community-based projects. Her research is part of a larger project being conducted by the Center that is assessing every graduate conflict resolution program in the United States, Ireland and Canada. When completed, this student-driven project will produce the most comprehensive assessment of graduate conflict programs around the world.

The Netherlands

Tim Dowd is a natural when it comes to conflict analysis and intervention. As a research assistant he has shown incredible depth of knowledge and practical skills, in particular, as it relates to structural and systemic conflict. So he applied for and was admitted to the Institute for International Mediation and Conflict Resolution (IIMCR) 2004 International Student Symposium on Negotiation and Conflict Resolution that will be held at Erasmus University in Rotterdam, The Netherlands, July 17-August 14, 2004. That achievement is particularly noteworthy not only because of the fierce competition, but also because this symposium is largely geared toward exceptional graduate students who are entering the international conflict resolution world. This is a very elite crowd to gain entry and Tim’s cohorts will help each other for the remainder of their careers. Tim too is heading for graduate school. Like many students in the CADR major, his “why not” attitude, exceptional academic and practical talents and an eagerness to get involved in conflict intervention is the engine that runs this program.