

Emerson Holiday Party

See you at the annual holiday party on Monday, December 12! We will be collecting donations for The Pajama Program again this year. If you'd like to help us break last year's record of 135

pairs of pajamas donated, please bring a new pair of warm pajamas (all sizes are needed) to the registration table at the Intercontinental Hotel. Thank you!

Upcoming Events

Staff Forum
December 14, 2011
2:45–4:30 pm
Bordy Theater

Winter Break
December 23, 2011–
January 2, 2012

President M. Lee Pelton
invites you and
your family to

Celebrate the Season

at the Emerson College
holiday party

Monday
December 12, 2011
5:30–8:00 pm

Intercontinental Boston
510 Atlantic Avenue

Staff Profiles

Matthew Finn



Spend just a few minutes with Matthew Finn and it is easy to see that his infectious energy and warm personality make him a wonderful ambassador of Emerson. The College's coordinator of faculty services, Finn is a man of many talents. Not only is he the "go to" person for faculty administrative issues at Emerson, but he also loves performing arts and is active in the local theater community.

Finn has lived on the East Coast most of his life. A Massachusetts native who grew up in Winthrop, he graduated from Suffolk University in 2000 with a bachelor's degree in communication studies and public relations. After completing his studies, he worked in Suffolk's theater department for two years before moving to Los Angeles briefly to work for a magazine. He returned to Boston, knowing that he wanted to pursue a career in higher education because he had enjoyed working in the industry previously.

He became a member of the Emerson community six years ago when he took a position as an executive assistant. Finn knew about Emerson from friends who had attended, and says he was "really excited" about working for a school with such a strong program in performing arts.

Since he first arrived at Emerson, Finn's title has changed from executive assistant, to senior administrative associate, to coordinator of faculty services—the position he currently holds. Among his responsibilities are working on faculty contracts,

recruitment, orientations, awards, and expenditures. While preparing for each semester is one of the most stressful aspects of his job, Finn says, thanks to the people he works with, he enjoys his job immensely.

When he's not at Emerson, Finn keeps busy acting with various local theater groups. "It's great because you can have a full-time career and still do it, and you can still be successful at it," he says. He got the acting bug when he joined his middle school's drama club in eighth grade and has been involved in theater ever since. Contemporary theater, musical theater, and comedy are his favorite genres.

He has acted in about 40 plays and performances since college and doesn't plan to slow down any time soon. He recently finished a reading series called *Places* that took place in different historical locations around Jamaica Plain, including an art gallery and a historic home. He plans to audition for a show this spring called *The Wild Party*.

Though he'll always love the theater, Finn has developed a strong interest in higher education, and feels fulfilled by both his job and his outside interests. "I never thought I would end up in a career in higher education," he says, "but it's something I found I'm passionate about as much as theater."

By Liz Montaquila. Liz is a Journalism graduate student at Emerson College.



Gloria Noronha-Peschau

Gloria Noronha-Peschau is an Emerson graduate alumna who, during her time studying at the College, came to love it and stayed on as a staff member. She is the program coordinator for the Office of Diversity and Inclusion, responsible for everything from event planning and program design to office administration and running the dialogue programs. Though her responsibilities are varied, her work focuses on one broad goal: ensuring that Emerson's campus is an inclusive community.

Noronha-Peschau grew up in Dar es Salaam, the capital of Tanzania in East Africa. But her cultural background is complex: no one recent generation of her family has lived in the same country. "People can't place me because I've never fit into a mold of a single culture or a cultural stereotype," she says. "That's part of the reason I enjoy my work. It allows me to constantly be myself and express the value of what it means to be different."

Growing up in a developing country influenced her decision about where to go for her college education. She chose the United States for better educational opportunities, attending Wartburg College in Iowa to study communication arts. There, in a small Midwestern town, she formed her first impressions of the United States. Living in a rural, homogenous area piqued her curiosity to explore different cultures and diverse environments.

As she approached graduation, she planned to pursue a career in marketing, but wanted to get a

graduate degree first. "In the communication industry at the time, everything was being integrated," she says. Because of that, she looked for integrated marketing communication programs. Emerson was one of only two schools offering a specific IMC program, so after graduating from Wartburg, she headed to Boston.

Once she arrived at Emerson, Noronha-Peschau decided to apply for a student employment position to get to know the College better. Through a news email blast, she learned that the newly created Center for Diversity in the Communication Industries was looking for a graphic designer. Having developed graphic design skills during her studies, she became the designer and editor of the Center's newsletter. This position gave her a start in the office, which later became the Office of Diversity and Inclusion.

Before she graduated, Noronha-Peschau was offered a position in the department as a staff assistant. She took the position and has been very happy with her decision. "I have loved every bit of it," she says, "because it's ever-changing." The constant change in her work comes from the need to find ways of including "the other" who doesn't feel included, and that "other" is always a different person or group.

Noronha-Peschau uses the skills obtained from her communication degrees every day. "Starting a dialogue is a huge part of diversity and inclusion," she says. "It requires

facilitation and presentational skills that I have fine-tuned through my graduate work."

Today, the Office of Diversity and Inclusion's main function is to work with different departments at Emerson to facilitate initiatives and programming to encourage diversity and inclusive environments within the Emerson community. Noronha-Peschau sees the office as a constant collaborator. "The way it's designed is not to have too many programs coming out of the center itself, but more ideas, strategies, and vision," she explains. She helps these ideas come to fruition throughout the College.

Her office is currently working with faculty members to come up with programs that encourage inclusiveness in the classroom. The office also recently completed the *2011 Report on the Strategic Plan for Racial and Ethnic Diversity*.

Noronha-Peschau is also covering another role within the office, providing ongoing leadership while a search for a new vice president for diversity and inclusion takes place. Simultaneously, she is working toward her second master's degree in strategic human resource management. She has a full plate, but her passion for creating a community that welcomes and celebrates all different kinds of people continues to drive her.

By Jessica Slavin '14

Staff Notes

Births

- Charles Joseph Bailey was born September 17, 2011 to Matt (Web Services) and Brittany Bailey.

Weddings

- Adena Killian (Admission) married Matthew Smith in August 2011 in Boston.
- Amanda Jimenez (Admission) married Patrick Alley October 29, 2011 in Newark, New Jersey.
- Sara Brookshire (Admission) married Rick Cummings in October 2011 in Connecticut.

Engagements

- Keira Lyons (CSD) and Chris Bunn were engaged on October 28, 2011. They plan to wed in Fall 2012.

Awards and Accomplishments

- Amanda (Jimenez) Alley (Admission) earned her MFA in Creative Writing (Poetry) from Emerson in 2011.
- Sara (Brookshire) Cummings (Admission) won The New England Association for College Admission Counseling's Rising Star award this summer at the association's annual conference.
- Rafael Jaen (Performing Arts) had a book, *Show Case, Second Edition: Developing, Maintaining, and Presenting a Design-Tech Portfolio for Theatre and Allied Fields*, published in October 2011.
- Mandy Nicoles (Athletics) has been asked to speak at both the National Athletic Trainers Association and Eastern Athletic Trainers Association conferences on issues related to transgender athletes.
- Cheryl Schaffer (Media Services) was asked in August 2011 to submit her Emerson master's thesis project, the website *hankharrison.net*, to be archived at Yad Vashem, World Center for Holocaust Research, Education, and Commemoration.
- Linda Sutherland (Professional Studies) is in her second year as a teaching artist at Trinity Repertory Company, Providence, Rhode Island.
- Christina Zamon (Iwasaki Library) will have a book, *The Lone Arranger: Succeeding in a Small Repository*, published by the Society of American Archivists in January 2012.
- Emerson's Creative Services team (Chuck Dunham, Nancy Howell, and Liliana Ballesteros) won three awards in the 2011 MarCom awards competition. Their "Never Forget" 9/11 poster won a Platinum Award, the Undergraduate Admission viewbook won a Gold Award, and their Legacy invitation won an Honorable Mention.

New Faces

New Hires since November 1, 2011

- Stuart Bachman, Audio Fellow, Office of the Arts
- Michelle Blair, Budget Analyst, Administration and Finance
- MarcyKate Connolly, Patron Data Manager, Office of the Arts
- Shana Healy-Kern, Assistant Data Manager, Undergraduate Admission
- Kiesha Rose, Advertising and Communications Manager, Office of the Arts
- Mary Sullivan, Associate Director, Career Services
- Eric Sykes, Associate VP of Enrollment, Undergraduate Admission
- Mary Timmons, Senior Administrative Associate, Information Technology

Pelton Hosts First Staff Forum; Second One to Come Next Week



Community building was the theme of the inaugural staff forum held by President Lee Pelton November 8 in the Brown and Plofker Gym.

About 200 Emerson staffers attended the hour-long event, which featured introductions of new staff, an informal talk by Pelton about the state of the College, and a presentation by Vice President for Administration and Finance Maureen Murphy on the school's financial health.

Pelton discussed moving Emerson from a historic period in which large investments were made in changing locations and improving facilities to a new era of shifting much of the focus to investing in people and programs.

He also mentioned several small initiatives that have either been recently introduced or will be soon to help build a sense of community on campus, such as a faculty lunch program, in which people from various departments intermingle; professional development opportunities for staff; a publication that highlights staff achievements; a president's book club; and an "evening out" program for Emersonians to get together off campus.

Pelton also addressed the strategic plan that was approved by the Board of Trustees last spring and some of its key points, including building the Emerson College Los Angeles Center and making plans for the programs that will operate there, creating a culture of faculty scholarship, and providing a stronger financial base for the College.

Murphy's presentation on the College's finances revealed that Emerson is in good financial standing. However, it also recognized the need for identifying new revenue sources in the future. Pelton said his plans for the College include a major fundraising campaign to kick off three years from now at the earliest.

Pelton plans to hold staff forums twice per semester to provide an opportunity for staff members to gather regularly and to keep them informed about what is happening around Emerson.

The next staff forum will be held next Wednesday, December 14, in the Bordy Theater. Refreshments will be provided, starting at 2:45; the forum will begin at 3:00 and last until 4:30, with time for questions and discussion.

By Allison Teixeira, Office of Communications and Marketing



Diversity Spotlight

Lieutenant Carl Yancey

For Emerson College Public Safety Lieutenant Carl Yancey, serving and protecting are two words to live by. The 6' 7", silver-haired officer was a collegiate athlete, a military ranger, and the first African American to become a Massachusetts State Police Officer. After a total of 35 years serving his country and state, Yancey came to work at Emerson in 2003 as a public safety officer.

Yancey's career began in an unexpected way. As a student at Delaware State University, he was involved in the civil rights movement, participating in freedom marches and rallies. In 1964, Yancey was arrested for participating in a march protesting segregated busing in Selma, Alabama. His college years were cut short when he went to court for the incident and was given an ultimatum: three years in jail or three years in the army. Yancey chose the army.

The Stoneham, Massachusetts, native, who had previously wanted to play professional football, was then set on a different career path. After three years in the army, one of which he served as a ranger in Vietnam, Yancey applied to the Massachusetts State Police force. The department was actively recruiting minorities at the time and Yancey was the first African American trooper hired.

"It was rough at the beginning. It involved a few disagreements with people," Yancey recalls, "but the army prepared me to deal with these kinds of situations, because it hadn't long been desegregated [when I served]."

George Noonan, chief of Emerson College Public Safety, has known Yancey since 2002 and has worked with him since 2005. He said that Yancey not only paved the road for African Americans in the State Police force, but did it with grace. Noonan explained that he knows many people who served with Yancey in the State Police who regard him very highly.

While in the State Police, Yancey served as a road trooper and as one of the first officers in the Gang Unit. The Gang Unit was created when gang violence increased after the Boston Busing Crisis, according to Yancey. He said his years serving in the Gang Unit were the best part of his career.

In 2003, Yancey retired from the State Police after 32 years of service. Two of his three children were getting ready to go to college at the time, so Yancey looked for another job in Boston to help with tuition bills. He was hired by former Emerson Public Safety Chief Bill McCabe to work as an Emerson public safety officer. Yancey advanced to his current position of evening shift lieutenant in 2009.



Yancey said former police officers have to shift their demeanors to be less authoritative and gentler when they come to a college and start working with students.

Noonan believes Yancey's personality is conducive to being a college public safety officer. "He is so cool, calm, collected, and very laid back. He knows how to bring the anxiety down in a situation," Noonan says.

Yancey thoroughly enjoys his job at Emerson, he said, but the time for him to retire for good is around the corner in two or three years. He plans to move to North Carolina, where some of his relatives reside.

Looking back on his long career of serving and protecting, Yancey expressed his happiness. "I've done things to help minority people advance; I've done things to help other people advance; and I've done things to make my mother and father proud of me."

By Emily Files '14

People @ Emerson

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