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# Peirce grads juggle family and attending college

**By Lauren Feiner, Staff Writer**

POSTED: June 14, 2016

FOR THE PAST three years, Emma Morando-Young and Anthony Young's Philadelphia home has been doubling as a college dorm.
The dining room table is strewn with books - the result of too many 3 a.m. homework sessions - rather than forks and knives.

On Monday, some 13 years into their marriage, after raising kids and pursuing careers, the Youngs will walk down another aisle - to get college diplomas at the same time. The couple will graduate from Peirce College, a Center City school focused on adult learners. Emma, 42, will receive her bachelor's degree in integrated leadership while her husband, 49, will receive his associate's degree in criminal justice.

And the Youngs aren't stopping there. Next year, Young and his 25-year-old stepdaughter both expect to receive their bachelor's degrees.
The story of the married adult learner is one of shifting schedules, canceling babysitters, lunchtime homework, and family study sessions.
It's a life that Mariya Georgieva, 34, and Stefan Georgiev, 42, know well. The couple will also be graduating Monday, with their 9-month-old son, George, sitting on their laps and with her sister also in the audience.
After working in Peirce's information technology department, Stefan will graduate with a master of science in organizational leadership & management. Mariya will receive her bachelor of science in integrated leadership - the degree she never got to finish after moving from Bulgaria during an exchange program in college.

The couple credits Peirce Fit, a program that allows students to alternate between online and in-person classes at their convenience, with providing them the flexibility to stay in school. When their babysitter canceled just before a class, for example, Mariya was able to stay home with her child and take the session online, rather than fall behind.
The couple said studying leadership in college made them better parents at home.

With a newborn to care for, Mariya said there were times she thought she should

just take a break from school. But her partner encouraged her to keep going. "I think that is true leadership, to not let someone or your spouse give up," she said.

Cathy Littlefield, an associate professor of Organizational Leadership and Management at Peirce who has taught both Stefan and Mariya, recalled a time where she had a videoconference with Mariya while Stefan was taking care of the baby in the background. Littlefield said their marriage created a support system that helped in the classroom.

"They were able to empathize with each other so they understood what it meant to have to write a paper and have a deadline," Littlefield said.

For the Youngs, going to school as a family also meant more empathy for their 15-year-old son, Kyron. "We understand [his problems] completely," Emma said. "We wish we didn't have to do our homework either."

And oh, how much homework there is.

Stefan was doing homework the night before his wedding. Emma and Anthony's relatives complain that when they come to visit they bring their laptops to do work. For these hardworking couples, it's just become a part of what they do.

"We say we don't have time, but think about it, we make time for everything else we want to do," Emma said.

Anthony had put off his education after more than 20 years in the military, put off by the idea of being the "old guy" in the classroom.

"It kind of delayed me, but then I figured I better do it now before I get any older," he said, laughing.

The Youngs and Georgievs offered words of encouragement for other potential adult learners to take the leap back into school. Despite the lack of sleep and busy hours, both say it has improved their relationships with each other and made them into better examples for their kids.

"We always had fun, we always laughed together," Emma said, "but now we have this intellectual connection."

Ask The Experts: Examining Financial Literacy in the Workplace

by John S Kiernan

Ask The Experts:  Tips for Starting a Workplace Financial Literacy Program

WalletHub asked university as well as industry experts in the fields of management, marketing, human resources, and finance for tips on how to establish a personal finance employee training program.  You can check out their insights on everything from program structure and content sourcing to potential corporate partners and employee engagement below.  If you have additional suggestions, feel free to share them in the comments section below!

Adrian Zappala
Dean of Graduate Studies at Peirce College

**Given the current state of financial literacy in this country, how important is it for employers to implement employee financial literacy training programs?**

As employers seek to provide the most competitive compensation and benefits packages to attract and retain valuable employees – it becomes essential to review the programs offered to ensure that they meet current needs. I consider the provision of employee financial literacy training programs to be similar in nature to workplace health and wellness initiatives that we are seeing key employers provide – with the holistic wellness of employees in mind. It is important for modern organizations to attend to the overall health and wellbeing of employees – and this certainly includes financial health – to allow employees to achieve their maximum potential.

**How would you structure such a program, balancing cost and effectiveness?**

Providing access to financial literacy seminars by utilizing both in-house talent and organizational partnerships, for instance, would represent one way to offer financial literacy training programs to employees. "Lunch – and – learn" programs are a popular venue by which training programs can be incentivized for employee participation.

**Do you believe that such a program could be used to boost employee morale, improve employee finances in lieu of salary increases, and/or attract new talent?**

Yes – particularly in reference to employee morale. Such training programs represent an added-value benefit for employees at a reasonable cost to the organization. As the provision of salary increases can become difficult in modern economic times, it remains essential for organizations to provide the most value possible to employees. Financial literacy programs can also be a component of a suite of on-site and off-site benefits provided to attract new talent as well as retain existing talent.

**How can financial literacy be tied into existing employee incentive plans in order to foster and reward improved performance?**

Utilizing measures of financial literacy as a component of employee incentive plans can present complicated issues of privacy and confidentiality – similar to what we've seen with employee health and wellness initiatives, in which employees receive a financial award or incentive for achieving certain healthcare oriented goals. Yet, with properly crafted policies in mind, employees who voluntarily participate in financial wellness initiatives can be rewarded for achieving financial goals such as reducing debt, increasing savings, and maintaining a retirement plan portfolio, for instance. In some ways, organizations who match employee contributions to retirement plans are already incentivizing employee financial wellness. It is in this area where human resource experts can be of invaluable assistance in crafting policies and procedures to follow.

# PEIRCE COLLEGE CLASS OF 2016



Tuesday, June 14, 2016

CENTER CITY (WPVI) -- More than 300 Peirce College students celebrated their new degrees Monday night.

The graduates received associate's, bachelor's and master's during the ceremony at the Kimmel Center.

They range in age from 21 to 67.

This year's graduating class even includes two married couples.

## 2 Married Couples Among Peirce College's Graduating Class



PEIRCE COLLEGE GRADUATION
CENTER CITY
NBC 10
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Published at 4:37 AM GMT on Jun 14, 2016

Two married couples were among the students who received diplomas during Peirce College's graduation at the Kimmel Center. The Today Show's Tamron Hall served as the commencement speaker.

**BUSINESS IN BRIEF: The Peanut Bar & Grill participates in 'Dining to Donate'**

Royersford >> The Peanut Bar & Grill, 301 N. Lewis Road in Royersford, is participating in Dining to Donate — dedicating a portion of the day's proceeds from each Monday or Tuesday to a local fundraising effort.
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"It's so easy," said Donna Norris, owner of the Peanut along with her husband Duane Norris. "It could be a school, sports team, church, hospital or individual in need."
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This month, every Monday for lunch, dinner or take-out, proceeds go to the St. Vincent DePaul Society local chapter thru Sacred Heart Church in Royersford and St. Joseph's Church in Spring City that feed the homeless in the community. Parishioners and friends that bring in their church bulletin will have a percentage of every check go back to the charity.
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In July, the restaurant will support the Spring City Legion Baseball in Royersford.

For more information visit www.PeanutRofo.com and fill out the contact page.


**MALVERN**

Meridian Bank announces staffing addition >> Tim Merrell has joined Meridian Bank as senior vice president of payments. In this role, Merrell will lead Meridian's payments group, which provides customized card payment solutions to business clients. He will also work closely with Meridian's cash management and government banking groups to ensure their continued growth and success.

A graduate of Peirce College in Philadelphia, Merrell has more than 15 years experience with financial institutions, specializing in cash management, government and escrow banking, and merchant services. Prior to joining Meridian, Merrell was a senior vice president with Penn Liberty Bank (now WSFS), as well as senior vice president, director of cash management and government banking at Beneficial Bank.

In addition to being a certified treasury professional, Merrell is a member of various industry associations, including: Association for Financial Professionals,

Philadelphia Association for Financial Professionals, Government Finance Officers Association of PA, Electronic Transactions Association, and Merchants Acquirers' Committee. He is also a former director at RSVP of Montgomery County and served on the finance committee at St. Andrew's Church. Merrell lives in Lower Providence Township with his family.


**EXTON**

50plus EXPO connects boomers, seniors with community resources >> Church Farm School in Exton recently welcomed baby boomers, seniors and caregivers at the 13th annual Chester County 50plus EXPO.

The free, one-day event provided information and resources for the area's 50+ community. More than 80 exhibitors displayed products and services in the areas of travel, housing, medical services, nutrition, home improvements, finances and healthcare. For more information visit www.50plusExpoPA.com.

## The College IT Challenge: Student Demands Are Outstripping Capabilities

Posted on June 24, 2016 by vCloud Team

College used to be so simple when the only tech students and faculty had to worry about was a typewriter and a telephone. Today's campus denizens are a much more connected bunch — and they're making more demands than ever on their institutions. IT decision makers at universities nowadays face the prospect of modernizing, streamlining, and protecting operations and infrastructure all at once. Luckily, there's a product that makes the grade: VMware vCloud Air.

Among the biggest challenges facing higher education is aging infrastructure. In many schools, modernization is long overdue. "Everything is going to the cloud, it's just a matter of time," says Michael Mozeliak, Director of IT at Peirce College. "VMware makes it very easy and painless — everything works flawlessly." Universities need greater agility to meet the demands of a mobile student body and they need more efficiency to cope with the constraints of shrinking budgets. VMware vCloud Air matches compute capacity to fluctuating demand and provides Broker IT services for improved time to value.

When dealing with established institutions, inefficiency is always a problem — and that's especially true with IT at most universities. IT decision makers need to be able to build and deploy apps faster and redeploy apps without rewrites. Fortunately, vCloud Air does all that and improves network manageability with Advanced Networking Services while allowing for expansion into the cloud with Hybrid Cloud Manager. "VMware allows us to provide anytime, anywhere service for our faculty, staff and students," says Brian Baute, CIO at Queens University of Charlotte.

College campuses face ever-present security challenges including new threats from cyberspace that don't show any signs of letting up. IT decision makers are continuously faced with the need to protect operations and infrastructure. That's why VMware vCloud Air is fortified from the inside out with software-defined security, stateful firewalling and perimeter protection. In addition to threats from cybercriminals, there's the possibility of fires breaking out in the dorms and many other potential disasters which vCloud Air addresses as well. "We now have fail-safe disaster recovery facility which gives us the flexibility we need to control our costs while safeguarding our assets," says George Wraith, head of ICT at New College of Durham.

Students and faculty come and go but universities remain as important as ever. Their ability to transform lives, however, can be hindered by the complexity of today's information technology. That's why simplifying IT is such an important goal and it's one reason why VMware vCloud Air is here to root for IT teams that want to

make a difference.

Date published: Monday, June 13, 2016

Two married couples were among the students who received diplomas during Peirce College's graduation at the Kimmel Center. The Today Show's Tamron Hall served as the commencement speaker.

# eCAMPUS NEWS

## Cloud, with a chance of savings and 24/7 uptime

BY ANDREW BARBOUR
June 28th, 2016

**In the face of increasing demand for its online services, a Philadelphia college has found improved uptime performance, cost savings—and inexpensive disaster recovery—in the cloud.**

A trifecta of needs—cost savings, business continuity, and disaster-recovery—has prompted Peirce College in Philadelphia to migrate much of its infrastructure to the cloud over the past 18 months. The college, which caters primarily to working adult learners, has seen more and more of its students using the school's online educational services, putting pressure on IT to deliver 24/7 uptime and rapid recovery.

The introduction of Peirce Fit, a flexible study option that allows students to switch between online and on-campus study from week to week, lies behind much of this increase. "If you can take classes at 8 PM on a Wednesday night at home in your sweat pants, you're going to choose that over being physically in another location at, say, midday during the week," said Michael Mozeliak, director of IT at Peirce. "Students want to be able to access class whenever and wherever they are. As a result, we're seeing a little bit more strain on the 24/7 uptime."

The school also recognized that its infrastructure was dangerously vulnerable in the event of a disaster: The Peirce IT department, which houses the college's servers, occupies a single building in the center of Philadelphia. "If anything happens to this building, we're sunk," said Mozeliak of the situation his team faced prior to the move to the cloud.

**A Hurricane Decision**

A few years ago, the college did maintain a co-location site in New Jersey to provide redundancy, but it sat only 15 miles from the Philadelphia campus. Hurricane Sandy, which devastated an entire region of New York and New Jersey in 2012, served as a warning that this kind of separation was insufficient. "I think Sandy played a big part in the decision for Peirce to start focusing on disaster recovery more than it had in the past," said Mozeliak, but he also stressed that co-location sites tend to have their own problems. "A lot of the time, you end up putting yesterday's technology over there because you don't have the budget to buy new infrastructure." This, in turn, can lead to slow performance and other issues.

Now, Peirce has turned to VMware's vCloud Air Virtual Private Cloud to provide the reliability it needs as well as for disaster recovery. "We've been on VMware for nine years, so we're very familiar with it," said Mozeliak, noting that he has only a small team to run IT operations on campus. "It's easy to use. Once the VMware cloud is set up, it requires the same skills we were using in-house to manage the environment on campus."

Over the past year, the school has moved the school's student accounts, housed in Active Directory, to VMware's cloud, as well as some of its SQL services. After that, Mozeliak plans to move some of the college's web services to the cloud, too. "This way, if anything happens to our physical location in Philadelphia, we're still available in the cloud using VMware's Virtual Private Cloud to allow our students to get to class," he said.

**Steps to a Broad Plan**

The move is part of a broader migration to the cloud for the school. In the next 18 months or so, the school will abandon its current LMS for another service-based LMS platform, and Peirce already uses Google Apps for Education. On the administrative side, the college began implementation of Saleforce's cloud-based CRM this month.

"This approach is much, much less expensive," said Mozeliak. "We don't have any hardware to buy or maintain—it's just a subscription." He's particularly pleased with the pricing model used by VMware, which gives the school an agreed-upon amount of resources 24/7 that it can use as its sees fit.

"That's been a really good move for us," he added. "Some of the other vendors, like Google and Amazon, charge you per CPU cycle. That pricing model is extremely difficult to understand. It took me a long time to figure out our CPU usage on campus; I then tried to translate that usage into a cloud environment to gauge how much it would all cost. It becomes very cloudy."

Mozeliak is less enamored of the firewall that comes free with the vCloud Air subscription. Peirce had been using Palo Alto Networks firewalls on campus and the VMware equivalent proved to be far less sophisticated. "As soon as we realized how simple the VMware firewall was, we installed Palo Alto's virtual VM-100 appliances," said Mozeliak. "Now we have Palo Alto Networks both in the virtual environment and in our campus environment. We know all the data between here and the cloud are completely secure, and we have 100 percent visibility into the traffic between us and the cloud and between the cloud and the web."

Mozeliak is far happier with the privacy protections and security of the data stored within the vCloud Air environment, noting that VMware's storage procedures are HIPAA compliant and accommodate FERPA regulations. "Our data center is in Virginia; our data is always in Virginia," he said. "On some other platforms, you could be in China today and Japan tomorrow—you're never really sure where your data is."

While he emphasizes that privacy and security considerations must be addressed, Mozeliak also advises schools not to let these concerns prevent them from taking advantage of what the cloud has to offer. "We have students all over the United States and in several countries, so we're a 24/7 shop," he said. "We need our students to be able to access their classes whenever they want. Uptime and stability are a big deal."

# eduwire
## Technology for Higher Education

# Cloud, with a chance of savings and 24/7 uptime

*By* **Andrew Barbour, ECampus News** | on June 29, 2016 10:27 am

A trifecta of needs—cost savings, business continuity, and disaster-recovery—has prompted Peirce College in Philadelphia to migrate much of its infrastructure to the cloud over the past 18 months. The college, which caters primarily to working adult learners, has seen more and more of its students using the school's online educational services, putting pressure on IT to deliver 24/7 uptime and rapid recovery.