

NORWICH RECORD

THE MAGAZINE OF NORWICH UNIVERSITY

SPRING 2022



Cultural Connections



International students bring the world to Norwich and Norwich to the world



EXPOSURE





A 124-MILE RINK

The fun never gets old. Norwich alumni compete in the Lake Champlain Pond Hockey Classic on Mallets Bay in Colchester, Vt., February 12, 2022.

Photo by Mark Collier

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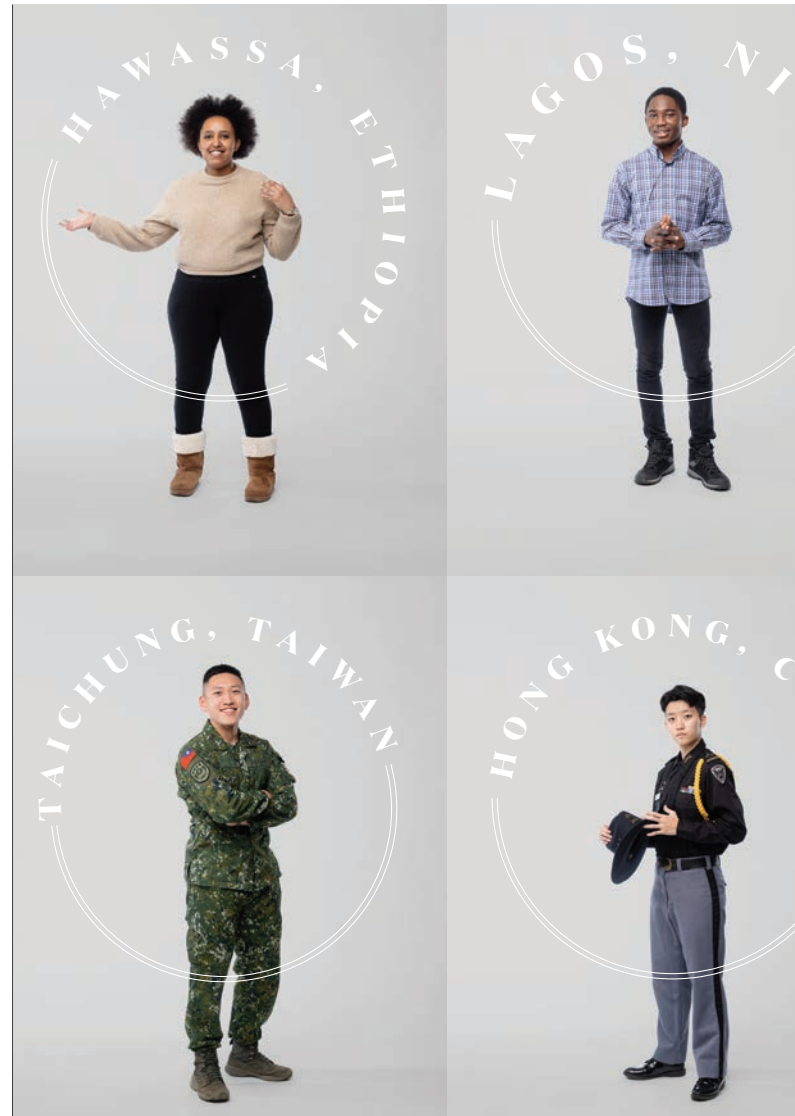
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Cover photos by Rob Strong

Dear Editor:

My name is Jim O'Brien '85, and I volunteer to raise funds for the Skull and Swords Alumni Association's scholarship fund. While Skull and Swords is no longer an active organization on campus, our alumni see our mission as supporting future generations of cadets through scholarships. Last year marked our 100th anniversary, and we awarded eight scholarships to commemorate the event.

Some history: In 1921, Skull and Swords, a secret society, was formed to uphold the traditions and ideals of Old Norwich. Each year no less than six and no more than eight cadets were selected for admission to this prestigious society based upon character, leadership, and achievement. Up until 1999, the organization was officially recognized by the university, and the selection of the incoming members was marked by a spectacular "tapping in" parade each year at Junior Weekend. While considered a secret society, its members were known throughout campus and consisted of leaders in the Corps as well as some of the most prominent leaders on Norwich's athletic fields.

While rumors always swirled around campus of the group's activities, the fundamental focus of Skull and Swords was to help cadets in trouble or need. This ranged from helping cadets who ran into trouble with law enforcement on the weekends, to helping those with family crises back home. Times changed over the many decades from 1921 to 1999, but the one constant was a love for the Corps and the desire to protect the reputation and image of Norwich University.

While the organization no longer actively exists, the Skull and Swords Alumni Association (SSAA) has 313 living members dating back to the Class of 1943. Phil Marsilius, chair of the Norwich Board of Trustees from 1970-87, is our oldest living member and just celebrated his 100th birthday.

Rich Leslie '84 is the president of the SSAA and has been a driving force towards keeping the spirit of Skull and Swords alive.

This has mainly been accomplished with the establishment of the Skull and Swords Scholarship Endowment. "Norwich is a special place, and Skull and Swords is an integral part of its unique and storied history," Rich says. "Our goals remain the same as they were when we were cadets many years ago, and our brotherhood continues as the years pass." He notes that the growing scholarship fund is the most visible and lasting impact of the group.

Justin Orabona '83 and I lead the Skull and Swords scholarship program and spearheaded the effort to award scholarships to eight cadets in recognition of the 100th anniversary of Skull and Swords. Justin notes that while many in the alumni group initially struggled with the disbanding of Skull and Swords on campus over 20 years ago, the brotherhood has now embraced the idea that the best way to continue its legacy is through scholarships to deserving cadets. "We're thrilled to be able to award eight scholarships ... to some amazing cadets in honor of our 100th anniversary."

I have seen tremendous support to build the Skull and Swords endowment into a significant resource for many generations of future cadets. Our 100th anniversary marked a special occasion. We recognize that none of us will be around for the 200th, so there is a real sense of urgency to grow our endowment so we can do what we all swore an oath to do ... take care of deserving cadets. We want our legacy to remain in perpetuity, and we're seeing that as a real motivator for our alumni to contribute to our fund.

Rich, Justin, and I can share that the university and Skull and Swords are working together to make Norwich stronger. "Chrissie Eastman and the entire staff in the Office of Development have been amazing partners working with us to make a greater impact in the future," Justin says. "It's really rewarding to see that spirit and drive in the administration to support both an alumni group and current

and future cadets."

The eight Skull and Swords Scholarship recipients each received \$3,572 in financial assistance. These outstanding senior cadets are Sarah Carls '22, Anthony Kilgallon '22, Nicholas Kilgallon '22, Derek McKane '22, Bryce Shively '22, Daniel Smith '22, Evan Smith '22, and Jacob Zawadzki '22.

Sincerely,

JIM O'BRIEN '85

Editor's note: To support the Skull and Swords scholarship visit alumni.norwich.edu/give/skullandswords.

Re: "Honoring the Legacy of Harold 'Doc' Martin" (Norwich Record, Fall 2021):

I was just reviewing some history of Harold "Doc" Martin, the first African American admitted to Norwich, who ... studied electrical engineering and was a leader on campus and a star athlete. I noticed that the *Record* article announcing the scholarship in his name contains a glaring error: It states that upon graduation from Norwich, Martin "worked" for an "electrical engineering company" in Pittsburgh. The facts are that Westinghouse hired him sight-unseen based upon his stellar academic and leadership record. When they later discovered that he was Black, the job offer was rescinded, at which time Martin redirected his career toward that of an educator and then as an officer with the Tuskegee Airmen. The obvious inescapable interpretation of the Westinghouse incident is that blatant racism was prevalent in employment/economic opportunities for non-whites, as it still is today. [This] 2007 write-up is what I believe is an accurate biographical summary of Martin's life: www.arlingtoncemetery.net/hdmartin-002.htm.

Best regards,

DICK HAYDEN '68

QUOTED

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CORRECTIONS

Class Notes in our winter 2022 issue contained several errors: Brig. Gen. Paul H. Fredenburgh (USA, Ret.) is a member of the Class of 1988 not 2008. A wedding announcement misspelled the last names of Devon Lindner '17 and Zachery Adler '18, as did an update on Sean O'Brien '90.

We regret the errors.

“I want to pursue topics that are very complex and global in scale, and that affect the everyday lives of people around the world.”

—Political science major and Army ROTC scholar Michael Cathy '24, commenting in a press release on his appointment as a Spring 2022 CGRS–Paul Kostecki Environmental Security Fellow at the Center for Global Resilience and Security.

“REAL-LIFE EXPERIENCE IS WHAT’S GOING TO STICK THE MOST.”

—Architecture major Carolyn Prack '22 sharing her takeaway from a project to help The Veterans' Place, a Northfield, Vt., transitional home for veterans in need.



“This is a tough one for me.”

—New York State Police Capt. and Board of Fellows alumnus Robert Appleton '92 on the recent passing of esteemed criminal justice Prof. Tom Taylor, founder of NU's CSI Symposium.

“As of right now, I’m the most passionate Bengals fan you’ll ever meet.”

—NU President Mark Anarumo, speaking in a Norwich.edu news story about his second cousin, Cincinnati Bengals Defensive Coordinator Lou Anarumo.

“I knew in my heart he was where he needed to be.”

—Cheryl Fournier, mother of first-year Corps of Cadets student Jared Fournier '25, in a post on the Norwich University Families Facebook Page.

GROWING CULTURAL COMPETENCY

Among the most critical lessons learned during my military and academic careers is the value of cultural competency. Understanding other cultures was crucial to operational effectiveness, and in some cases survival, during combat operations in Iraq and Afghanistan. It is equally important to note how that same commitment to cultural knowledge led to enhanced success during my service in Korea, Turkey, Saudi Arabia, Kyrgyzstan, and the American territory of Guam. Whether negotiating with government officials or training foreign militaries, I was much more effective once I committed myself to becoming more culturally competent.

As we consider this concept, it is important to remember the uniqueness of the United States as a nation. This was highlighted for me most clearly while deployed to Kyrgyzstan, a unique nation in Central Asia that is still one of my favorite places in the world. Early in my tour, I set out to build relationships with the mayors of the five villages surrounding the installation I was charged to protect. One of my early interactions was ineffective, and I felt a strange sense of suspicion from the mayor. The following day, I learned she did not believe I was American; the officer I replaced was a person of color, and she thought all Americans would look like him. It struck me then—and I've never forgotten—that most national identities center on ethnicity, unlike the United States and a few other countries that are instead based upon an *idea*. In countries like the U.S., disparate cultures and physical appearances come together to form a unique national character. While remarkable, and I believe advantageous, it is important to always remember how difficult our multi-ethnic nation can be for others to understand.

I have also learned how much more effective we become when we enhance our understanding of ourselves and appreciate how others see us, a valuable lesson I learned soon after 9/11. In August 2001, I arrived in Saudi Arabia for a yearlong tour at a quiet base, hoping to enjoy a reduced operational pace after a demanding staff tour. Of course, three weeks after my arrival the 9/11 attacks occurred, and everything changed. I was soon assigned to lead a unit comprised of American, Saudi, British, and French soldiers and airmen. At first, our missions were run according to the U.S. military doctrine learned through previous training. While successful, we missed many opportunities to be more strategically effective. Knowing we had to improve, I learned conversational phrases in each partners' language, the history of Bedouin tribes in our areas, and especially the cultural idiosyncrasies of our Saudi hosts. Things improved rapidly, and we were able to achieve greater effects for a larger number of beneficiaries. As an American officer in the immediate aftermath of 9/11, I could have been directive

and forced many immediate, but short term, results. By applying newly developed cultural competencies, we were instead able to accomplish significant outcomes in ways that would endure long after my departure and in ways that improved our partner nations' opinions of Americans.

Team members and leaders are much more effective when they can operate skillfully through unique cultural systems. This statement holds true not just in the military but also in the civilian sector. When representing our country in dealings with other nations, we must remember the perspectives and unique pressures faced by others. I do not advocate diminishing our own values in favor of others. We simply need to understand the person with whom we are collaborating or negotiating and, in some cases, competing against.

The first time our graduates have the chance to demonstrate cultural competency must not be during their first trip overseas or first interaction with someone from another culture. We need to build and expand cultural skills through our academic programs and student experiences. All graduates of Norwich need and deserve a resume with significant real-world experience and a wide network of contacts before they leave the Hill.

To support this vision, Norwich will be building upon several successful programs to grow the cultural competencies of our students, faculty, and staff. For example, Norwich students can currently spend a semester or a year studying overseas at our CityLab: Berlin campus or at hundreds of affiliated college campuses in Europe, Asia, Latin America, and beyond. We are rapidly developing additional locations. Additionally, technical majors can take advantage of flexible three- to four-week "Maymester" programs led by Norwich faculty, such as information security programs in Berlin or geology in Peru. We are fortunate to have such exceptional programs already and will use them as the launching point to do much more.

While living and immersing in another country is the most effective way to gain cultural competence, we must remember not all students will be able to participate in these programs. For them we must ensure our campus is one that provides meaningful experiences and opportunities for growth. Because our campus is enriched by the scores of international students who seek out



Photo by Mark Collier



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the benefits of a Norwich education, life on the Hill allows every Norwich student to grow their cultural competency organically. Stated succinctly, relationships cannot be formed in the absence of exposure. It is much more difficult to be friends with someone from another country if you do not have class with them, if you do not live together on the same campus, or do not have the chance to compete on the same athletic team. We need to ensure opportunities exist for all to enjoy so our students can widen their perspectives on the world and learn new ways to problem-solve and communicate.

Leaders who lack cultural competence might be able to get a job done or satisfy a task, but the effects of their efforts will rarely endure. At Norwich, we are building better leaders. The kind of leaders who will thrive in the 21st century: Culturally competent students and alumni from across the country and around the world, whose work will be transformative and enduring. The world needs Norwich graduates now more than ever. We will meet that need.

Norwich Together, Norwich Forever!

Mark Anarumo, PhD
Colonel, USAF (Ret)
President



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NEWS FROM THE HILL

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Photograph by John Lincourt

PLAYOFF RUN

The NU Men's Rugby 15s team saw another wildly successful post-season, advancing in December to the semifinal round of the National Collegiate Rugby Division II tournament in Houston, Tex. The Cadets (10-2) beat the University of Northern Iowa 35-29 to finish third in the nation for the third time in program history, marking their fifth-straight national tournament appearance and fourth Final Four appearance.



FUN FACT

Olympic Glory

Team USA freestyle skier and 2022 Beijing Winter Olympics silver medalist Colby Stevenson is the son of NU alum Robert Stevenson '73 of Park City, Utah.

5 STORIES TO CATCH ON NORWICH.EDU



> 1. Regimental Commander

Ryan Cranston '23, a political science major from Trumbull, Conn., has been selected as the 2022–23 NU Corps of Cadets regimental commander. The three-year Army Advanced Designee ROTC scholarship recipient has served as a company first sergeant for the Cadet Training Company 1 and is an active member of the Mountain Cold Weather Company.

> 2. Russia Summit

In March, NU's John and Mary Frances Patton Peace and War Center hosted the two-day summit "Deciphering the Russian Riddle: National Interests and Geopolitical

Competitions." Slated speakers included Charge d'affaires Giorgi Tsikolia from the Embassy of Georgia to the United States and Brig. Gen. John W. Weidner from U.S. Strategic Command.

> 3. Commencement Address

U.S. Army Capt. Deshauna Barber, the first-ever soldier to be crowned Miss USA, will deliver NU's 2022 Commencement address to graduating seniors. An award-winning international speaker, coach, and entrepreneur, Barber spent her yearlong 2016 Miss USA reign advocating for additional government support for military personnel suffering

from post-traumatic stress disorder (PTSD). She uses her platform to encourage higher attention to the mental health of service members who have deployed and served. "Her messages of fighting through challenges and defeating fear of failure are perfectly aligned with the Norwich University motto, 'I Will Try!,'" said NU President Mark Anarumo, PhD.

> 4. Commissioning Speaker

Class of 2022 commissioning officers will hear from one of their own during Commissioning in May. U.S. Army Maj. Gen. Douglas Stitt '90 will give the ceremony's keynote address. Stitt currently serves as director, military personnel management

for the Headquarters Department of the Army. His wife, Beth, is an NU alumna from the Class of 1992.

> 25th Anniversary

The NU School of Architecture + Art celebrated its silver anniversary last year. "Architecture has been part of the program of regular instruction at Norwich University from the institution's founding, listed in the catalog of 1820," Prof. Cara Armstrong notes. In 1990, engineering faculty member Robert Schmidt founded the formal architecture program, which has since grown into the School of Architecture + Art.

DARPA FLIGHT SIMULATOR

Psychology Profs. Kevin Fleming and Matthew Thomas will study data gathered in a new Dewey Hall F-16 fighter jet flight simulation lab to better understand pilot behavior. Funded with a \$1 million grant from the Defense Advanced Research Projects Agency, their project will test the skills of a 15-student class composed of mostly Air Force ROTC cadets who aspire to become military pilots.





7 QUESTIONS

LUSÍA AVEOLELAEOSOMAIILEMATASAU A COLE '22

The Black Student Union president reflects on her Samoan heritage, what she's learned in the Corps, and why giving back matters

You grew up in a Samoan American family. What does that heritage mean to you?

It's the sense of family first. In Samoan culture, family is very important. I talk to my family all the time. I call them. I'll probably call my mom after this interview. But I think for me, it's having that sense of community. When you see another Samoan, you're immediately going to go up to them and give them hugs and kisses and say, "Oh my goodness! How are you?" Even if you've never met them before, because it's a small island, so you know somebody in their family. It's the effect of warmth and home and comfort. It's also why I'm so interested in giving back to the community, because it's always been ingrained in me to help out and to be loving and to be caring. I feel like that part of me, the empath I guess in me, came from being so included into the Samoan culture in the community. So yeah, definitely a big role.

Does your middle name have a story?

My full name means, "The enlightened one from the sun that rises in the east and sets in the west." My mom wanted to give me a *taupou* name. She is a *taupou*, the daughter of a chief in the village. So it's basically a strong warrior name. You see it a lot in Samoan culture, where kids will have very, very long names. It's because their families want them to have distinguished, very strong names. It's like when you hear princes' names from England. It's kind of like that, but in a Samoan way.

Why did you choose Norwich?

I was a Navy brat growing up. My mom was a Navy meteorologist, and my dad was a cop, he was military police. I applied on a whim. My mom fell in love with the place, and I loved the place, too. The structure was really important to me. Having a structured lifestyle made a lot of sense. It makes it much easier on my part having things to do and making sure I'm on my p's and q's. It helped me not fall into bad habits. [I felt] the Corps of Cadets would be the best way for me. Sophomore year, I decided to become a private, because I wanted to focus mostly on my studies.

What do you think you bring to the Norwich community?

My main contribution would be the Black Student Union. It started in 2019, my sophomore year. I was really interested in joining the Black Student Union, and I always knew I wanted to be president of it. There's a lot of talk about diversity and inclusion, and I see a lot of action. I see that they're trying, but I don't believe we're there yet. I believe that the Black Student Union is just a way to create a safe space for Black students. It also connects minority students to a lot of things on campus that they weren't aware of, services that aren't really advertised as much.

Is it important for other students to see a role model like yourself?

I believe that representation is very important in every aspect of life. Even if it's not with me, but just another strong Black or mixed-race female on this campus. It's very important to see their faces and to hear their stories. Because there are a lot of people like us out there, who may not have as much encouragement as I do or don't have strong role models to look up to. It's important to be able to see their faces or hear their stories and think, "I can relate to that. I grew up the same way, or my family's the same way." It makes it that much easier to gain confidence in yourself and to gain confidence to say, "I can be that as well."

What did your Norwich experience teach you?

I think the main thing I learned here was I learned about myself. I learned that I'm much stronger than I believe I am. It's hard being a minority in a primarily white institution. It's hard in many aspects, having to explain who you are as a person or why some things are the way they are. I gained a lot of confidence in myself. I learned that I'm able to do a lot of things I never thought I'd be able to do. The person I was four years ago doesn't exist anymore. She's a much more mature, much stronger person and much more assertive in herself. She isn't as scared or likely to back down as much. I don't think four years ago I would've been this person if I wasn't here at Norwich.

What are your plans after graduation?

I'm hoping to get into social work. I won't be going to straight to grad school. I kind of want to dip my toe into the pool of working and making sure that I'm really committed to being a social worker before ... getting a degree for it. I've always been very much into giving back, I suppose, and helping those who are less fortunate. When I was younger, my mom and I didn't have much after my parents divorced. Since then, I've been really big on community service and giving back. I thought it'd be great to have a career centered around helping people.

—Sean Markey

During high school, Lusía Aveolelaeosomaiilematasaua Cole '22 earned an associate's degree and served on the Anne Arundel County (Md.) Board of Education.



Photo: iStock

FORE!

Varsity men's golf to return

Men's golf will tee off as an NCAA varsity sport starting in the Fall 2022 semester, the NU Athletic Department announced in February. The reprised program brings the number of varsity sports to 21 and is the first addition since the men's and women's rugby programs were elevated to the varsity level in 2008.

"We are proud to announce the return of NCAA golf to Norwich starting this year," said NU President Dr. Mark Anarumo.

"Our golf program boasts one of our most famous alumni, Allen Doyle '71, a collegiate and Senior PGA champion. I am grateful for his thoughtful advice and look forward to building a championship program here in Northfield."

Varsity golf was first played at Norwich in 1934. It's been 23 years since the previous Cadets golf program played its final round.

HIGH MARKS FOR ECONOMIC MOBILITY

Two recent studies find Norwich ranks well for delivering economic mobility for low-income students

In January, Georgetown University's Center on Education and the Workforce released its study, *The College Where Low-Income Students Get the Highest ROI*, which examined net present value at 3,410 U.S. institutions for students from families with annual incomes of \$30,000 or less, 40 years after graduation. Norwich ranked in the top 13 percent nationally and second among private nonprofit schools and third overall among all Vermont colleges at 40 years postgraduation.

Meanwhile, the Washington, D.C.-based nonprofit Third Way studied outcomes at 1,320 bachelor's degree-granting institutions for students from families with \$30,000 or less in annual income. It found Norwich led all Vermont schools and ranked in the top 42 percent nationally.

Greg Matthews, NU's vice president of enrollment management, says the university's high rankings don't surprise him, given the long-standing commitment to deliver value.

"Norwich University has a distinctive mission and learning environment that has produced strong leaders for more than 200 years," he says. "Financial aid is intended to make education accessible to students of all income levels, and we created our affordability commitment to ensure that talented students who want a Norwich education will not have to make a different choice just because they feel they cannot afford a college education."

—Matthew Crowley



Photo by Mark Collier

CRY HAVOC!

Actor, playwright, and U.S. Army veteran Stephan Wolfert reprised his award-winning, one-man-off-Broadway play, *Cry Havoc!* during a campus residency co-sponsored by the Norwich Humanities Initiative. Mixing the words of Shakespeare with his own experience with PTSD, Wolfert's play explores the difficulties veterans and their families face as they re-enter society following the ravages of war.





PURSUIITS

THE NATURAL

Boxing Club founder Gabriel Williams '23 shows his fighting spirit in and out of the ring

“**W**hen you go into the ring or you go into training, the only person that’s pushing you is yourself,” says Gabriel Williams ’23. Drive is never in short supply for the political science major from Suffolk, Va. Williams served as a U.S. State Department intern last year and has nearly a decade of karate and kung fu training under his belt. He first began to box three years ago. Part of the appeal, he explains, is the mental grit, dedication, and accountability boxing demands—to say nothing of the cerebral aspects of the sport, which he compares to chess. Success in the ring requires anticipating your opponent and thinking many moves ahead. “If you’re not actively push-

ing yourself to the maximum limit, you’re letting yourself down ultimately,” he says. “Because I guarantee you, your opponent is doing those very things.” Williams loves to share as much as he loves to learn. Which is why he and a number of fellow undergraduates recently launched a new Boxing Club on campus, the first step toward establishing a formal combatives program at Norwich. “It’s given me a way to serve this institution and be a part of something that’s greater than myself,” he says, noting his confidence that the club will endure. “When I come back for Alumni Weekend, they’ll still be here.”

—Sean Markey

Photo by Aram Boghosian

ATHLETICS**ED HOCKENBURY
NAMED NEW
ATHLETIC DIRECTOR**

The Princeton grad and former high school coach kicks off his Cadets career in the wake of two giants—retiring Athletic Director Tony Mariano and his father, legendary basketball coach Ed Hockenbury Sr.

BY DEREK DUNNING

If, like Yogi Berra, the name Hockenbury feels like déjà vu all over again, welcome to the club. In December, Ed Hockenbury Jr., son of legendary former men's basketball coach Ed Hockenbury Sr., was tapped to be the next leader of the NU Athletic Department.

"The Hockenbury name is celebrated by the Norwich family and remembered with great fondness by the Northfield community," says Dr. Mark Anarumo, NU President, of his choice to succeed Tony Marino, who is departing his post after 30 years as the director of athletics. "Ed is the perfect leader to help leverage athletics as an integral piece of the Norwich student experience."

A Northfield native, Hockenbury spent a big part of childhood at Norwich watching his dad coach and playing in Andrews Hall, Shapiro Fieldhouse, and Plumley. The chance to return home was always on his radar. When Pres. Anarumo called to offer him the job, he says he knew immediately it was the right fit at the right time.

"It's an honor to be selected for this position, and it's not a duty that I take lightly in succeeding Tony with the success he's had and the program he's built here," Hockenbury says. "This job is a big deal with a lot of responsibility, and there is a family name



**"I'M A
COMPETITIVE
PERSON, AND
WE'RE GOING TO
FIGHT LIKE HELL
TO TRY AND WIN."**

here that is an important legacy that I want to continue to live up to."

An accomplished high school athlete, especially on the baseball diamond, Hockenbury played varsity baseball at Princeton. He later earned a spring training invite from the California Angels, where he caught four-time MLB All-Star and 2002 World Series champion Troy Percival.

Hockenbury comes to Norwich from

UVM, where he spent the last six years as the associate athletic director for internal operations. He previously served 19 years as a high school athletic director at Essex and South Burlington High Schools.

Hockenbury retains his life-long connection to baseball, coaching all three of his sons through Little League and also helping run the Bases Loaded Bulldogs travel baseball team in Williston, Vt.

GREAT CATCH

Northfield native Ed Hockenbury Jr, a former Princeton catcher and UVM assistant athletic director, brings Division I experience to Norwich.

Photo by Mark Collier

“My favorite thing to do in my spare time is coach,” says Hockenbury, who has coached basketball and baseball teams over the years. “I thrive off having a direct positive impact on young people’s lives through coaching.”

When it comes to Norwich, Hockenbury emphatically states he will continue Mariano’s legacy of fostering the culture of integrity he created during his nearly half-a-century of service to the Hill.

“Nobody loves Norwich and its athletic teams more than Tony Mariano,” Hockenbury says. “I genuinely care about our athletic programs and will look to emulate that. We’re going to compete with integrity and represent Norwich University true to this institution’s core values.”

Make no mistake, however. Hockenbury intends to continue and build winning programs, a focus carried throughout his career as an athletic administrator. “I’m a competitive person, and we’re going to fight like hell to try and win,” he says.

Hockenbury officially steps into his new role on June 1. However, he has already begun rolling up his sleeves and has made a deep dive into reviewing athletic and student campus recreation facilities. “One of the ways we can make Norwich more attractive and improve retention is by improving our facilities,” he says. Better facilities will not just benefit student-athletes. “This is for the entire campus community to provide spaces and opportunities for the Corps, academic majors, and the general student population seeking to live an active lifestyle.”

“It’s important what your facilities look like and how your teams do,” he adds. “There is deep value to the DNA of the institution with what we’re doing here on the

field and in the classroom, and it’s important for athletics to be a source of pride for the university.”

From the outset, Pres. Anarumo has identified athletics as an underleveraged resource and a key facet of the broader educational experience for Norwich students. He has increased investment and elevated the post of athletic director to a cabinet-level position.

“I think that shows his recognition of the importance and value of athletics to the student experience,” Hockenbury says. “He is energetic and positive, and he wants the best for all of the students. He genuinely cares about athletics and wants to see this department succeed.”

Hockenbury says his initial goals are simple: to be known as a hard worker and a team player and as someone who can make things happen. He also wants to avoid labels to ensure that every team, player, and coach feels valued. “I want all the coaches and the athletes to think that their sport is my favorite.”

“I hope that a year from now everyone looks back and says that I was the right person for Norwich.” ■

ESPN SPORTSCENTER’S NO. 1 HIGHLIGHT

On Jan. 7, Women’s Hockey Team senior defender Morgan Tefft ’22, of Redwood City, Calif., scored a winning overtime goal in spectacular fashion to defeat William Smith College and nab the top highlight on ESPN’s *SportsCenter* highlight reel.

“It was the end of the game, and we were tired,” Tefft said. “Before the faceoff, we said, ‘We have to score.’”

Tefft scored 20 seconds into overtime while sliding belly down on the ice after she was tripped by an opponent. After the goal, Tefft scrambled to her feet, skated behind the goal, and pawed the air in triumph. Two teammates met her for a group hug.

The joy apparently radiated 200 miles south to Bristol, Conn., and ESPN. The goal ranked first among *SportsCenter*’s Top 10 Plays. “Watch her just slidin’ on in,” ESPN sportscaster Ashley Brewer said of Tefft. “That right there is your overtime game-winner.”

Tefft didn’t know she’d been on national television until the following morning, when she saw the clip in her team’s group chat and 50 other congratulatory messages. “My phone was blowing up.”

—Matthew Crowley

ESSAY

WAR REFUGEES LIKE ME

*When the U.S. withdrew from the Vietnam War,
my parents and I were forced to flee*

BY THY YANG

This summer, when the initial videos and photos of American troops withdrawing from Afghanistan began to emerge in our collective newsfeeds, my own social media accounts were inundated. They were full of side-by-side photo comparisons of Kabul in 2021 and Saigon in 1975. Who couldn't be moved by the image of an Afghan father handing his infant son to a U.S. soldier over a barbed wire fence outside Kabul's airport? Looking at the pictures of the chaos and reading the stories of people desperately trying to leave, I recall telling myself, "That baby is me."

I was still an infant when my family fled Southeast Asia for the United States, four years after the Americans withdrew from the Vietnam War. By all accounts, we were the fortunate ones. My father had direct ties to the U.S. military, having served alongside American personnel, so we were spared protracted years in refugee camps awaiting processing to enter the United States. I didn't have a seat on the plane bound for this country; my mother had to hold me in her arms. She tells me I cried and cried, and she was so worried about me.

Forty-plus years later my

family's story and their relationship with the military still shapes the person that I am today. My father could not have been prouder when I told him that I had taken a job at Norwich. Arriving as immigrants with limited English and no marketable skills, my parents had to start all over landing in Florida, moving shortly to Texas, and eventually settling in Kansas, where they spent the remainder of their adult lives working low-wage jobs. They didn't have many friends outside of our Hmong community due to language and cultural barriers. To the larger community, they often felt invisible. But when my father came across veterans, none of that mattered. My father felt seen, and he felt at home. My father passed away in 2018. But before he did, he spent nearly 20 years working to get formal recognition for the Hmong who fought so valiantly in the Vietnam War on behalf of the United States. Collectively, my father and his war buddies were able to get a Hmong and Lao memorial built at Arlington National Cemetery, ensure the passage of the Hmong Veteran's Service Recognition Act, and the awarding of many commendations and citations to his fellow

servicemen. My father received a Purple Heart.

Many Norwich students today are the grandchildren of Vietnam vets or of refugees from other wars in other parts of the world. Unlike their parents, who were so focused on survival and fitting in, these young people are the embodiment of the third-generation principle: they have the luxury of being curious about their grandparents' plight and upbringing. Among this group, there is a growing interest in serving in the military and also a desire to learn more about conflicts and wars which occurred in the '70s, '80s, and '90s.

Because of my unique upbringing, when I survey the make-up of our student body at Norwich, I can't help but think about the various wars and conflicts that our students are inextricably linked to—the Vietnam War, the Second Sudanese Civil War, the Bosnian War, and, now, the Russian invasion of Ukraine, among others. Because of my unique upbringing, I can't help but wonder what we can do to help our students better understand the conflicts and wars their parents and grandparents went through. I wish to capture their stories

of how they landed at Norwich and what more can be done to support those students who are the children of war refugees. Do their classmates—whose own families fought in these wars—understand these connections? Surely they possess the same curiosities.

I want to contribute to how we can better support the next wave of students from Afghanistan, who are being embraced so warmly by the military community yet have so many hurdles to overcome in the larger society. All across the country, we see success stories of war refugees overcoming many obstacles and achieving the American dream. They are able to obtain college and professional degrees, own businesses, serve as elected officials, and commission in the military. We at Norwich can play a special role in bringing all of the players together to learn, to commiserate, to celebrate, and to build on our collective strengths drawing on our collective shared experiences. ■

Thy Yang, MBA is the assistant vice president for international education and oversees the International Center at Norwich University.



PROFILE

CULTURAL DEFENDER

Canadian hockey standout and Native American Club co-founder Taylor Tom '22

Ojibwe nursing major Taylor Tom '22 grew up in Kenora, Ontario, and is a member of the Mawka (Bear) Clan. Her Anishinaabe spirit name is Paishobinnayshiik, which translates as “A Lone Lightning Bolt.” “My name comes from the Thunderbird,” she says.

It is a name that captures Tom's personality. A women's hockey team co-captain and co-founder of the Native American Club at NU, Tom has been an electrifying presence on and off the ice during her four years on campus. Ask the senior what Norwich has taught her and she can sum it in a word: sacrifice. “You sit beside classmates, who have already served [in] the U.S. mil-

itary or even some foreign exchange students who came from Korea and whatnot, and learn about their sacrifices that they made for their country,” she says.

Sacrifice is something Tom knows personally. She was raised by her single mother, who often worked three to four jobs (grocery store cashier, hospital cleaner, etc.) to make ends meet and support her daughter's education and budding hockey career. “There were so many sacrifices for me to go on this journey in terms of hockey and my education.”

After graduation, Tom plans to return home to Kenora, where she hopes to work as a nurse to help address the health disparities experienced by Native communities. It's been eight years since she left home at the age of 14 to attend boarding school in Manitoba followed by a year of women's junior league hockey in Boston, before attending Norwich. “I'm looking forward to getting back into the powwow circle again.” ■

—Sean Markey



Photo by Aram Boghosian

PHILANTHROPY

FINANCIAL AGILITY

Gifts to the Norwich Fund offer the extra benefit of flexibility

BY BETH LUBERECKI

No matter what kind of plans you make, there's always the chance that something unexpected pops up. The last two years have been a perfect example of that, and traits like flexibility and agility have been crucial for every organization trying to ride out the COVID-19 pandemic.

Norwich is no exception. As the pandemic forced the university to change the way it taught, the way it operated, and even the way it fed students, there were unexpected financial costs attached to every necessary pivot. During the last fiscal year, for example, the estimated cost of COVID testing and prevention on campus alone was about \$1.7 million.

That's why the ability to tap into a resource like the Norwich Fund is so crucial when new challenges arise. "If you don't have the ability to have access to that kind of money to stay open, to pivot, and to be flexible, you can find yourself in a lot of trouble, and there were plenty of schools that did," says Liz Kennedy '01, vice president of development and alumni relations at Norwich.

As an unrestricted fund, the Norwich Fund provides the flexibility to address the university's most urgent priorities. This can range from supporting core operations and strategic priorities to launching new clubs and activities. Even weather can deliver unexpected hurdles. If an extended cold snap sends heating costs soaring far beyond budget, the Norwich Fund can step in to make up the gap. Because there are no restrictions as to how the money

can be used, the Norwich Fund allows the university to respond to needs or new opportunities as it best sees fit.

That flexibility is why the Norwich Fund is the top priority in the university's current *Shoulder-to-Shoulder* fundraising initiative. The goal is to raise \$9 million for the Norwich Fund by 2023. As of Jan. 1, the university had already passed the halfway mark, raising \$4,602,546.

"The greatest need of any school is always unrestricted giving," Kennedy says. "You can't plan for everything that's going to happen; you can't budget for everything that's going to happen."

For 2022 fundraising efforts, especially those tied to Homecoming, the Norwich development office is encouraging alumni to give to a special initiative called the President's Fund in honor of Dr. Mark Anarumo's inauguration last fall as NU's 24th president. Gifts made to the President's Fund will support the Norwich Fund and help the university's pool of unrestricted resources continue to grow. Ultimately, the President's Fund celebrates a new era of leadership while also providing crucial resources that empower Norwich to stay ahead of the curve.

Kennedy says it sometimes takes a little work to show people the power and importance of unrestricted giving; some donors like to know exactly where their money is going and how it will be used. "It's all about education, education, education," she says. "We find that once people understand, they're happy to help, and they do want to help in a way that's meaningful."

"Unrestricted giving makes sense, because you're letting the experts decide where it goes," says John Campbell '72, who's part of the fundraising committee for his 50-year reunion class for Homecoming 2022 and a longtime class agent. "The full-time staff at Norwich, the president and his cabinet, the Board of Trustees—they know where it would be best applied."

That can include enhancements and additions to the Norwich student experience. Last year, a group of students approached the

administration about starting a boxing club, pointing out that Norwich was the only senior military college without one. Having raised more than \$2,000 on its own, the club received an additional \$6,000 from the Norwich Fund. The gift allowed club organizers to purchase needed equipment to get the club off the ground.

Without help from the Norwich Fund, “it would have taken another year to get it up and running,” says Boxing Club President Gabriel Williams ’23. He says the Norwich Fund helps students like him realize their vision.

Today, the Norwich Fund is also helping a nascent effort to re-establish an NCAA rifle team at NU, along with a shooting club for students. Support from the Norwich Fund went toward the purchase of ammunition and rifles to get the program started.

“[The Fund] gave the university administration the flexibility to make a quick turn to start this program,” says shooting club coach Mike Hourigan ’85. “It allows the administration and [President Anarumo] to have that ability to act quickly with purpose to benefit not only the university as a whole but particularly the students.”

“A strong unrestricted fund is what takes a school from good to great,” Kennedy says. “Because it lets us say ‘yes’ instead of ‘we’ll have to see.’ It lets us say ‘I will try.’”

To learn more about supporting the President’s Fund and the Norwich Fund, visit alumni.norwich.edu/givenow.

HAROLD “DOC” MARTIN SCHOLARSHIP UPDATE

A new scholarship honoring the legacy and excellence of the Hill’s first Black graduate has reached endowment status in less than a year

BY JENNIFER B. WELLS

Harold “Doc” Martin (Class of 1920) embodied the Norwich motto, “I will try.” A trailblazer and a role model, he was the Hill’s first Black cadet.

A star athlete, he studied electrical engineering and was active in campus life. After graduating from Norwich in 1920, he enjoyed a successful career, pitched two seasons in the Negro Leagues, and earned a master’s degree from New York University. During World War II, he served at Tuskegee Army Airfield until he died in a tragic plane crash in 1945.

Last year, five distinguished Norwich alumni—Maj. Gen. Cedric George ’87 USAF, (Ret.); Lowell Price ’93, Willie Wright ’93, Tony Johnson ’94, and Tonya Thorne ’94—created a scholarship fund to honor Martin’s legacy.

Thanks to their generosity and that of more than 135 donors, the Harold “Doc” Martin ’20 Memorial Scholarship reached endowment level in less than a year. The achievement will allow the funds to help students in perpetuity. Norwich will award the first Harold “Doc” Martin scholarship this fall.

“Every Norwich alum should be proud of the Black legacy and excellence coming from Norwich,” says Price, a long-time pharmaceutical and biotechnology industry executive. “Contributing to the scholarship helps continue that legacy.”

Price, who chairs the Harold “Doc” Martin Scholarship Committee, says Norwich has built a strong track record of graduating exceptional Black alumni who have done tremendous things. “I’ve been

fortunate in my career to lead global teams that made a difference,” he says. “Norwich played a big part, giving me the confidence to do things that I would have thought were beyond my reach.”

Like Price, giving back has been a common theme for the many donors to the “Doc” Martin scholarship fund. Nearly all Norwich students receive some financial aid.

Leah Cifuentes ’19 & M’20, a Corps graduate and Pittsburgh native who now lives in Chicago, was one of them. “I received a lot of financial aid and scholarships when I attended Norwich, and I know it would not have been possible without [them],” she says.

Cifuentes was among the many donors to support the Harold “Doc” Martin Scholarship Fund. “I think it’s especially important to give to scholarships that honor or benefit diverse groups. As someone who is part Latina, that deeply resonates with me.”

Cifuentes concedes that most grads her age are not usually donors. They’re starting their careers and may not be nostalgic about Norwich—yet. But she says she encourages fellow classmates to give anyway “because the act of giving something to Norwich means more than [the amount].”

“If everyone from the Class of 2019 gave \$15 or \$20, that makes an impact. It all adds up.” ■

To give to the Harold “Doc” Martin Scholarship Fund, visit alumni.norwich.edu/docmartinscholarship or contact Reed Curry, Assistant Vice President, Norwich University Development Office, at rcurry1@norwich.edu or (802) 485-2766.

SCHOLARSHIP

THE GREAT MIGRATION

Farmers are aging faster than young farmers can replace them, even as more Millennials abandon white-collar office jobs to grow our food. But land remains hard to come by, a barrier to entry with historically deep roots

BY SETH SOMAN, PhD

During the pandemic, while the majority of my peers were focusing their attention on the Great Resignation, I—an ag economist—was turning my energy towards the Great Migration. More and more young people are abandoning their white-collar office jobs for the great outdoors. More precisely, more and more young people are trading in their desk jobs for farming.

The 2017 census data from the USDA National Agricultural Statistical Service indicate that farmers between the ages of 25 to 34 increased by 11 percent in comparison to data collected by the 2012 census data. In some states like California, Nebraska, and South Dakota, the growth in the number of young farmers is closer to 20 percent. These farms are usually under 50 acres, mostly organic, and cater towards “farm to table” restaurants. While we see modest growth in new and young farmers, the census data also show a 26 percent increase in the number of farmers 65 and older. These statistics show that farmers are aging faster than young farmers can replace them.

Experts calculate that 40 percent of U.S. farmers will be retiring in the next 15 years. Considering this shift, questions regarding farm succession are coming to the forefront. Even though it looks like a win-win situation for young and aspiring farmers, researchers like me and others know it is not that simple. Those who want access to

farmland and to the farming profession have high hurdles to overcome. Some constraints are obvious: high land values, high student loan loads, and the soaring cost of health insurance and healthcare.

The not so obvious constraints are those faced disproportionately more by ethnic and racial minorities. There is a connection between preferential policies and the ethnic makeup of farmers or land-owners. Past policies have denied people from certain groups access to land, capital, and education. This is fairly evident in the 2017 agricultural census data, which indicate that Black or African Americans, Native Americans, Asian Americans, and Hispanic Americans account for less than 5 percent of the total producers combined.

Before the Civil War, African Americans played a significant role in the generation of wealth through farming, yet land ownership was made more difficult or impossible due to slavery and discriminatory laws and practices. Studies show that access to USDA farmland programs was discriminatory towards African Americans. As highlighted in the Pigford Lawsuit, Black farmers on average received 25 percent smaller loans compared to white farmers and 97 percent of disaster payments went to white farmers versus 1 percent to Black farmers. The lawsuit wasn't settled until 2010 in favor of Black farmers. Similar lawsuits were settled in favor of Native Americans and Hispanic farmers in 2010

and 2011, respectively.

Another example of discriminatory laws can be seen with the Japanese Americans who were brought to this country initially as agricultural laborers. Once they immigrated to the United States, the Japanese pooled their money, bought land, and built lucrative enterprises. In turn, laws and codes were created that directly targeted them by preventing them from owning land or having fishing rights.

Although it can be argued that the most egregious acts occurred in the very distant past—such as the Homestead Act, which disenfranchised Native Americans by gifting land to settlers of European descent—these laws create the barriers of entry to farming that exist today. Land is often transferred through inheritance laws.

Descendants of these large tracts of land continue to benefit even when current laws strive to be race neutral. For instance, farm bills that provide subsidies continue to favor large-scale commodity producers of corn, soybeans, cotton, and sugar. Ethnic minorities who farm aren't usually eligible for such funding as they tend to operate smaller farms that produce vegetables, fruits, and nuts. Those subsidies have contributed to an increase in land values over time, adding to the wealth divide.

There currently exists government programs that prioritize diversity and equity in farming and are intended to help minority farmers attain access to farmlands. Exam-

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THE PANDEMIC HAS PROVIDED ALL OF US WITH AN OPPORTUNITY TO REFLECT ON WHAT WE CONSIDER IMPORTANT.

”

ples include the USDA Socially Disadvantaged Farmer and Rancher Program and the Vermont Farm Land Trust. There are also new land ownership models that can play an important role in making farm-lands more affordable and accessible to aspiring farmers. These include long-term leases, public lands lease, lease-to-own, collaborative and cooperative ownership, and community-based land trusts. These alternative models will minimize one of the greatest obstacles of being a farm operator, which is access to affordable farm land. They also provide much-needed technical assistance with business plans for strong management and production and supportive policies around markets and access to capital.

As an economist and an educator, I remain committed to studying policies that work and policies that failed. As an environmentalist, I am excited to see a resurgence and renewed commitment to earth-friendly farming practices, driven by this younger generation. The pandemic has provided all of us with an opportunity to reflect on what we consider important, what we can no longer tolerate, and what we wish to change. The economy will continue to shine a light on who we are. ■

Economist Seth Soman, PhD, is an associate professor of management, who teaches classes on corporate finance, investments, microeconomics, and business statistics in the School of Business.



Photo by Mark Collier



LEADERSHIP

A PLACE WHERE EVERYONE THRIVES

Vice President of Diversity, Equity, and Inclusion Julia Bernard, PhD, works to empower the next generation of Norwich students

BY SEAN MARKEY | PHOTO BY ARAM BOGHOSIAN

On a recent February afternoon, Julia Bernard, PhD, sat in the audience in Mack Hall to see a presentation by Lt. Col. Enoch “Woody” Woodhouse (USA, Ret.), the 95-year-old WWII veteran and Tuskegee Airmen pilot. It was, as Bernard describes it, a once-in-a-lifetime opportunity to hear from an American hero.

“I think the students really appreciated the history lesson, what it was like for him to, for example, get on a train and be told that he couldn’t sit there [because he was Black], even though he had a ticket and he was on his way to serve our country and to help them choose



her role is full-on administration: writing policies and procedures and conducting training and outreach to ensure compliance with federal law regarding Title VI and IX, statutes that protect victims of sexual assault and discrimination and ensure equal access to educational and athletic opportunities for all students, regardless of their gender, physical disabilities, racial, ethnic, or religious background. The other part of her job, put simply, is fostering a campus environment where every Norwich student feels welcome and empowered to do their best.

“The more that we can expose [our] students to, the more they’re going to learn, the more worldly they’re going to be,” she says, adding that students build their knowledge base through experience and interactions with different people, people who might not think, look, or act like them or solve problems in the same way. “I think that’s why diversity is so important,” Bernard says. “If we all thought the exact same way and did the exact same thing and had the exact same responses to things, nobody would ever learn anything.”

Bernard, who is bilingual, was born in Mexico and grew up in Southern California. She trained as a therapist, earning her doctorate in child development and family studies. Inspired by the experience of her cousin as a U.S. soldier returning from war, she has worked to support veterans as a therapist and family counselor, serving as a provider through the Veterans Administration or as a volunteer with Give an Hour, a pro bono counseling service for veterans and their families. Throughout her career, she has also taught at the college level, starting at Purdue University, where she completed her PhD, and more recently at East Tennessee State University.

At Norwich, Bernard says part of her approach is engaging in conversations that allow students, staff, faculty, and alumni to share stories about their unique family and community experiences. “Maybe it’s the therapist in me, but I’ve always believed

in cultural curiosity as opposed to cultural competency,” she says. “Every family, every person has their own culture. And you won’t know until you ask the question what their experience is.”

Before a recent video-chat interview, Bernard had just come from a meeting of the Athena Society, a campus mentoring organization for female students, faculty, staff, and alumni. Bernard says two members of the NU Alumni Association Board approached her about restarting the lapsed organization, sharing how the society helped empower them as they launched their careers after graduation. Bernard says hearing alumni reflect on what helped them has been a huge benefit. “Things come and go, but if they were useful, we don’t want them to go away,” she says. “We want to build on that foundation.”

Connecting people and sharing opportunities are one of Bernard’s hallmarks. Recently, she was contacted by Keith Galinas ’84 and Jon Allen ’94. Both work for Amazon Web Services, the cloud computing innovator, and will visit campus this spring for an event at the School of Business. Explaining their company’s desire to recruit both veterans and diverse talent, the pair asked Bernard if she could organize a student group to hear what it’s like to work for Amazon Web Services and pitch them the idea of interning there. Bernard not only said yes, but put the two in touch with Career and Internship Center Director Meghan Oliver. “They’re trying to ... get some more people in there that have some international flavor, because they’re a worldwide corporation,” Bernard says. “This is strategically crucial to what they do.”

It’s an easy win for Norwich students and one that aligns with Bernard’s mission. “How do we best help them as a university move on to their next goal, which is a career?” Or as Tuskegee Airman “Woody” Woodhouse might put it, find the new best thing on the horizon. ■

to be better and to know that better things are always on the horizon” Bernard says. Woodhouse went on to graduate from Yale, practice trial law for 50 years, and receive, along with his fellow Tuskegee Airmen, the Congressional Gold Medal from Pres. George W. Bush. “I think that optimistic point of view was very useful to all of them,” she says.

Bernard joined the Norwich staff in July as the university’s first vice president of diversity, equity, and inclusion. Part of





Cultural Connections

International students bring the world to Norwich and Norwich to the world. Insights from eight student standouts enriching our campus—and the future

INTERVIEWS BY
Sean Markey

PHOTOGRAPHY BY
Rob Strong



Rebecca Balcha '24

NEUROSCIENCE AND
PSYCHOLOGY DOUBLE MAJOR

Hawassa, Ethiopia

“**S**ince I was a child, I wanted to be a doctor. Neuroscience is fascinating to me—especially the brain. My dad is a research scientist in plant science and a PhD. I’d like to follow his example but in a different direction. My plan after graduation is to go to medical school specializing in neurology or to graduate school and complete a postdoc to study neuropsychology. Not many schools offer a neuroscience major at the undergraduate level. I found Norwich and transferred my sophomore year. It’s cold and remote. I thought I wouldn’t fit in because I’m also a foreigner. But as months

passed by, I built great communication with my professors and advisors. They encouraged me to double major in psychology. There are a lot of people helping me out in my future career now. I’m even thinking about a minor in leadership. They’re just giving me this new idea, what I want with my life and my future and what will push me to become what I want to become. It’s just like a huge family to me, Norwich. Studying here taught me how to stand up for myself, how to engage with people, leadership, problem-solving—all of that.”

Ching Tsu '22

INTERNATIONAL STUDIES
MAJOR AND SPANISH MINOR

Republic of China, Taiwan

“**M**y grandpa was in the Air Force, and my dad was in law enforcement. I’m the first career military guy in my family, so I’m really proud of it. It combines my interests and what I really want to do in the future. When I was little, I really liked American culture. I grew up watching *Black Hawk Down*. I’ve been at Norwich all four years. Before I got here, I’m just a typical Asian kid, always pretty quiet, pretty afraid to talk to people, especially in class, because it’s not what we’re used to in the school envi-

ronment in Taiwan. But coming to Norwich, going to classes and interacting with all those American students, it’s helped me gain my confidence as a future leader and formed that leadership capability for me and to become a more competent leader in the future. Joining Ranger Company freshman year is one of the best choices I ever made. Going through hard training with similar-minded people who want to do something big in the future is really motivating.”



TAICHUNG, TAIWAN



LAGOS, NIGERIA

Toluwani Collins Olukanni '25

ELECTRICAL AND COMPUTER
ENGINEERING MAJOR

Lagos, Nigeria

“I’ve always liked computers. I like to think out stuff. When I was researching jobs, the tech field is very good. Since I like computers and engineering jobs are good, too, I chose computer and electrical engineering as my major. Maybe I’ll work on tech like Tesla or devices like computers and smartphones. My future career plans are to get rich and work in a big tech company and earn enough money to live a comfortable life here in America. I chose Norwich because it’s a

great school and it’s military. My dad is military. He’s in the Nigerian Navy. My experience at Norwich is great. It’s amazing here. Everyone is like family to me. Norwich is the first school to accept me. I like this school because of its diversity and service to others. You help each other with your burdens. I bring my loyalty, hardworking spirit, and strength. I promise to do my best to serve the school and represent it well after graduation.”



Mung Ting Mond Li '22

CRIMINAL JUSTICE MAJOR

Hong Kong, China

“After graduation, my short-term goal is to go back to Hong Kong and join the Hong Kong Police Force. In the long-term, I want to work for Interpol. That’s why I came to a foreign country to study. I was 16 years old when I first came to the U.S. The only option for me to complete my high school diploma and college credits at the same time was community college in Washington State. I did a lot of research on military schools. Norwich is the oldest private military college in the nation, so that’s why I decided to transfer here—to gain the experience and be ready for my future law

enforcement career, which I’ve dreamed about since I was six. I think leadership is the most important thing I’ve learned at Norwich. As far as the things I’ve enjoyed most here, first is the family. I’m in the Cavalry Troop; they really take care of you, and everyone is connected. Second is the junior ring tradition. The saying we learned is that someone doesn’t give you something, you earn it. That’s the thing that we are trying to do at Norwich. Everything that we earn, we deserve it. That’s really important.”



Drukshsan Farhard '23

ENGLISH MAJOR

Badakhshan, Afghanistan

“I joined the Corps of Cadets after my freshman year. I was a girl who had never been to a gym before coming to Norwich and joining the Corps. It was a challenge that I set for myself, and I’m glad I did it because through the process I learned so many things about myself. Not just about my weaknesses but also about my strength. Another reason I joined was the whole idea of being part of a unit, making friends and experiencing American culture.

I can speak six languages, and after graduation I want to pursue a PhD in Islamic studies. I’m an English major and one of the reasons that I love my major is because it introduced me to so many perspectives—something that, at least in my high school education, I was not introduced to. I needed that critical thinking point of view.

Maybe I’m rather optimistic, but right now I think women in Afghanistan are aware of the fact that they have rights. They have equal rights to education and have equal rights to work, being in the workforce, and getting paid for what they contribute. That awareness creates a sense of optimism in me that the fight will go on.”



Teresia Mwema '25

NURSING MAJOR

Nakuru, Kenya

“My career dream is to become a nurse practitioner and have my own clinic. My grandmother was my main inspiration to become a nurse, although she passed away last year. She was a traditional midwife. I saw her helping people, taking care of nursing mothers, being there for them all the time. It was a great act of humility. I was so inspired by her actions and her willingness to take care of people. I’ve learned a lot at Norwich. I’ve been able to discover some of my potential that otherwise I wouldn’t have been able to discover. It helped me realize that

I have a lot of resilience, which I didn’t know I had, and how challenges have shaped me and taught me to be strong enough, to be courageous enough to follow my dreams. My experience in the Corps has been awesome. Coming to a new place, finding a new family, going through challenges, stressful and tough moments together obviously knowing that there are people who are watching your back, always there when you need them—it’s something that is so inspiring to me.”





Angela Samohualipa '22

CIVIL ENGINEERING AND CONSTRUCTION
MANAGEMENT MAJOR

Cuzco, Peru

“Arriving at Norwich as a freshman, the cultural clash was pretty impactful for me. Coming from a place where I had a lot of friends in high school, then feeling like the outsider, it was pretty rough for me the first year, especially because my English fluency at the time wasn’t that great. But I think I grew more professionally as a result. I’m very academically oriented and belong to the honor societies in engineering and civil engineering. I think I learned to value myself more. Being here by myself proved to me that I can do great things and that I chose the right career. I’m really determined and really work hard for everything that I’ve accomplished profession-

ally. I plan to move to Boston after graduation. I’m looking for internships and jobs there in structural engineering. My father is a civil engineer and most of his siblings are civil engineers and architects. I didn’t go to worksites with him like some children do. But whenever my dad came home, I would see the drawings in his laptop in Revit and AutoCAD. I always loved the way they looked. In 10 years, I hope to be a project manager specializing in structural engineering. I plan to become a Professional Engineer and hopefully get my masters. I’m thinking about later studying architecture.”





Rodion Pedyuk '25

CYBERSECURITY AND INFORMATION ASSURANCE MAJOR

Kiev, Ukraine

Editor's note: Rodion Pedyuk spoke to the Record before the Russian invasion of Ukraine.

“I’m one of two Ukrainian students here. I’m proud of my Ukrainian culture, which I love. It’s very diverse and it’s very old, dating back to the 1st century. We’ve had conflict in Ukraine for nearly eight years now. In my high school, I was head of our volunteer department. One of these events was taking care packages to soldiers on the front line. I visited some local hospitals for injured soldiers. When you see some young man with no limbs or so severely injured that they might not live a normal life again, it makes an impact on your life. I believe that cybersecurity and the cyber field right now is another battlefield. It’s a virtual one that does not involve human lives as much. I want to make an impact in our world, ensure that our data is secure. That, for example, another leak from Facebook won’t ruin your life because it’s leaked your social security number and your banking info. It’s kind of my little milestone to get a PhD.

My favorite thing about Norwich? I think it’s the people and cultural difference. Amer-

ica is a melting pot of cultures and nations. The diversity that we have at Norwich, I never saw anywhere. In Ukraine, it’s mostly white people, who have mostly never been to another country. I was lucky and fortunate enough for my parents to be able to send me here, to be able to expose me to the world.

We have such great faculty here. In Ukrainian schools, not every professor wants to help you. Not every professor wants you to succeed. Norwich is different. As I see here, 99 percent of faculty wants you to succeed.

I think all of us humans have our mission statement, just like Norwich does. My mission at Norwich is to give back to the community of Norwich and Vermont as a thank-you and show of respect and gratitude for opportunities that I was given, because I love this place. It has given so many opportunities in life, the ability to succeed and all the tools you need to succeed here, that I want to give back to this community.”

Interviews condensed and edited for length, style, and clarity.



**HOW CEO
SEAN O'BRIEN '90
BUILT A**

BETTER WORKPLACE

The leader of Boston-based BSC Group makes the business case for taking a company-wide, employee-centered approach to increasing diversity and inclusion

BY BETH LUBERECKI | PHOTOGRAPHY BY ARAM BOGHOSIAN

When Sean O'Brien '90 became CEO of BSC Group in 2017, the Boston-based engineering, planning, and consulting firm had a lot of good things going for it.

"What I [first] noticed about the firm was that it had very, very good people," O'Brien says. "We had top-notch engineers, scientists, surveyors, landscape architects, and ecologists."

But O'Brien, who previously served as a senior vice president for Arcadis, a multibillion-dollar, Dutch global engineering and consulting firm, also saw opportunities for improvement. One centered on diversity and inclusion (D&I). "There was an understanding that the firm was not diversified enough," O'Brien says. "It was something that was on the things-to-do list at the firm when I got there."

D&I efforts kicked into high gear when female employees at the firm approached leadership about forming a women's group. "I said, 'Of course, that makes perfect sense,'" O'Brien recalls. "But I said I think we should not limit it to just women. We are not diverse enough from any perspective."

to the company's website. Currently there are five employee resource groups (ERGs) with specific focuses: women, multicultural employees, working parents, new professionals, and wellness.

"These are essentially affinity groups where people share a common interest," O'Brien says. "They're given a budget, some time, and a platform. And then it just becomes its own thing ... It's not a top-down thing. I think it's very organic."

The ERGs have their own Zoom channels and chat groups where members can discuss issues of concern, share insight and information, or just offer support. Almost half of the firm's employees participate in an ERG.

"We set our own agendas, goals, and things we want to accomplish and do," says Jennifer Martinelli, an executive assistant at BSC Group, who co-chairs the multicultural ERG. "They're kind of just organically doing what we need them to do, because they're run by staff. And then it's great to have the IDEA Council as the more senior leaders who are thinking about it in a more broad way."

Despite the tumult of the



“IT REALLY STARTS

The firm launched a formal D&I program in 2019. Senior leaders on the company's IDEA Council (Inclusion, Diversity, Equity, Awareness) direct the overall effort at BSC Group to foster "a listening and learning environment through colleague support networks," according

last two years, the firm has continued its efforts to increase diversity and foster a culture of inclusion—and it's been paying off. Women, for example, now hold 34 percent of BSC Group's senior or executive positions, and 53 percent of the company's interns are female.

"People have been really excited about the way that it's been working out," Martinelli says. "We've been getting much more diverse candidates and hires." The support colleagues get from company ERGs is very good, she adds. "I honestly think we're doing

a better job than most places I know about."

When the COVID-19 pandemic began, some BSC Group employees thought their company's D&I efforts were going



S WITH CULTURE.”

to be put on hold. “I was ... told by the D&I committee that it was too bad that we were going to have to pause all of our D&I efforts,” O’Brien recalls. “And I said, ‘What do you mean?’”

“There were a whole bunch of assumptions that came out of not knowing, because when

people don’t know something, they often run to their fears.”

The pandemic created great uncertainty, and O’Brien was the first to admit that he didn’t know what he didn’t know. “Nobody knew what was going to happen,” he says. “I surely didn’t. I didn’t know how it was

going to impact us; I didn’t know how long it was going to be.”

When people don’t know all the answers, O’Brien says, their instinct is often to just stop. He didn’t want to do that. Rather, the CEO foresaw how concepts like inclusion would be especially important as the

company navigated the once-in-a-century health crisis. The shift to remote work was likely to illustrate for everyone what it felt like to be excluded.

“I made a decision at the time that we were going to double down on it, because people were going to soon understand

what it's like to be alone and isolated or not included," he says. "So there was no better time for this effort. It was absolutely going to be needed."

O'Brien was confident he'd made the right decision, even though he didn't realize the full impact his decision would have on the company. "What ended up happening was these ERGs ended up functioning as the place where people could meet and provide support. People used to come into the office and have their watercooler talks or have these causal random collisions of people. They could talk and interact and build trust and teamwork." During the pandemic, O'Brien says, "all those things were gone—except in the ERGs. The ERGs functioned as those for us."

Martinelli joined the firm in 2020 and experienced this firsthand. "The ERGs have actually been a really good way for me to get to know people," she says. "There's no way I would know the breadth of people that I do if we weren't doing this kind of stuff." The executive assistant says she knows people at every office. "[ERGs are] an important connection for people, whether you're an existing employee or a new employee."

When O'Brien joined BSC Group, the firm had four offices, around 120 employees, and roughly \$16 million in annual revenue. Today the firm employs nearly 160 people working in six offices across New England and has seen annual revenue grow in excess of \$25 million. "That's been all organic. We haven't done any acquisitions," he says.

The company's board of directors gave him some directives when he was hired. "They

asked me to grow the firm and improve performance," O'Brien recalls. "Then I asked that I have a third goal, which is enhance the workplace. And those con-

an MS in civil-environmental engineering from Tufts, and an MBA from Babson College—he knows that blind spots can lead to trouble. "[They] will kill you,"



Another stems from lessons he learned as an undergraduate at Norwich. "It's just a responsibility of leadership or service to recognize that to he who much is given much is expected," he says. "I got to go to Norwich. I got to meet a lot of really great people. I got to be exposed to a lot of really great leaders and a lot of leadership styles."

"I look at my classmates, and I look at the things that they have done and are doing now, and it's not an accident," he notes. "We were all in that Norwich melting pot. We had very good, unselfish leaders. So as a leader in an industry or a firm, I think we do have an

“SEAN IS GENUINELY COMMITTED TO CREATING A HIGH-PERFORMANCE FIRM THAT PEOPLE WANT TO BE A PART OF.”

tinue to be my three goals."

The company's D&I work applies to all three objectives. "I think when you have diversity of perspective and experience, it makes for a much better team," O'Brien says. "If everybody has got the same experiences ...[and] perspective that I do, they're likely to have the same opinion that I'm going to have. Which means we're going to be running through life and serving our clients and working with each other with blind spots."

From his years of reading and studying—O'Brien has a BS in environmental engineering and technology from Norwich,

he says. "It's never the thing that you can see that's going to take you out. It's the thing that you didn't see that's going to do it."

The chief executive says the diversity and inclusion work underway at his company is important for several reasons: "There's a business-case reason for doing it—to be a better firm," O'Brien says. "My first job as a consultant or a problem solver is to seek first to understand. I say that all the time. If you can ask better questions—and that diversity of perspectives and experience allows you to ask those better questions—you're going come out with better answers."

obligation to look [out] for those [who] might not have been given every opportunity that we had and to try to make it easier."

"Sean is very giving and supportive," says Jana H. Raymond '90, a former Navy flight officer who's been friends with O'Brien since their days at Norwich. (Both now serve on the Board of Fellows for the David Crawford School of Engineering, which O'Brien chairs.) "That's just his character and the way Sean is," Raymond says. "He's always helping."

That includes his frequent attendance at networking events and career-education panels for Norwich engineering majors,

she adds. “He’s just really taken the time to reach back and to give back.”

While O’Brien sees many ways to improve diversity and inclusion at BSC Group, quotas aren’t one of them. “Diversity and inclusion [are] an outcome of good behaviors,” he says. “It can be measured by quotas. But if you just go for quotas, it’s going to drive short-cut types of behaviors that are not going to be consistent with the culture that you’re really going after. So it really starts with culture.”

In parallel with its D&I efforts, BSC Group also set out to redefine its mission, vision, and values. Lee Curtis, a vice president at the company who recently joined the IDEA Council’s leadership team, led that work.

“I had been pushing for it well before Sean became CEO,” Curtis recalls. “It’s a gradual process and evolution to understanding for some firms how important your culture is. And it’s not just knowing what your current culture is, but the culture you’re aspiring to and then fostering that culture.”

Curtis says she knew it was important for BSC Group to “figure out where we were today to figure out where we wanted to go.” It took time to formalize, she says. “But now we’re really off to the races.”

The direction is apparent in the company’s mission statement, which now reads: *To inspire and empower each other and our clients to create meaningful change. BSC uses design, engineering, science, and technology to build, support, and connect with our communities. As a trusted advisor, resident, and neighbor, our team is personally invested in every action we take, and we remain focused on diversity, sustainability, and social*

accountability in the services we provide.

Its vision is “to transform the human and natural environment through inclusive, responsible, and purposeful actions.” There are clear and obvious tie-ins to the D&I work that’s been taking place. “It turned out that the culture that we aspired to have is very consistent with the ERGs and acceptance and tolerance,” O’Brien says. “But it’s also a growth mindset.”

Curtis, for example, is also one of two women who are now part of BSC Group’s Board of Directors. She sees that position and her role on the IDEA Council as ways to continue to help shape the culture at the company.

“D&I is never a one-person effort,” she says. “The IDEA Council is not a one-person effort. It can’t be successful without the contributions of the team, and it can’t be successful without the support of leadership. The IDEA Council has always appreciated and still appreciates that Sean was thinking outside the box in working with [former BSC Group employee Lori Chicoyne, who helped spearhead some of the company’s D&I efforts] to prioritize this journey well in advance of the pandemic... They did help us get out in front of this before we knew we needed it. They saw the need and made it happen. Sean consistently continues to encourage everybody to participate.”

Susan G. Duffy, PhD, an associate provost and professor in the School of Management at Wentworth Institute of Technology, joined the BSC Group board in 2021. The management expert got to know the company after it participated in a program on diversity and inclusion put on by Babson College and the Greater Boston Chamber

of Commerce for which she was the faculty director. Duffy says she was impressed by BSC Group’s approach to and focus on D&I.

“I was intrigued with this engineering firm that was functioning the way that we hope all organizations aspire to function when it comes to creating cultures that are inclusive and have a climate of belonging,” Duffy says. “What strikes me now is that the work comes up in every meeting.”

“It’s alive, which is a real differentiator in my experience to other companies that go through these guises and create some sort of phrase that gets hung on the wall, and that’s the end of its usefulness.”

In addition to diversifying its board, BSC Group has made other changes to foster a more diverse and inclusive culture. These include recruiting from schools in the communities the company serves and taking a hard look at its job descriptions and hiring practices.

“Traditional job descriptions read like you’re ordering something at Dunkin’ Donuts,” O’Brien says. “But they don’t get to the essence of what you really need. What you really need to do as a hiring manager is, start to think about the hiring process a little differently and what your requirements are a little differently. Rather than thinking about just certain credentials or skills, think about hiring somebody with the right mindset. And the right mindset means not looking to hire the best individual, but rather the best teammate.”

The company’s D&I work has gotten noticed by others. BSC Group was named Employer of the Year in 2020 by the Boston chapter of the Women’s Transportation Group and was recognized for Cultural Excel-

lence by the Greater Boston Chamber of Commerce at its Small Business of the Year awards program in 2020.

“I think Sean is genuinely committed to creating a high-performance firm that people want to be a part of,” Duffy says. “And both of those pieces are equally important A high-performance firm that people want to be a part of means you’re creating something that’s sustainable for the future, and I think that every bit of who he is as a leader is working to achieve that.”

O’Brien says there is still work to do “but the benefits are there.” BSC Group will continue striving to push its D&I efforts further.

And for firms at an earlier stage in this kind of work, O’Brien has some advice. “As a CEO, we need to be the ones who ask good questions. We don’t need to be the ones with all the answers,” he says. “Just engage your firm. The answers are there. They’ll tell you what they need. They’ll tell you what they want. You just have to listen, and then set things up and empower others to execute it. Then stand behind it and support it and watch things improve.”

“Stick with it, especially when it gets hard,” he continues. “Ironically, it makes it easier to manage a team if everyone is just like you. You know what to expect. It’s much harder to manage diverse perspectives and diverse opinions. It can also be harder to get things done. But it’s worth it, because we’ll get the *right things done*.” ■



Old Craft,

By Niki Kourofsky

Photographs by Nancie Battaglia



New Twist

Architecture Prof. Matt Lutz applies 3D printing to classic Adirondack boatbuilding



NU School of Architecture + Art Associate Prof. Matt Lutz.

John Henry Rushton was a trendsetter. The Canton, N.Y.-based boatbuilder, who made top-of-the-line watercraft in the late 19th and early 20th centuries, was egged on by his famous customer George Washington Sears, aka “Nessmuk,” to design smaller and smaller boats for the diminutive adventurer. When Nessmuk talked up his ultra-light canoes in regular columns for *Forest and Stream*—including the pocket-size *Sairy Gamp*, weighing only 10.5 pounds—the fad caught on, though Rushton wasn’t entirely happy about it. “The trouble is, every damn fool who weighs less than 300 thinks he can use

such a canoe too,” he wrote to Nessmuk in 1886. Adirondack Great Camp pioneer William West Durant, who caught a glimpse of the *Sairy Gamp* as it was being built, was one of those eager to jump right in. But Rushton knew better, insisting Durant needed the dimensions of an older, slightly larger Nessmuk model. The result was a boat Durant called the *Wee Lassie*, the granddaddy of today’s pack canoes that’s on display at the Adirondack Experience museum, in Blue Mountain Lake, N.Y. Now that pinnacle of old-time craftsmanship is serving as a model for the latest technology.

In late 2019, longtime friends Matt Burnett and Matt Lutz traveled to the Adiron-

dack Experience to scan the *Wee Lassie*, in order to replicate Rushton’s masterpiece using a 3D printer. With 3D printing, structures are built one plastic thread at a time, a slow process that’s generally used for smallish projects, not full-size boats. So why the *Wee Lassie*?

Burnett and Lutz have both been using 3D printing in their classrooms, the former in his art and design classes at SUNY Canton and the latter with his architecture students at Norwich. “I love it as a teaching tool,” Burnett says. “There’s a programming aspect, a design aspect, a physical aspect.” The process can also get students thinking about the role technology should play

in their lives. “I’m responsible for teaching my students what the next technological advance is going to present in terms of possibilities and opportunities,” Lutz says. “And I want to be able to present that in such a way that it’s not encouraging the students to just to use the technology for the sake of convenience, but to use it to do something that would otherwise not be able to be accomplished.”

When Lutz started looking around for a full-size project that he could print and test against the original—big, but not building scale—he hit on the idea of a classic canoe. “What Rushton was able to do, with a lim-

ited amount of material, is really extraordinary. And he was doing this without fancy machines, without power planers and power tools. And so I wanted to look at, with all this new technology, what potentials did that unlock?”

Lutz was awarded a five-week residency at the Boston-based BUILD Space of Autodesk, a 3D-design software company. With access to their three-foot-by-three-foot printer, he made his replica in five sections, modifying the design to fit his 6’1”, 200-pound frame. To save weight, the pieces were fashioned with honeycombed interiors. “It’s like a shell with some really,

really, minimal infill,” Lutz says. Next he coated the whole structure in resin and fiberglass.

Lutz has since tested the *John Henry* on a pond near his home, and he has few complaints, though he admits it will never outshine the original. “It paddles great,” he says. “But I knew going into this, that’s tough criteria to beat.” For starters, the *John Henry* weighs 32 pounds, 12 more than its older counterpart. And even with cutting-edge technology, the project was no quicker than an old-school build. “This whole process for me, scanning everything and learning the software and learning how

“I love it as a teaching tool,” Burnett says. “There’s a programming aspect, a design aspect, a physical aspect.”



College professor and outdoor guide Matt Burnett in his Saranac Lake, N.Y., workshop.





to do the resin and learning fiberglass, I have at least three months of learning and fabrication,” he says. “If I was starting from scratch with wood and block planes and hand tools, could I have a wooden canoe in three months? Yeah, I probably could.”

What 3D printing does offer, Lutz says, is versatility. “I can take the design and I could add another foot to it, I could make it a little wider, I could make it a flat bottom in a matter of hours and then print it and then have the formwork for it. So once I’ve got the base form in the computer, it’s really easy to modify.” Going forward, Lutz can imagine other uses for the technology—fabricating

cladding, maybe, or a frame for a house.

Meanwhile, in Saranac Lake, Matt Burnett is experimenting with the technology on a smaller scale, printing individual ribs for a beat-up old guideboat he’s rehabbing. “I’m more Frankenstein, [Lutz] went the whole enchilada,” he says.

Burnett, who is also an artist, outdoor guide and boatbuilder-in-training, has a deep love of guideboats, going back to childhood days romping around Whitney Park. His father was head forester there, and he grew up with access to a camp on Little Tupper Lake. “I have so many memories of being in guideboats with my father as a kid,” he

says. “I didn’t know how special they were, it was just the boat we fished in.”

Taking a boat so steeped in tradition and memory and rebuilding it with plastic components might seem like sacrilege, but Burnett doesn’t look at it that way. “I’m not such a purist,” he says, adding that all working boats became mismatched over time, patched with whatever materials were available. So he’s using his restoration project as a test-drive, practice for when he turns the pine boards stacked on his porch into a from-scratch traditional guideboat. But the scheme also offered him a compelling experiment: Can this technology main-



tain a design that can't be improved on? Or maybe even improve on it?

Traditional ribs were crafted from light but sturdy spruce roots, cut from a boat-builder's cache of templates. "The ribs are difficult parts to recreate," says Burnett. Each has a slightly different parabola, or curve, which changes with the dimensions from stem to stern. Back in the heyday of guideboats, "they didn't have scientific calculators to figure out these parabolas. With 3D printing, you can do it again and again and again once you get it right."

First you have to get it right, and that's taken some trial and error. Burnett's orig-

inal idea was to build a tall 3D printer, one that could produce an entire rib in one piece. But he found that ribs that are fabricated vertically break more easily. So his solution was to make the ribs in two sections and epoxy them together. The weight of the new rib is approximately equal to a traditional rib, and it's produced in a fraction of the time.

Still, each rib takes seven hours to print, and there are 48 ribs to replace. But Burnett's rehabbing operation doesn't have a firm timeline. "I'd like to be paddling this thing by next spring," he says. "Either it's floating or it's a Viking funeral."

After that, he can turn his attention to those 20-foot lengths of perfectly planed, knotless pine that are waiting for him on his front porch. No word on whether he'll use plastic or spruce ribs on the boat—he says it all depends on how his Frankensteined version performs in the Adirondack elements. ■

Reprinted with permission from the December 2021 issue of *Adirondack Life* magazine.

Sense of Duty



“The biggest thing that all of my Norwich experiences (as a student and as a faculty member) provided for me was sense of duty to the future. That is why we all come; whether we realize it at the time or not, we come because we want to serve. Norwich helped me realize that that service should really be service to our future, not necessarily to any one organization or group of people. We have a duty to ensure that the future is better than the past.”

—Prof. Addie E. R. Armstrong '10, PhD, Faculty

Armstrong is an annual donor, an 1819 Circle member, and assistant professor of mathematics at Norwich.



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LIVES

A Light Lost

Not a day passes that I don't think about my friend
and former Hill roommate Bill Cryer '68

BY RICHARD HAYDEN '68

I'm writing this remembrance on Martin Luther King Jr. Day, a day appropriate to pay tribute to a special person who changed my outlook on life and that of many others.

Bill Cryer and I were assigned to be freshman roommates and began our Norwich education together in the fall of 1964. We both aspired to be engineers. Bill was the first in his family to attend college, and he was determined to live up to the oppor-

tunity that had never been available to his ancestors or parents. The beauty of a Norwich education is that *everyone starts the journey from the same spot*. From there, you earn your advancement based on your own merit, capabilities, and commitment. Bill's determination and his family's commitment rubbed off on me. We both nailed our academics in our freshman and sophomore years, while passing on the readily available social opportunities and most

extracurricular activities. I also learned to concentrate while Bill practiced his trumpet across our shared desk. We enjoyed conquering the challenges of the Norwich life and had many good laughs about it. We both had steady girlfriends but, sadly, given the social attitudes prevailing at the time, we chose not to go on double dates together. Bill was warmly embraced by my folks and was a guest at our home whenever he needed to escape NU. His wonderful parents became

friends of our family.

At one point early in our years together, Bill's family was burned out of their Massachusetts home. During the blaze, his mother, Victoria, was seriously injured trying to rescue the foster children she took in to help pay for Bill's education. His stoic reaction to that experience was rooted in the strength of his deep faith, which was quietly present every day, and a sense of duty to finish the journey that he had embarked on. I learned a core life lesson about toughness, humility, faith, and perseverance from his example.

As sophomore roommates, we pulled each other forward and continued to have good academic results. We were both chosen for responsible positions in the Corps of Cadets. Bill was admired and loved by everyone he encountered at Norwich. He was meritoriously on track to be one of the senior leaders of the student body, something he never sought and never flaunted. We agreed to room together again in our junior year as we started to discuss our aspirations for life after college. We both were offered summer internships in industry, something quite rare in those times. Bill secured a position at Eastman Kodak in Rochester, N.Y., and I landed one in Ohio. We were on our way! When I took a brief detour just before my internship to have shoulder surgery, Bill faithfully came to check on me in the hospital before heading home and onward to Kodak. I vividly remember some force telling me to get out of my hospital bed to look out the window after Bill left my room. By chance, I saw him driving away in his little white Ford Falcon.

The summer of '66 was a restless time in the U.S. The Rochester, N.Y., area was among the many that were racially charged. Yet Bill was undeterred and was excelling at his job. Absent today's internet and cell phones, we sent letters through the Post Office to schedule the occasional telephone call by landline. We checked in a couple of weeks before the end of summer and had planned to drive back to New England and Norwich together.

“Bill would have excelled at whatever he did, as he always had. He would have had a beautiful family and contributed to his community and profession.”

A few days later, my boss approached me solemnly and told me that there was a call waiting from my dad. His news was beyond devastating—Bill had died, cause unknown, three months short of his 20th birthday. I had lost someone who I loved as a brother, and his family had to deal with yet another tragedy. Bill was buried wearing his Norwich uniform, with four of us in ours as his honorary bearers. His dad never recovered from the heartbreak and died a few years later. My life had been changed forever, as had others.

I still think about Bill every single day.

Bill would have excelled at whatever he did, as he always had. He would have had a beautiful family and contributed to his community and profession. I had so much looked forward to knowing his children and having mine grow up knowing them and Bill. Although he never sought recognition or self-promotion, he had the natural human leadership qualities that inspired people who encountered him—absolute honesty, sincerity, humility, sense of purpose, caring for others, loyalty, perseverance, humor, and much more. I want to believe that, although he would have been very troubled by the continued inequities in this country, he would have contributed positively to progress. He would have made a great president.

I know that the best way to honor Bill Cryer's life is for all of us to do everything

possible to ensure that all Americans have the same opportunity to receive whatever education they strive for, the opportunity to live and work where they choose, and the opportunity to fully participate in our democracy and governance. This is not to say that outcomes should be guaranteed. But the opportunity to start the race of life side-by-side with everyone else must be made available to everyone, especially all of our country's children. Bill's brief life is an example of what good can happen under those circumstances. Now it's up to the rest of us.

God bless you, Bill. You were the best human being I have ever known, and I have been blessed to know and have known a lot of very good human beings. ■

Richard Hayden '68, a Northfield native, is an aerospace technology developer and executive, who currently serves as the president of Technology Integration, LLC, in Sudbury, Mass. A third-generation Norwich engineering graduate, he holds a master's degree from Purdue University and has worked as a researcher, entrepreneur, manager, and executive, mostly in service of the civil and military aviation communities. Hayden has served his alma mater as a class agent, president of the NU Boston Club, president of the NU Alumni Association, university trustee, alumni career coach, and member of the Engineering Advisory Committee and is a two-star general in the Partridge Society.



Members of the Norwich Rugby Club with the U.S. Coast Guard academy mascot in October 1973. Photograph by Homer E. Smith

Class Notes



Nava and Jack Spinrad, daughter and son of Class of 2012 sweethearts Sam and Hannah Spinrad and great-grandchildren of Barbara and Fred Kreitzberg '57, on the steps of Jackman Hall.

Class of 1957

Fred and Barbara Kreitzberg shared a photo of their great grandchildren, Nava and Jack, taken on the steps of Jackman Hall. “**Sam Spinrad Class of 2012** is their dad. Their mom, **Hannah Spinrad**, is also a 2012 Norwich graduate. Hannah was a biology major and a native of Vermont. They live in Bowdoinham, Maine. ... We did a lot of travel to Norwich through the years and we have lots of wonderful memories.” *See Photo 1*



2. Left to right: Roy Moshier '19, Paul Moshier '84, and Jim McWain '60.
 3. Bill Lyons '90 in Africa.
 4. Beverly Hills Police Chief Mark Stainbrook '91
 5. Anthony Pasquale '00 with his father Peter '70, mother Vicki, son Braydon, and daughter Lily.



Class of 1960

Masonic Past Grand Master of Connecticut **James T. McWain**, was presented with a certificate and lapel pin commemorating 60 years as a Mason at the Masonic Lodge in Island Pond, Vt. Marking the occasion were fellow Norwich alumni Deputy Grand Master of Vermont **Paul Moshier '84** and **Roy Moshier '19**. See Photo 2.

Class of 1975

Robert Stevenson wrote from Park City, Utah, to say that his son, Colby, will be competing for Team USA at the 2022 Winter Olympics in Beijing. Colby is a freestyle skier and 2021 World Championship silver medalist who held the No. 2 world ranking in his sport as of December. His Olympic appearance is even more remarkable given his recovery from a horrific car crash six years ago that left Colby fighting for his life. The 2021 X Games champion appeared on the *Ellen DeGeneres Show* to talk about the accident and his successful skiing comeback.

Class of 1984

Lance English was profiled in an “Honoring Our Heroes: Veteran Spotlight” spotlight on iBerkshires.com in January. English spent a total of 28 years serving on active duty and in the reserves for the Army and an additional seven years working in the government sector. He retired as a lieutenant colonel from the Army Reserves. “Norwich University shaped my life,” Lance told the western

Massachusetts news outlet. Lance’s son, Ryan English '20, is also a Norwich grad and serves as an Air Force officer stationed in Guam. English commissioned his son, calling it the “highlight of [his] military career.”

Class of 1989

Molly S. McGlaughlin was named chief operating officer of Azzur Cleanrooms on Demand. A senior executive with 30 years of experience in pharmaceutical and biotechnology manufacturing and operations, Molly previously served on executive management teams of leading life science innovators, including BioLexis, BioVectra, EirGenix, Selexis S.A., Natrrix Separations, Cytovance Biologics, Avecia Biotechnology (now Fuji Diosynth), Patheon, and Mallinckrodt. Molly is a former colonel in the Army Reserves with experience as a joint information warfare planner and brigade command.

Class of 1990

Bill Lyons recently completed an 14-month assignment in Juba, South Sudan, where he served as the design and construction program manager for the recapitalization of the U.S. Embassy. Bill says he also traveled throughout East Africa to “experience some of the most amazing game parks and conservation areas in the world.” He looks forward to reconnecting with his many Norwich friends and classmates in 2022. See Photo 3.

Class of 1991

Kathleen Lovenbury M'91 was recently appointed as the clerk for the Board of Directors of the Massachusetts Association of Approved Special Education Schools (MAAPS). Kathleen is also the CEO and president of Crystal Springs, Inc. in Assonet, Mass., a private not-for-profit special education residential school for children with developmental disabilities. Kathleen formerly served as the vice president of Stetson School, an affiliate of the Seven Hills Foundation. She is the previous clerk of the MAAPS executive board and also serves on the board of directors of the Citizens for Juvenile Justice. She earned her master's degree in arts and art therapy from Vermont College of Norwich University.

Mark Stainbrook, the former chief of police and vice president of public safety for the Port of San Diego (see profile: *Norwich Record* Summer 2021 issue), was selected as the new police chief for the City of Beverly Hills, Calif. See *Photo 4*.

Class of 1993

Vermont Gov. Phil Scott and state Agency of Human Services Secretary Mike Smith announced the appointment of **Andrea DeLaBruere '93** as the new commissioner of the Department of Vermont Health Access (DVHA), effective December 20, 2021. Andrea previously served as the executive director of the Vermont State Agency

of Human Services. "Andrea is a proven leader and an effective manager," Scott said. "Since joining AHS, she's been instrumental in supporting the agency, and I'm confident she'll excel in this new role."

Class of 1999

Congratulations to Col. **Chris Kiss M'04**, deputy chief of design, construction, and activation at the Defense Health Agency. He was awarded the "A" proficiency designator, a professional excellence honor bestowed by the Army Surgeon General upon candidates who have attained full professional status and national prominence in their field.

Class of 2000

Anthony Pasquale has been promoted to colonel in the Air National Guard. He is currently stationed at Joint

Base Andrews in Maryland, where he serves as the special operations division chief. See *Photo 5*.

Class of 2003

U.S. Navy Commander **Michael Brown** recently assumed command of the USS *Hampton* in San Diego. *Tomkins Weekly*, his hometown newspaper in Groton, Conn., writes, "Michael has been on active duty in the United States Navy for the past 18 years as a career submarine officer. He served on four different submarines, two submarine support staffs, and multiple other training and higher headquarters staffs before taking command of the USS *Hampton*." In a speech given at his change of command ceremony, Michael said, "To the American people: Like you, *Hampton* is comprised of individuals from all walks of life, backgrounds, and



USN CMDR Michael Brown '03

experiences. Though our beliefs and politics may differ, our passion for building a better future for our families is common. Where there is room for compromise in politics, there is no margin for freedom. There is nothing more important to us than peace, which is why we are prepared for war. Few understand the enormous responsibility of operating a naval vessel at sea, especially



THEN AND NOW

Greg May '71 shared two photos taken some 50 years apart and writes: "We five close buddies from the Class of 1971 formed our own 'extramural' touch football team and enjoyed competing against other brave, worthy five-man classmate challengers. The 'before' photo dates to the fall of 1970 and is posed on what was the lower intramural soccer field, upon which now rests the South Hall dorm. Front row, from the left, are **Bob Gillespie** and **Bob Shields**. Back row, from the left, **Greg May**, **Ed Card**, and **Fran Kobylenski**. Note the now 'returned to nature' ski area behind. The 'after' photo taken at Sugarbush at our 50th reunion ... are the same Fab Five, same positions (Fran, same hands on same hips) 'unchanged' after 51 seasons! And that precious pigskin relic that both Bobs are cradling is Ed's very same, original Thorpe Sporting Goods 'Duke' football as in the '70 photo. We can still fling it. Flying after it is a different story. Yup, that oblong spheroid could sure use a little air. And all of us could sure use a little more hair! Five special pals, in two wonderful photos, capturing the essence of our alma mater: *Scenes and old friendships, Songs and old cheers, Mem'ries that fade not through the changing years.*"



7



8



9



10



11

7. A Dec. gathering of the NU Club of Florida.
 8. Blake Owen Brochetti (Class of 2045)
 9. Joshua Fontanez '12 & M'15
 10. Brig. Gen. John P. Lawlor, Jr. M'10 (USA, Ret.) at a Cheshire, Conn., bridge dedication in his honor.
 11. Captains Nick Fierro-Martinez '13 and Seth Larimore '13 in San Antonio, Texas.

the challenges of operating a submarine. The commitment, talent, and resolve of the *Hampton* crew should give you a sense of peace and make our adversaries wary. We are warriors of the deep—we are *Hampton* men.” See Photo 6.

Matthew McGrath and Kimberly Predham of Union, N.J., announced the birth of their daughter, Margaret Lynn McGrath. Weighing 7 lbs. 6 oz., Maggie was born on Nov. 14 at Overlook Medical Center in Summit, N.J. She is Mathew and Kimberly’s second child.

Class of 2004

Amanda (Cookson) Armstrong joined the NU Club of Florida for a meet-up at Lulu’s in Destin, Fla., on Dec. 3. See Photo 7.

Class of 2005

The New England Patriots presented high school football coach Jon Marshall with its 2021 High School Football Coach of the Year award. Jon is the head football coach at Randolph High School in Randolph, Mass., and led his team to its first-ever Massachusetts high school football championship on Dec. 1. The Division 8 game against Hull was played at Gillette Stadium. Meeting with Marshall and his staff and team, Patriots Executive Director of Community Affairs and NFL Hall of Famer Andre Tippett said, “Coach Marshall and his Randolph Blue Devils took on the mantra of grit and resiliency and lived by one of the team’s biggest core values of ‘Winners do more.’” Jon

teaches history at Randolph and lives in Milford, Mass., with his wife, Jennie, and son, Callahan. Jon is also an active member of the Class of 2005’s Reunion Committee.

Class of 2007

In August, Alexandra Pierce M’07 was named the tourism manager for the City and Borough of Juneau, Alaska. Alexandra was promoted to the newly created role from her former position as planning manager for the City and Borough of Juneau’s Community Development Department.

Class of 2008

NU Club of NYC officer Diedrich Holtkamp ’08 hosted J.J. Corrado ’80, friends of NU Bob Grant and Mike Kim, and Carlos Aguila ’81 for a Veteran’s Day dinner in the Big Apple.

Class of 2010

In September, Connecticut state officials named a bridge in Cheshire after Brig. Gen. John P. Lawlor, Jr. M’10 (USA, Ret.). “It is a great privilege to honor Gen. Lawlor, a man who has dedicated his life to service both locally and abroad,” said State Rep. Lezlye Zupkus, speaking at the event. “You can tell purely by the size of this crowd that he is loved and respected across all of the communities he has served. I am so grateful to everyone who showed their support today and to everyone who played a part in this beautiful ceremony.” See Photo 10.

Class of 2011

Malcolm Reid M'11 is the co-founder and managing Partner of Brison LLC, a Virginia-based risk management advisory firm. Malcolm was named an IFSEC Global Influencer for 2021. He belongs to a select group of experts globally to earn the designation of Fellow of the Business Continuity Institute (FBCI) and attain the board certification in security management (CPP) simultaneously. Congratulations, Malcolm!

Class of 2012

Austin Brochetti and his wife, Kayla, welcomed their son, Blake Owen, to the Norwich family on New Year's Day 2022. Austin says, "Cutest little ram in the hospital." *See Photo 8.*

Joshua Fontanez, M'15, PhD, attended a wreath-laying ceremony at the Tomb of the Unknown Soldier. He writes: "While at Norwich University, I had a diverse experience that allowed me to develop into the individual I am today. Some of these experiences include serving in the Corps of Cadets (Provisional Battalion), Drill Team, the Ranger unit, Maroon and Gold Key, Model UN, Student Government, founding the LGBTQ organization following the repeal of Don't Ask, Don't Tell, serving in the Admissions Office as a work-study, and AmeriCorps. Following my graduation, I was commissioned as an infantry officer in the United States Army. I served at Fort Hood as a mechanized infantry platoon leader,

an executive officer for an armored company, and as the battalion maintenance officer. During my time at Fort Hood, I conducted operations throughout INDOPACOM and EUCOM. Following my promotion to CPT I transitioned into a logistics officer. Following my captain's career course, I was assigned to 3rd Special Forces group, Fort Bragg, N.C. While there, I served as the Battalion S4 and FSC commander conducting operations throughout AFRICOM, CENTCOM, and EUCOM. I am currently serving as the aide-de-camp for the commanding general of the Military Surface Distribution and Deployment Command. In 2013, I joined the board of directors of OUTSERVE-SLDN. This organization merged with the American Military Partner Association to form the Modern Military Association of America in 2019. Throughout my time on this board, I have served as a member at large and on the executive committee as the secretary and am currently the chairman of the board. During my time with this nonprofit, I have supported the drafting of amicus briefs to the Supreme Court, drafted legislative language for both houses of Congress, and participated in committees supporting several administrative initiatives. The photos are of a wreath-laying ceremony I participated in at the Tomb of the Unknown Soldier to honor the 10-year anniversary of the repeal of Don't Ask, Don't Tell. The ceremony was also attended by my husband, Billy Fontanez. The wreath-laying ceremony was coordinated by the



FLORIDA SUNSHINE

The NU Club of Tampa gathered for a holiday party on December 12. Classes represented ranged from '71 to '17. This enthusiastic group of alumni are looking forward to getting together more in 2022!

Modern Military Association of America to honor the LGBTQ+ service members who have and continue to serve our nation. The Modern Military Association of America is the nation's largest nonprofit organization dedicated to advancing fairness and equality for the LGBTQ+ military and veteran community. Through education, advocacy, and support, we are making a real difference in the lives of LGBTQ+ service members, military spouses, veterans, family members, survivors, and caregivers." *See Photo 9.*

Class of 2013

Army Capt. **Nick Fierro-Martinez** and Air Force Capt. **Seth Larimore** joined forces to host a Norwich University booth at Antonian College Preparatory High School's annual college fair in San Antonio, Tex. The two alumni had the opportunity to share their Hill and military experiences and recruit future Norwich students.

Seth serves as the chief of standards and evaluations with the 390th Cyberspace Operations Squadron at Lackland Air Force Base. Nick is a nuclear and counterproliferation officer with the 3rd Security Forces Assistance Brigade at Fort Hood and a doctoral student in Missouri State University's Department of Strategic Studies. *See Photo 11.*

Class of 2014

Greylock Federal Credit Union in Pittsfield, Mass., has promoted **James Garrett M'14** to assistant vice president of human resources. Garrett came to Greylock in fall 2020 as manager of human resources. In his new role, he will oversee the growth of the credit union's Human Resources Department.

Class of 2015/2020

In December, **Dakota Shelton '20** and **Brian Winner '15** graduated from the New Jersey State Police Academy. The cadets were members of the Academy's 162nd class.



Christian '16 and Tara (Lyons) Albrecht '16 and their son Caleb.

Class of 2016

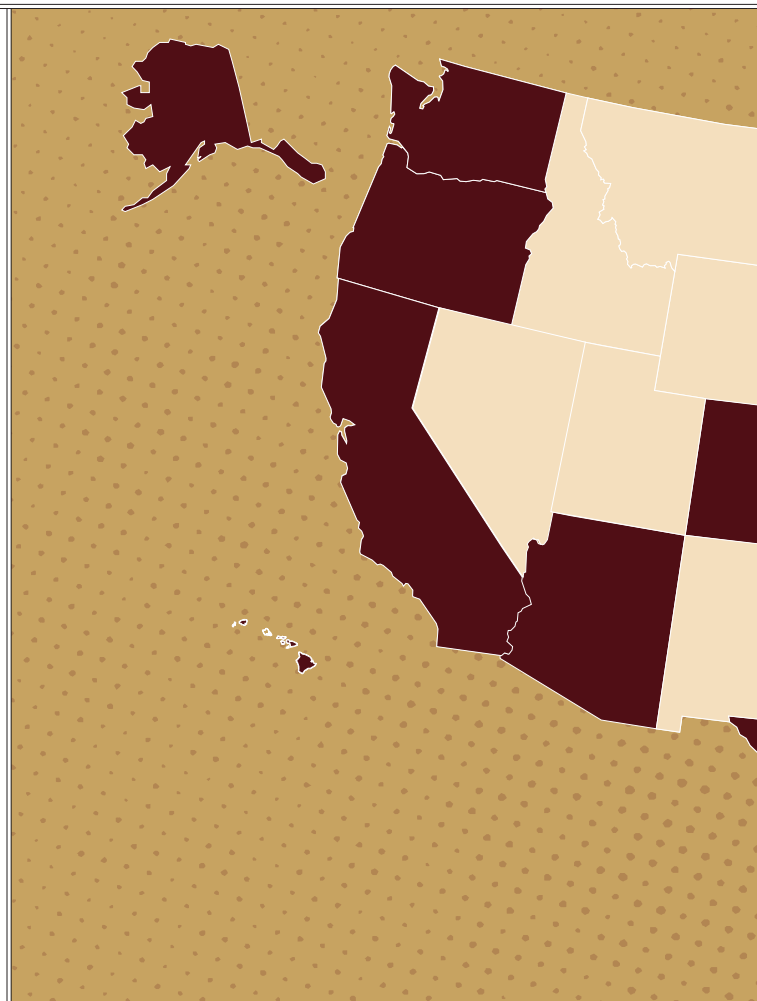
Proud grandfather **Victor Kim '60** shared a lengthy (and welcome!) update about his granddaughter, **Tara Lyons Albrecht**, and her husband, 2016 classmate **Christian Albrecht**. "Tara graduated with a BS degree in nursing and was commissioned a 2nd Lt. in the Vermont Army National Guard... . Now a captain in the Massachusetts Army National Guard, she has participated in three activations with Vermont and now Massachusetts Guard units. [Her] first deployment was the Hurricane Irma disaster [relief effort in St. Thomas, Virgin Islands.] Next was to Bulgaria for medical support of the 82nd Airborne Division field

exercises with the Bulgarian Forces. The third was the COVID-19 pandemic: Tara and her National Guard unit were activated to support the Holyoke Soldiers Home in Holyoke, Mass., to help fix a problem where 76 veterans died of COVID infection—many needlessly. Tara and the others in her unit did their best to do what they could to save as many of the veterans as possible. But with each loss of a veteran, it hit them hard and especially with a 102-year-old WWII veteran. ... In her civilian job, Tara is employed as an RN at Beth Israel Deaconess Hospital in Boston. Christian graduated with a BS degree in civil engineering and has been employed by CHA Consulting of Norwell, Mass. He is originally from Albuquerque, N.M. His consulting assignments have taken him to several areas of the country. Because of the COVID pandemic, the couple were married in a simple ceremony on August 8, 2020, with just their parents present." *See Photo 12.*

Class of 2020

Architecture grad **Kenechukwu Onwe** is working as an architectural designer at Birdseye, a high-end custom design/build firm based in Richmond, Vermont. Kene shared drawings from his latest project. They're spectacular.

Hannah Gamsby was recently hired as an athletic trainer working for the Department of Athletics at the College of Charleston in Charleston, S.C.

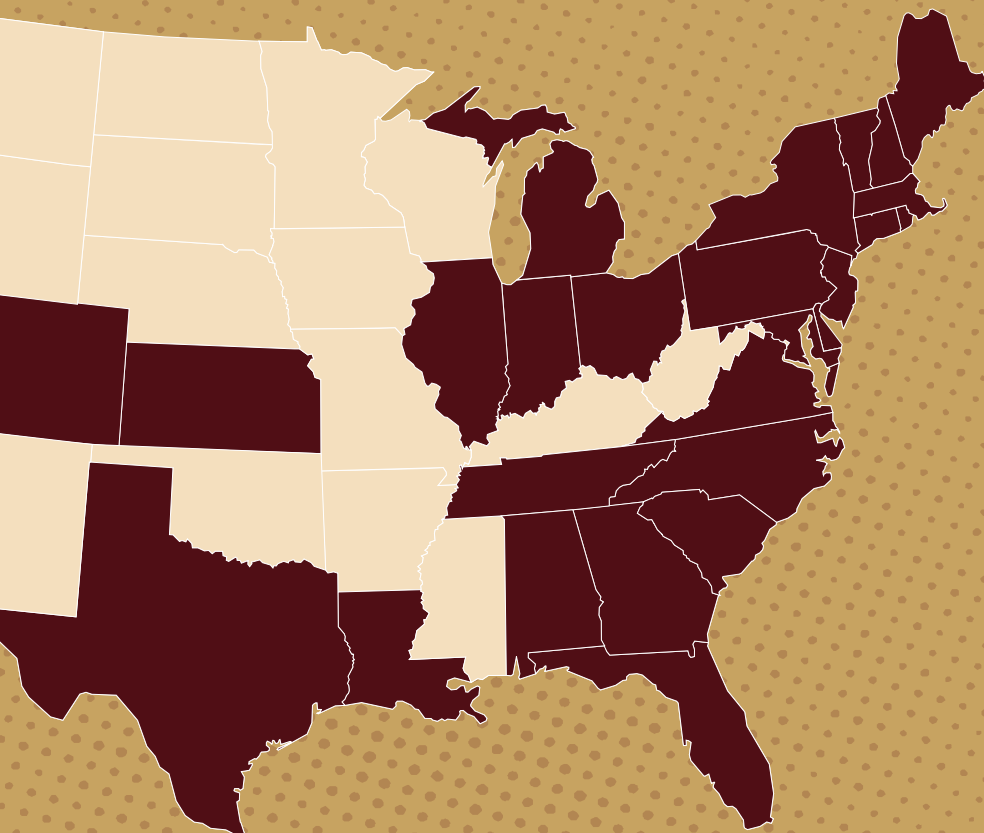


NU CLUB NEWS

Norwich clubs around the country continue to connect alumni, families, and students and carry the Maroon and Gold spirit far beyond the Northfield, Vt., campus. Club events throughout the year include socials, luncheons, volunteer events, professional networking functions, and student send-offs, among many others.

Our largest club, the NU Club of Washington, D.C., recently completed a leadership change. Richard Prevost '76 ended his term as club president and was succeeded in the role by Wes Carpenter '87 with Mike Shoen '92 as vice president. Elsewhere, we would like to thank Gordon Fawcett '59, who recently stepped down as club officer for the NU Club of Southern California. Thank you to these alumni for your dedication to these clubs!

If you're interested in finding a club near you and want to get connected with other alumni in your area, a complete club listing and Facebook group directory is available at alumni.norwich.edu/ClubListing



Maroon reflects states where there are NU Clubs. Let's spread the maroon to more places!

ALUMNI OFFICE CONTACTS

1 **Regions:** AK, AR, CO, FL, GA, HI, IL, IN, IW, KS, LA, MN, MS, MO, NE, ND, NC, OH, OK, PA, SC, SD, TN, TX, VA, WV, & International
Contact: Emily Segada
(802) 485-2306.

2 **Regions:** AL, AZ, CA, ID, ME, MA, MT, NM, NV, NH, OR, NY, UT, VT, WA, WY
Contact: Sara Garland
(802) 485-2961.

3 **Regions:** CT, MD, NYC, MI, NJ, RI, DC
Contact: Stephanie Snell
(802) 485-2961.



EDDIE HABECK '99 & M'10
Director of Alumni & Family Engagement

To learn more about the NU Alumni Association, visit alumni.norwich.edu/NUAA.

New NU Clubs continue to emerge thanks to alumni willing to dedicate their time to bring the Norwich family together in their area. The NU Alumni Office has three dedicated staff to help create, maintain, and grow clubs around the world. We encourage you to reach out to them if you're interested in getting involved in your local club or starting a new one: See our map (above) to find the Norwich Alumni Office contact for your region.



Over Spring Break 2022, several NU clubs hosted Norwich Networking events for students and alumni alike. These events gave students, alumni, and families the

opportunity to connect with one another to expand their professional network locally. Alumni shared insights on career paths, and offered resume critiques and leads on internships and job connections.



The summer Student Sendoff season is just around the corner! NU Clubs nationwide will host sendoff events to welcome the incoming Class of 2026 and their families to Norwich. For a complete listing of sendoffs, visit alumni.norwich.edu/Sendoff. Don't see your city listed? Interested in hosting a sendoff? Reach out to the Alumni Office at alumni@norwich.edu or (802) 485-2100 to learn if there are students in your area.

PARTRIDGE SOCIETY MEMBERSHIP KEY

Chairman's Six Diamond Club

cumulative lifetime giving of
\$10,000,000 or more

Chairman's Five Diamond Club

cumulative lifetime giving of
\$8,000,000—\$9,999,999

Chairman's Four Diamond Club

cumulative lifetime giving of
\$6,000,000—\$7,999,999

Chairman's Three Diamond Club

cumulative lifetime giving of
\$4,000,000—\$5,999,999

Chairman's Two Diamond Club

cumulative lifetime giving of
\$2,000,000—\$3,999,999

Chairman's One Diamond Club

cumulative lifetime giving of
\$1,000,000—\$1,999,999

Five-Star General

cumulative lifetime giving of
\$750,000—\$999,999

Four-Star General

cumulative lifetime giving of
\$500,000—\$749,999

Three-Star General

cumulative lifetime giving of
\$250,000—\$499,999

Two-Star General

cumulative lifetime giving of
\$100,000—\$249,999

One-Star General

cumulative lifetime giving of
\$50,000—\$99,999

Lifetime Level

cumulative lifetime giving of
\$20,000—\$49,999

Annual Membership

fiscal year gift of \$1,000 or more

1819 Circle Membership

planned or deferred gift to the university

Garrison Associates Membership

consecutive annual giving
in five-year increments

THE PARTRIDGE SOCIETY

The mission of the Partridge Society is to encourage alumni, parents, and friends of Norwich University to help the university achieve its financial goals and to formally recognize those who do so.

The Partridge Society Board of Directors welcomes the following new and promoted Lifetime and 1819 Circle Members and acknowledges new levels achieved between October 1, 2021 and December 31, 2021.

Chairman's One Diamond Club

John '69 & Virginia '69 Stabile, II

Five-Star General Members

David '54 & Nina Luce

Robert MacDuff '60

Three-Star General Members

Mr. & Mrs. E. Miles Prentice, III

Two-Star General Members

Clyde Berg

COL Roger C. Franklin, USA (Ret.) '60

Roberta F. Haney '79

Richard '68 & Mary Jane Hayden

Clarke & Cathie Keenan

Daniel M. Lay '83

Mr. & Mrs. Kenneth C. Morel '69

A. Graham '68 & Louise Powers

One-Star General Members

Anonymous

Susan M. Collins '82 & W'83

Tobias Danforth '69 & Alison Alden

Mr. & Mrs. Paul Fousek '01

COL & Mrs. Harold L.

Gilmore, USA (Ret.) '53

Richard J. Kisloski '67

LtGen John C. Koziol, USAF (Ret)

'76 & Virginia R. Koziol '76

COL & Mrs. Keith E. Kudla, USA (Ret.) '68

Jeffrey Moon '71

Stephen & Alicia Quigley P'22

Tina E. Tobin '83

John '64 & Nina Van Lund

Lifetime Members

Anonymous

Margaret E. Adams

Mr. & Mrs. David C. Briggs '68 & P'92

Mr. & Mrs. Jack Eimer '68

Mr. & Mrs. Peter Fusco '94

William Hayden '91

Edward '68 & Susan Jenkins

Eric '97 & Ivy Judge

William Leipert '64

Derek S. Mullen '13

Donald '87 & Barbara O'Neill

Jim '74 & Winifred '74

Patterson P'10, P'14, P'14

Dr. & Mrs. Carlos Pinkham '65

Bill '59 & Marion Streeter

Col & Mrs. John R. Sweeney,

USAF (Ret) P'89

VADM Patricia A. Tracey, USN (Ret.)

Frank H'10 & Diane '79 Vanecek

1819 Circle Members

Cyrus '90 & Michelle Sinor

ROLL OF HONOR

The following list reflects notifications of deceased Norwich family members received by the university from October 15, 2021 to January, 20, 2022. Full obituaries, when available, can be viewed online at alumni.norwich.edu/obituaries. To inform the university of the passing of a member of the Norwich family, please contact the Alumni Office at (802) 485-2100 or inmemoriam@norwich.edu.

- 1929 Florilla (Perkins) Ames, 110,
10/22/2021, *Montpelier Seminary,
later Vermont College*
- 1945 Robert G. Buttinger, 98, 12/31/2021
- 1948 Arra K. Nergararian, 96, 5/3/2021
- 1950 Carlton J. O'Connor, 96, 11/11/2021
- 1951 Paul D. Beaudin, 93, 11/11/2021
- 1951 Edwin J. Beyerl, 93, 12/14/2021
- 1951 Peter W. Cuthbert, 91, 10/5/2021
- 1952 Stephen G. Beardsley, 91, 11/2/2021
- 1952 Robert M. Lawton, 90, 11/11/2021
- 1953 Thomas W. Atwood, 91, 11/5/2021
- 1958 Glenn C. Dow, 85, 10/22/2021
- 1958 Sue Anne (Bimson) Drown, 83,
10/31/2021, *Vermont College*
- 1958 Donald W. Knobloch, 87, 10/10/2021
- 1959 Roger F. Bresnahan, 84, 12/2/2021
- 1959 Guy K. Chester, 84, 6/25/2021
- 1959 Raymond A. Hendrickson, 84,
10/31/2021
- 1959 Robert R. Ripley, 86, 12/12/2021
- 1961 Donald H. Obedzinski, 80,
11/15/2021
- 1961 Peter J. Tsouros, 83, 11/25/2021
- 1961 Edward C. Wangenstein, 84,
12/10/2021
- 1962 James P. Gormley, 81, 12/5/2021
- 1963 Dana B. Gould, 80, 11/15/2021
- 1964 Karen (Drummond) Carr, 77,
10/26/2021, *Vermont College*
- 1964 Armine F. Heinz, 80, 1/11/2022
- 1966 Janet Rosadini, 77,
11/24/2021, *wife of Bob Rosadini '66*
- 1967 John E. Riggs, 76, 12/30/2021
- 1969 Bradley J. Smith, 74, 11/19/2021
- 1969 Deborah (Lawson) Laferte, 72,
12/5/2021, *Vermont College, wife of
Richard Laferte '69*
- 1970 Hans N. Graff, 73, 12/3/2021
- 1971 Peter C. Wicker, 72, 11/6/2021
- 1972 Jill (Blodgett) Polito, 69,
10/10/2021, *Vermont College*
- 1973 Albert B. Perkins, 70, 11/3/2021
- 1975 Charles J. Bardizian, 69,
10/28/2021
- 1978 Todd R. Clow, 65, 12/15/2021
- 1981 Constance E. Hoksch,
62, 11/29/2021
- 1982 John F. Kelly, 62, 8/6/2021
- 1983 Constance (Simon)
Tucker, 77, 10/6/2021, *M'83
Vermont College*
- 1988 David A. Liscinsky, 55,
12/13/2021
- 1990 Richard N. Bentley, 84,
1/13/2022, *M'90 Vermont
College*
- 1995 Pattie Sue A. Hill, 54,
10/30/2021, *Vermont College*
- 1998 Casey N. Bozetarnik, 71,
12/30/2021, *M'98 Vermont
College*
- 1998 William D. Ging, 47,
10/28/2021
- 1999 Robin L. Gates, 60,
12/24/2021, *Vermont College*
- 2019 Michael J. Ableman, 43,
12/26/2021, *M'19*

**DON'T
JUST TELL
FACEBOOK
& LINKEDIN,
TELL YOUR
FAMILY!**

Share your
Class Notes
updates and
career news
with the
Norwich Record.

Send updates to
alumni@norwich.edu.



PHILANTHROPY

Why I Give

BY ERIC JUDGE '97

It's been 25 years since I graduated from Norwich, and I am still closely connected to my classmates—regardless of the how great the distance is or how much time has passed since our last visit. Those relationships were built on the Hill and have continued to grow over the years.

So I give in hopes that my contribution will help another student have access to this unique place and that will allow them to build the same lasting friendships that I am so grateful to have. I give so that

each year the campus, athletic, and academic programs will be a little better off for the next class to enjoy and to provide those students with the resources needed to fulfill their goals and dreams. I give because the years spent at Norwich had a significantly positive impact in who I am today—the opportunities, the experiences, the memories, and certainly, the stories. I give because it allows me to continue to feel connected to the Hill, even from 2,500 miles away. I give, because if alumni prior

to us didn't, I wouldn't have had the ability to attend Norwich.

Eric Judge is the director of capital markets operations for MUFJ Union Bank and serves on the Board of Fellows for the School of Business at Norwich. He lives in Gilbert, Arizona, with his wife, Ivy, and daughters, Jordyn and Ashlynn. Eric is a Lifetime, Annual, and 10-year Garrison Associates Member of the Partridge Society.

Photo courtesy Eric Judge



1985 TICONDEROGA MARCHERS

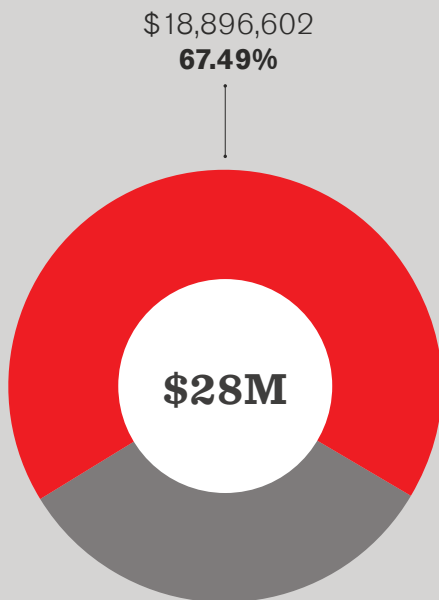
Faculty members Steven Ingram (front row, left) and David Westerman (playing the harmonica) lead Norwich cadets on a 79-mile Partridge Pedestrian Excursion to Fort Ticonderoga, N.Y. Have a memory of sore feet or high adventure from the march or other outings? Share your reflections with the *Record*. Contact us at editor@norwich.edu.

Photo courtesy NU Archives.

PROGRESS REPORT

The Shoulder-to-Shoulder Fundraising Initiative

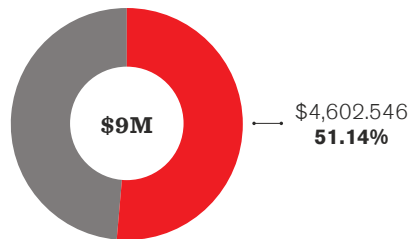
GOAL: \$28M BY MAY 31, 2023



PROGRESS AS OF
DECEMBER 31, 2021

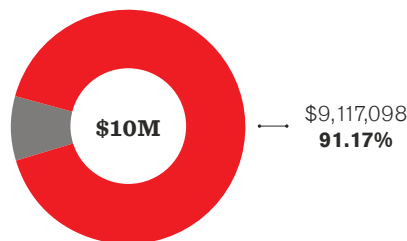
■ GIFTS RECEIVED
■ GOAL REMAINING

SHOULDER-TO-SHOULDER PRIORITIES



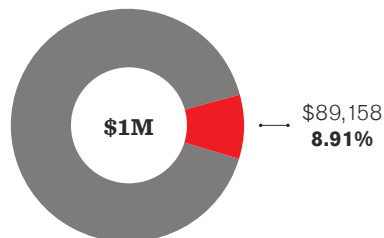
THE NORWICH FUND

Provides the university with the flexibility to address its top priorities, funding everything from core operations to innovative opportunities and strategic initiatives.



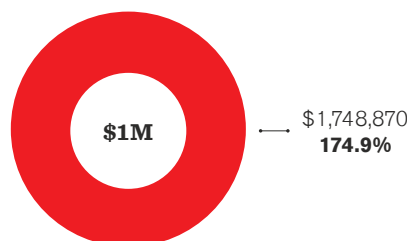
SCHOLARSHIPS

Helps alleviate the cost of a Norwich education in order to attract and retain the most deserving students.



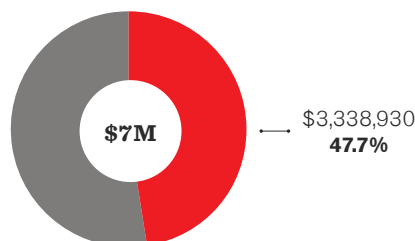
TECHNOLOGY ENDOWMENT

A reservoir of support to maintain and update campus technology and provide access to top-of-the-line systems and equipment.



ACADEMIC ENHANCEMENT

Enables hands-on experiential learning opportunities that take students out of the classroom and into the world.



PLANNED GIVING

Whether through gifts of bequests, annuities, or trusts, planned gifts provide a reliable and thoughtful source of support that nurtures the university's future.