

***SPECIAL INSERT***

**Developing an Evidence-based Program for People in Transition**

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## ***Celebrating the Journey***

Each of the eight programs under the Education Outreach Program/ Life Skills Empowerment Programs umbrella (EOP/LSEP) have been touched by, and responded to the complexities involved in the trauma of being homeless, incarcerated, a survivor of domestic violence or service in the military. By creating and operating these programs, for anywhere between one and 25 years, the sponsoring organizations embarked on their own journeys by creating opportunity through community collaborations that embrace, engage, educate and empower those who are ready to commit to stabilizing and owning their lives. Each program has adopted the program model incorporating key components that, together, create a unique synergy that makes these programs so effective.

Following is a history of their origins and journeys and the accomplishments of the past year that they celebrate today.

### **The History**

The EOP/LSEP programs have their roots in the 1989 Interfaith Assembly on Homelessness and Housing's (IAHH) Annual Interfaith Convocation and Overnight Vigil in City Hall Park and its call for action. Here, many gathered to address the crisis of homelessness and lack of funding for affordable housing in the New York City Budget. Unexpectedly, the overnight event turned into a 200-day encampment of the homeless men and women who had participated in the Vigil. The personal testimonies of those leading the encampment were so compelling that IAHH invited them to share their stories publicly as part of the effort to encourage citizen action. Inspired by these homeless men and women, Marc Greenberg, Executive Director of IAHH, and George Horton, Director of the Department of Social and Community Development of New York Catholic Charities (NYCC) developed the first Education Outreach Program (EOP). The goal of EOP is to assist homeless men and women articulate their experience of homelessness through the telling of their life stories while providing a space for recovery from the trauma of homelessness through development of life skills, assistance from a mentor, and the creation of a supportive healing community.

### **The Model**

With the leadership and support of IAHH and Catholic Charities, the EOP/LSEP model has been replicated, first at St. Francis Xavier Church about 17 years ago, and in the last few years, in six additional locations in Manhattan, Brooklyn and Westchester County. These programs have operated under the umbrella term Life Skills Empowerment Program (LSEP) and have been tailored to meet the needs of each program's participants. Over 1,000 people have graduated from the EOP/LSEPs and many have found permanent housing and employment often in positions that provide services for others in need. The spirituality brought to this endeavor by the participants themselves and expressed in their reflections on inspirational, non-sectarian readings which open each program session is an essential pillar of the EOP/LSEP.

### **The Participants**

EOP/LSEP men and women commit to ownership of their lives, regularly attending life skills weekly sessions over three to four months. They become part of a healing community that reconnects them to others. Through sharing their story with first their group and mentors, and then friends, family and others, they discover new ways to value their life and achieve goals as they move forward to more stable, fulfilling lives. Graduation from the program is a meaningful experience, reflected in the comments of a recent EOP participant, "I had never completed anything before the EOP program. Every morning I see that certificate hanging in my living room and that plays a big part of where I have been, where I can go and where I stand. It's a big part of my life--it changed me." "EOP is just wonderful....it is loving comfort! A supportive program."

## **The Community**

One of the major goals of the EOP/LSEP programs is to create community among the participants and also with and among the agency or congregation which hosts and provides resources for the program. Many program graduates continue to participate, often serving as program mentors and staff themselves. For the past 25 years the IAHH has conducted a Speakers Bureau of EOP/LSEP graduates who have spoken before congregations of all faiths and other forums. EOP/LSEP graduates have testified before numerous civic and legislative bodies about their experiences and the need for criminal justice, housing and homeless policy reform.

## **The Programs**

A diverse group of life skills programs were interviewed for this publication. They offer these reflections and their reasons to celebrate their journey.



**Catholic Charities**, a founder of the EOP program 25 years ago, has continuously provided programs to support those transitioning from homelessness, and more recently survivors of domestic violence. Catholic Charities celebrates:

- Graduating 13 men and women from its 46<sup>th</sup> and 47<sup>th</sup> cycles of the EOP programs
- Supporting the Living Well program at the Kennedy Center, serving homeless women who are survivors of domestic violence, graduating 14 women in the last two cycles.
- Assisting coordinators of new programs, such as Coming Home at Riverside Church for formerly incarcerated individuals and supporting the new IAHH Home Coming program for veterans.

In its staunch commitment to supporting the future of its own and the growing family of EOP/LSEP programs, Catholic Charities continues the Journey!

**The Interfaith Assembly on Homelessness and Housing (IAHH)** is a coalition of congregations (churches and synagogues) advocating for public policies that will produce affordable housing, prevent homelessness, provide needed services, and promote income for those in danger of becoming homeless. Today IAHH celebrates the many successes they have enjoyed since that overnight vigil in 1989 as leaders in founding the life skills model. Its programs continue to offer skill building, mentoring relationships, peer support, and spiritual growth, along with developing community awareness and community involvement. IAHH

celebrates:

- The growing relationship with the Beck Institute that has enabled IAHH to document and further explore best practices.
- Panim El Panim, a program IAHH operates that brings several houses of worship together in order to serve homeless people in their community.
- The programs it helped to replicate:
  - Coming Home, a program sponsored by the Brooklyn District Attorneys' Office for citizens returning from prison that was initiated with the leadership and assistance of IAHH.
  - In 2009 IAHH assisted the Reformed Church of Bronxville in establishing their program for citizens returning from incarceration.
  - Living Well, created by IAHH for women made homeless as a result of domestic violence, now is operated jointly by IAHH and Catholic Charities in collaboration with the Beck Institute.
  - In 2012 IAHH celebrated its newest program, Homecoming, serving homeless veterans.

IAHH's journey as an inspiration and a catalyst for innovation, and change continues.

***Xavier Mission's Life Skills Training and Empowerment Program*** (L-STEP) was born out of concerns expressed by parishioners who were committed to responding to the many people they found sleeping on the steps of their church. It was not acceptable to call the police and simply drive the homeless away. The authorities would respond by providing jail cells, group shelters or drop in centers. Nothing changed! Human dignity was lost, stories weren't understood and all in the community saw the trauma of homelessness in front of their eyes on their own doorstep. Parish members along with leadership searched for better ways to respond to and accept responsibility for finding alternative options.

In 1995 Xavier Mission joined with Catholic Charities and modeled their program after the Educational Opportunity Program (EOP). In 2007 Xavier Mission revisited and refined the program model, under the direction of their new Mission Director, Cassandra Agredo, creating the Life Skills Training and Empowerment Program (L-STEP). L-STEP is a 25 session comprehensive program that is often identified as the "flagship" program of their Jesuit mission: Social Justice through Education. The participants entering this challenging program become part of a community that is committed to growth and healing by recognizing each person's strength and resilience in the face of incredible personal challenges.

Xavier Mission celebrates the success of its program and,

- The welcome addition of a Fordham MSW student intern who provided case management services to the participants, a much valued new component to the existing program.
- Collaboration in the startup of the Coming Home program at Riverside Church and ongoing collaboration which will be further strengthened this coming year with the leadership of a shared coordinator, Hope Eisdorfer. Hope served as student intern at the Riverside Program and has just graduated with an MSW from Fordham.
- A graduate of Xavier Mission's L-STEP is finishing her studies in preparation for a career as an optician. She will also be assisting with child care as part of the "Living Well" life-skills program for women made homeless as a result of domestic violence.
- The L-STEP alumni are committed to giving back. In the two years ending in December 2012, four L-Step cycles were completed and 44 participants graduated. Much of the program's success has been attributed to the support of mentors as well as peer support.

The Journey continues.

**The Reformed Church of Bronxville's Coming Home Program** for the post incarcerated completed their fourth cycle. The first two cycles were in partnership with Hudson Link for Higher Education that enables incarcerated individuals to complete university and graduate courses while in prison. Hudson Link referrals became the first Coming Home participants and were an impressive group with their consistent attendance and work on goals for the future. One of those grads is now a second year Fordham MSW student! Another program grad is enrolled in a PhD program and inspired RCB Mission Director Dawn Ravella to enroll in a Doctor of Ministry program, which she has now completed!

In the second cycle, participants came from a number of programs that work to assist those returning home: Exodus House, The Osborne Association, New York Theological Seminary and Hudson Link. This past program year RCB shifted its focus to work with women who had experienced incarceration and domestic violence.

Many of the 35 graduates continue to return to its reunion events. The fall 2013 series has four participants referred by recent program graduates already waiting for the program to start. They expect to recruit additional participants among residents of the Nodine Hill section of Yonkers, where RCB is leading a systemic change project. "Opening Doors Yonkers" is a project inspired by the Coming Home Program, as congregational leaders were motivated to become involved in prevention as an important part of social justice work.

Dawn Ravella, the RCB Director of Mission, celebrates:

- The generosity of their congregation. "So many have prepared and served the meals, joined participants as mentors, provided instruction and expertise during educational sessions, and have been generous of spirit, time and expertise!"
- The growing awareness of the RCB community of the challenges people returning from prison face, as they have taken on the challenge of working as volunteers to support families and youth in Yonkers.
- During this last cycle, a Habitat for Humanity group from RCB renovated the apartment of one of the participants who could not afford to move from a depressing and dilapidated space that she hated living in. Following that refurbishing and generous community spirit, she finds peace in her home and a sense of safety that she hasn't known in her life. This young woman enjoyed her first Christmas tree this year....She has a HOME!
- The growing collaboration around "Opening Doors Yonkers" in bringing about systemic change in a low-income neighborhood that has been identified as a zip code that sends too many to prison.

The Journey at RCB continues.

**Community and Law Enforcement Resources Together (ComALERT)** was established in 1999 by Kings County District Attorney Charles J. Hynes and serves as a bridge between men and women transitioning from prison back into Brooklyn's communities. ComALERT participants are on parole. It's goal is to provide services for returning citizens and reduce the rate of recidivism. ComALERT has received national recognition for well-documented reduction in the recidivism rate among its participants.

The Coming Home program for clients was initiated in 2010 by Executive Director John Chaney following a meeting with Marc Greenberg of IAHH because it offered a more intensive option for some of the participants at ComALERT. This intensive 13- week program includes mentoring, peer facilitation, an educational series and case management services. The model provides participants with a healing community along with concrete services to enhance personal growth. Peer facilitators offer clear examples of ways one can give back. Giving back remains an important piece of the healing process as it offers participants greater awareness of their value and worth as they rebuild their lives and come to develop and understand their personal story. Community connection is also key to a successful reintegration and remains an integral part of the life skills empowerment program.

The program has identified so many moments to celebrate:

- The accomplishments of their graduates who have worked hard to rebuild their lives and join

their communities. Some have earned a CAC (Credential in Alcohol Counseling), an MSW in Social Work, BA degrees and GED's. They have completed trade schools to become electricians, truck drivers and food service employees. Many celebrate their new found ability to reconnect with family.

- At the graduation held this spring one of those graduating talked about being dropped off by the prison bus at an unfamiliar location. This was his first moment back in the community. He didn't see a pay phone and didn't know how to reach anyone. Another returning citizen saw him, stood by him, gave him money, helped him find a working pay phone, and waited until he could connect with his contact. His feelings of isolation filled the room. We all sensed his loneliness. He learned about Coming Home from his probation officer. The program helped him continue to make connections. His journey continues...
- The faith communities of Brooklyn are engaged in the program and provide mentors. The circle continues as community members connect to participants and participants connect to community.

**Riverside Church's Coming Home Program** seeks to empower men and women who have returned from incarceration. As the newest program, Riverside Church has much to celebrate with the successful completion of a fall and spring cycle graduating 17 men and women.

Perhaps we can begin to understand the impact of the Coming Home program with the following quote from one of its participants

"I wondered what was up with the name "Coming Home." Then I came and sat down with church members at a table with a white tablecloth and china. The minister welcomed us and said a prayer. Can you believe it? The minister himself!! Then church members served us a delicious meal. Now we're here in this spiritual space in this beautiful church, sharing our stories with one another. It feels like I've come home"

Inspiration to implement a program for returning citizens began when a member of Riverside Church, Dr. John Delfs, was called to serve as a grand juror, where he observed firsthand the injustice brought upon those who were imprisoned by the system. Following his jury service, John returned to Riverside determined to work with others in his parish and build support for the implementation of a comprehensive program that would assist previously incarcerated men and women. Full support for the establishment of a Coming Home program was granted by the church leadership in record time.

The Reformed Church of Bronxville provided a wonderful model that Riverside was interested in replicating. Dr. Dawn Ravella who initiated the Coming Home program in Bronxville, George Horton of Catholic Charities and John Langdon of St. Xavier Mission, were all very generous in serving as mentors to John in implementing the program model.

Riverside Church is celebrating:

- The launching of the Coming Home program on November 13, 2012.
- The impact on Riverside church members who were elated to be part of a program that was transforming lives by addressing the difficulties faced by those citizens coming home to their community. Many citizens coming home, were without family connections compounded by few supports available to assist in their desire to restart their lives.
- The dedicated mentors who were recruited from Riverside's parish and worked with participants on identifying goals.
- The peer facilitators who facilitated groups, provided friendship, support and respect. Peer facilitation also highlights the notion of "giving back."
- The healing community that was developed and is changing lives. The community has enjoyed building relationships with participants and participants in turn are changing the lives of community members.

- A Fordham University intern, Hope Eisdorfer, who served as coordinator and case manager of the Coming Home program. Hope will continue in the coordinator position at Riverside Church and Xavier Mission.
- The Coming Home program also celebrates the many accomplishments of this year's graduates: one participant is beginning a full time job. Another has recently graduated from a home health aide program. Still another has reunited with family after years of estrangement, and yet another reengaged with Coming Home after dropping out.

Yes—the Journey Continues!



### **Celebrating our Funders**

External funding is the backbone of every research university, and Fordham is no different. The Beck Institute has a small operating budget provided by the Dean of the Graduate School of Social Service, but all research, evaluation and training projects must receive funding from corporate or private foundations, government agencies, or private donors. Beck has been blessed to receive three large grants this year to fund the work we are doing with our faith-based partners.

### **The Fahs-Beck Fund for Research and Experimentation at New York Community Trust**

The Beck Team was encouraged in January 2012 when Dr. Anita Lightburn was chosen as a Fahs-Beck Fellow and received a grant for a pilot study titled, "Developing an evidenced based model for the post incarcerated and homeless". The homeless and post incarcerated populations of New York City have similar needs for programs that engage them in community experiences and build a foundation for meeting complex needs for lasting stability. According to statistics from the New York City Department of Homeless Services for October 27, 2011, over 39,000 individuals slept in municipal shelters on the night of October 26<sup>th</sup>; of these, more than 8,000 were single adults. Each year, over 100,000 people are released from New York's prisons and jails; two-thirds of them are rearrested within three years (Independent Committee on Reentry and Employment, 2006). These recidivism rates are a clear indication that more must be done to not only help prevent reentry into the prison system, but to rehabilitate so that these men and women can be successful, contributing members of society.

The homeless and those returning home from prison have given powerful testimonials of individual transformation as they graduate from life skills programs that are part of the Fahs-Beck Pilot. These programs have a 25 year history. Despite participants' reports of changed lives, a formal evaluation has not been done to

describe their success. At a time when ongoing financial support depends on knowing if programs are effective, testimonials while valued, are not enough to support promotion of a model of service that should be continued because of the intrinsic difference it makes in the lives of those who are struggling to begin anew, often in dire circumstances.

The Fahs-Beck fund has made it possible to develop a formal evaluation of the programs' effectiveness. These programs are being examined so that their success is understood and best practices developed to develop evidence to support a full demonstration. A pilot study of four of these faith-based programs, including those in the Brooklyn DA's ComALERT program, was evaluated with a mixed method, quasi-experimental, longitudinal pilot study with three data collection points to review outcomes over the course of 2012 – 2013. Detailed field reports from this pilot evaluation have identified areas for capacity building that are now being developed and tested as progress is being made to provide a replicable model.

### **The Lois and Samuel J. Silberman Fund at The New York Community Trust**

Generous support received June 2012 has enabled the Beck evaluation team to build on the findings of the Fahs-Beck Pilot. The New York Community Trust's Silberman Fund has supported an ongoing demonstration evaluating eight programs that provide life skills and community experiences for those homeless, or formerly homeless due to post incarceration and/or domestic violence. In response to the findings that specific program components could be strengthened, this funding has assisted Beck in increasing training for mentors and staff, with added support for program leadership so that programs provide core components of the model. To date, since July 2012, the Beck Team has worked in collaboration with our community partners to support and evaluate 12 program cycles of these eight programs. Data collection concludes in December 2013, with the six month follow-up evaluation. This is a major accomplishment for all involved. We look forward to the report of the findings from this demonstration in March 2014.

In this demonstration attention has been given to the need for trauma informed services that follow a recovery model, which supports an individual's right to a productive life in the community. Results thus far from the Fahs Beck Pilot evaluation has shown that professional facilitation provided by a trauma-informed clinician in combination with a peer facilitator created a safe holding environment for the participants, important to good outcomes. Therefore, a fall 2012 seminar: *Providing Trauma Informed Programs* was offered by the Beck team and a seminar on group facilitation in January 2013. Early review of pre/post program outcomes on a measure that reports on trauma symptoms indicates significant symptom reduction for program participants across all of the programs. This is an important finding, as trauma symptoms too frequently influence participants' ability to learn, hold a job, and have satisfying relationships.

Needs of the post-incarcerated and survivors of domestic violence are often complex, requiring multi-level interventions to address them. Few such models supported by the faith community exist. Even fewer of these programs are supported by evidence documenting program components and their effectiveness. This demonstration study will document an innovative program providing many layers of emotional support, community support and resource sharing. Early evidence suggests that this is a model that can be provided across the faith community. The program has a strong social justice component that is consistent with the mission of congregations and organizations that are concerned about recidivism and the unmet needs of families struggling with domestic violence. There is a great need to demonstrate how faith based services can provide collaborative ways of being part of innovative, cost-effective services that offer strong outcomes. It is essential to support programs working with these populations who receive the least services and opportunities to establish new pathways to productive lives in the community.

## Generous Anonymous Donor Supports Capacity Building, Sustainability and Promotion of Restorative Justice

This May was an amazing month for Beck, as we received notification that an anonymous donor was providing substantial support for the next fifteen months of life skills program development and replication for people in transition. We have already begun working with all of the programs who have been involved in the last two projects, with plans to further capacity building to strengthen participant outcomes, program evaluation and work on sustainability. We are also looking forward to beginning the process of replication with a number of new congregations, organizations and communities as we document the process of adaptation and stages of development. We look forward to providing mentor training and support, as well as ongoing work with our “Learning Collaborative” for seminars that support knowledge building and examine ways to support implementation to further the work of restorative justice. We welcome Patricia Dawson, as companion researcher on capacity building for this phase of our work to help us document “what works” as models to support future developments.

*We thank our funders and all who have inspired and supported us on this journey!*

## Celebrating the Beck Team

The Beck Team has many new additions that have brought a diversity of experience, skills, gifts and interests to support our evaluation and program development work. We are truly thankful for each person who has been part of the “team” in helping us bring to conclusion the Fahs Beck Pilot Project, and the successful launching of the New York Community Trust demonstration. It has been an exciting, albeit demanding time, to manage the different aspects of our collaborative work, as in total we have been involved with evaluating sixteen programs from January 2012 to June 2013. Both Amanda Sisselman and I, as Co-Principle Investigators for the demonstration evaluations, are appreciative of the investment of all who have put in an exceptional effort.

**Jennifer Hili**, our GSS doctoral student, served as the Fahs Beck Pilot Project Coordinator. Skills in organizing data collection were complimented by expert interviewing of program participants. **Elaine Gerald** took on the Project Coordinator role for the New York Community Trust grant, a challenging change from her role as Dean of Admissions at GSS! Her engaging enthusiasm has helped launch mentor training, the Beck Learning Collaborative events, and key development activities. **Anne Teicher**, a veteran non-profit leader and coach, has been our program consultant focused on “fidelity” as she assisted the twelve programs. Mentor training, support work and assistance with program development has been enriched from her experience in developing programs for the homeless. She continues in the role of program capacity builder for the new initiative.

The evaluation team is headed by **Dr. Amanda Sisselman**, who has shepherded our research team of doctoral students. As a partner with Anita Lightburn she has been energetically involved in the development of all of the program evaluations and new capacity building initiatives. This year we are grateful to have **Donald Garner, Debbie Mullin and Jen Hili** who continue their important data gathering and managing role. **Linda Hood**, new to the data collection team, has been a delightful addition and will continue as we focus on capacity building. **Mercedes Riley**, a recent Fordham MSW graduate, has brought commitment, investing her academic skills in the development of the first edition of our *Mentor’s Manual*, as well as partnering in mentor training and support. Behind the scenes, **Sue Groman**, a newly graduated Fordham MSW, has been indispensable as an all-around Research Assistant, transcriber of hundreds of hours of interviews, and expert editorial and production support for all of our manuals and materials. **Jan Miner**, GSS Dean of Fieldwork, is a recent addition to the team as our media researcher, bringing her film making expertise to document program outcomes. Finally, we recognize **Angela Belsole**, Grant Officer for GSS, who has been exceptionally supportive with her many skills. These talented and committed individuals’ contributions make all of our collaborative work possible. **THANK YOU!**

## *Celebrating Student Involvement and Success*

The collaboration between the Beck Institute and the Life Skills Empowerment Programs (LSEP) has yielded educational opportunities on many levels. Students in Bachelor's, Master's, and Doctoral level programs have worked closely with the LSEP programs and the evaluation team.

In collaboration with Empire State College, and under the direction of Dr. Amanda Sisselman, approximately 10 undergraduate students have been involved in many aspects of the LSEP programs such as program coordination, administrative assistance, provision of children's programming, and casework support under the task supervision of MSW interns. These students took a class entitled, *Working with Community Based Organizations: A Hands on Learning Experience*, and each spent at least 20 hours working in some capacity with the LSEP programs. During the Spring 2013 term, two undergraduate students acted as volunteer mentors for the homeless veterans program.

During the 2010-2011 academic year, the Beck Institute began working collaboratively with several LSEP programs to develop field internships and several new field supervisors were trained—welcome to Cassandra Agredo and Alison Hughes-Kelsick! To date, 10 students have completed field internships with LSEP programs and are graduating Fordham's GSS. Students provide individual casework support services to LSEP participants and provide support in outreach and engagement, program coordination and development. They have also gained skills in community organizing and have learned what it means to be a part of a true grassroots effort. MSW interns connected with community resources to recruit participants and volunteer mentors for the programs, in addition to guest speakers.

One MSW intern spoke of the new perspectives she gained on the post-incarcerated population, learning how the absence of judgment can help someone to make progress and move forward with their life. Another says, "I continue to be amazed by the resiliency each participant has and the support and strength they share with each other", as he reflects on the group process and the idea of mutual aid. Another student reflects on the excitement shared by participants and staff in the domestic violence program, "For many of the participants, this is the first time they have shared their stories and connected with so many people at once. It is extremely gratifying to see the participants feel less alone in their pain and feel like they're being heard."

Yet another intern speaks of the transformative power of the Coming Home program for post incarcerated individuals, not only for participants but for herself as well, "Being a part of the Coming Home Program has been a transformational experience not just for the participants in the group, but for me and the group facilitators as well...The Coming Home Program has allowed me to get to know some of the best people I have ever met. I truly believe that and I want the participants in the group to believe that about themselves. As I said to the graduates at our first graduation in February, "Each of you have shown me what it means to be honest, brave, respectful, caring, thoughtful, and resilient." The Coming Home program has also allowed me to get to know myself better. It has helped me to create for myself a more positive outlook on humanity since I have seen how true transformation can happen in a loving, supportive environment".

As the collaboration and the evaluation process grew, several doctoral students became involved as research assistants and continue to be involved on an ongoing basis. Doctoral students collect data, conduct individual interviews and focus groups, and assist with quantitative data entry and management, qualitative data analysis, as well as development of academic presentations and writing for publication. The doctoral students also speak of the transformative nature of the work, from an evaluation perspective. One doctoral student shared that it has been particularly rewarding to be able to learn about research procedures and technical protocols in the context of such meaningful work. She says, "By uncovering the many truths we are learning about how people in transition can be helped...and can offer [evidenced based] ways to get people their lives back". Another doctoral student mentions learning about recovery from her work with the qualitative data, "The research outcome for me, demonstrated by the groups, was that illness and treatment were converted into new meanings. Recovery can be found in wellness, hope, strength, and community".

In celebration of the learning that has occurred in the past and that which will continue as the next academic year begins this coming Fall please take note of the following names. These are all of the students who have been involved and played an integral role in the LSEP program collaboration with the Beck Institute.

**Doctoral Students:**

Jennifer Hili  
Donald Garner  
Debbie Mullin  
Linda Hood

**Master Level Students:**

Iana Ryan  
Karen Lippitt  
Dillon Nishimoto  
Solange Delmar  
Anjenae (Ye-ye) Wilson  
Hope Eisdorfer  
Naomi Herman  
Marie Dunn  
Margaret Hannigan (Meg)

**Undergraduate Students:**

Linda Springer  
Irsida Xheleshi  
Domenica D'Angelo  
Lauren Carucci  
Duane Connor  
Jeanine Jones  
Annette Bedminster  
Henry Epstein  
Stavros Delardas  
Judith Savage  
Douglas Bradley  
Amy Alio  
Patricia Lopez

