



Celebrating the people and programs

@MAY

News from May Institute, a national nonprofit provider of behavioral health, education, and rehabilitative services

Setting the Course for our 60th Year, and Beyond New mission, vision, and strategic plan to lead the way

As May Institute approaches its 60th anniversary in 2015, our senior leadership has been busy planning for the organization's continued health, growth, and success. One key initiative has been the development of a comprehensive, three-year strategic plan.

That plan, now completed, was the end result of a thorough and inclusive strategic planning process, and one in which we engaged as many members of the organization and community as possible.

At the outset, we reviewed the Institute's mission and vision, knowing that they would drive the plan. Newly developed mission and vision

statements reflect the changes in our organization, and articulate both the foundation and aspirations of May Institute.

As part of the planning, we identified seven

"The organization is fully prepared to execute its strategy and deliver the highest quality, evidence-based services to families across the country. We will leverage our strengths to do what we've always done, but to do so even more effectively tomorrow and in the years to come."

Dr. Don Ricciato
Chairperson, May Institute Board of Trustees

- Establish criteria for new services and growth
- Develop a Diversity and Inclusion Council and plan

key initiatives critical to ensuring that we will continue to provide the highest quality services, while remaining open to new opportunities and emerging best practices:

- Create a workplace of choice
- Enhance quality of services; develop and implement a clinical philosophy
- Develop a culture of accountability

May Institute Welcomes New Board Members

May Institute's Board of Trustees has appointed two new members: **Nancy Nager**, R.N., B.S.N., M.S.N., Founder and President and Chief Executive Officer of Specialized Billing Services and Specialized Healthcare Services; and **Martha Sloan Felch**, Vice President and Senior Relationship Manager of Commercial Lending at Blue Hills Bank.



(l) Nancy Nager



(r) Martha Sloan Felch

"I am excited to welcome Martha and Nancy and look forward to the new perspectives they bring to the table," said **Lauren Solotar**, Ph.D., ABPP, President and CEO of May Institute. "It's a great

Letter from our **PRESIDENT & CEO**



Dear Friends,

For me, this issue of *@May* is all about impact. The impact of thoughtful planning and sound decisions. The impact of our shared commitment to May Institute's mission, and the commitment of our community to partner with us and support that mission.

It is also about the life-changing impact of combining effective clinical treatment with compassionate and caring staff. And it is about the impact of our staff who work each day to share May Institute's vision, goals, and successes with others, thereby expanding our community and access to resources.

In a few brief months, we will turn the calendar to 2015 and begin the celebration of May Institute's 60th year. We have plans underway to mark that important milestone and, more importantly, to continue to expand our reach and impact.

I invite you to learn about some of our plans in these pages, including the next significant initiative of the National Autism Center, coming later this year.

An exceptional team and a new three-year strategic plan will guide the way forward for May Institute. I am grateful for your support and excited about the road ahead.

Best wishes,

A handwritten signature in black ink that reads "Lauren C. Solotar". The signature is fluid and cursive, with a long, sweeping underline.

Lauren Cyd Solotar, Ph.D., ABPP

National Standards Report II Coming this Fall

The National Autism Center (NAC) will soon release a review and analysis of treatments for autism spectrum disorder (ASD) based on research conducted in the field from 2007 to 2012.

This report represents the next phase of the National Standards Project (NSP), which published the National Standards Report I in 2009. It will include an update to the empirical treatment literature for individuals under 22 years of age, as well as studies evaluating treatments for adults (22+) that have never been systematically evaluated before.

The NAC is May Institute's Center for the Promotion of Evidence-based Practice. It was launched in 2005 during May's 50th anniversary year.

This project is designed to give educators, parents, practitioners, and organizations the information and resources they need to make informed choices about effective interventions that will offer children and adults on the spectrum the greatest hope for their future. These interventions are identified in new report as "Established."

Throughout both phases of the NSP, a national expert panel of 30 professionals across autism-related disciplines has guided the process and been involved in all decisions related to the findings.

Despite the burgeoning population of adults with ASD, there is little empirical research to guide decisions related to their treatment. The overwhelming majority of research studies to date focus on interventions for children and adolescents.

"Adults with ASD should be provided learning opportunities in their homes and communities to improve the quality of their lives. Professionals working with adults with ASD should make use of behavior analytic interventions to make this happen."

Hanna C. Rue, Ph.D., BCBA-D

More individuals with ASD than ever before are moving into adulthood and will require services, housing, jobs, etc. Because there is so little research on adult interventions, the autism community has been able to provide only limited guidance related to best practices.

By combining the results of both reports, NAC will have produced the largest compilation of studies ever reviewed. ●

New Board Members... CONTINUED FROM PAGE 1

time to be part of May Institute, and together we will work to continue the growth and success of our organization well into the future."

"It is our goal to recruit the very best, most talented leaders to our board," said **Don Ricciato**, Ph.D., Chairperson of May Institute's Board of Trustees. "Nancy and Martha are proven leaders with healthcare, financial, and operational expertise. I'm confident they will make significant contributions as we collaborate with executive leadership to provide the highest quality services to the Institute's clients, and to successfully govern and add value to the organization." ●

CIO Wins *Boston Business Journal* Award



Kevin M. More, M.B.A., May Institute's Chief Information Officer, has been named one of two 2014 CIO award winners from the non-profit sector by the *Boston Business Journal* (BBJ).

"We have an opportunity to highlight the technological achievements of proven leaders," said BBJ Publisher Chris McIntosh in announcing the award winners. "These are the leaders who are at the forefront of innovation. These are the CIOs who keep our businesses operating without interruption. These are the people who keep our business systems secure."

Asked by the BBJ how he fosters and promotes innovation within May Institute, More responded: "I believe in developing relationships and opening communication channels with employees from across the organization, particularly with frontline staff. They are the ones who are doing some of the hardest work and who often have the most innovative ideas."

"Kevin has done an excellent job providing the leadership and vision that a complex organization such as ours requires in the technology arena," said May Institute President and CEO **Lauren C. Solotar**, Ph.D., ABPP. "This award is an acknowledgement of the success Kevin has achieved and the respect he has earned both within the Institute and from his colleagues in the industry."

Earlier this year, More was named by *The Huffington Post* as one of the top "most social CIOs" on Twitter in 2014.

More currently serves as Vice Chair on the Board of Directors for the Society for Information Management International, and is a frequent speaker and panelist at various information technology industry events. ●

Our May Center Schools Get a Makeover!

Long before May Institute began expanding into the world of services for adults with developmental disabilities and individuals with mental health concerns, our identity was forged as a school for children with autism. That first school opened its doors nearly 60 years ago.

This year, our three autism schools in Massachusetts, as well as our school for children with brain injury, “freshened up” their look, feel, and even their names to better reflect their identities as some of the leading special education schools in the country.

The result? Our newly renamed May Center Schools for Autism and Developmental Disabilities in Randolph, West Springfield, and Woburn have bright new colors, new logos, and a significantly expanded online presence. The same holds true for the



New microsite for the brain injury school: brocktonschool.mayinstitute.org

Logo for schools in Randolph, West Springfield, and Woburn, Mass.

newly renamed May Center School for Brain Injury and Related Disorders in Brockton, Mass.

What *hasn't* changed at any of these schools is the exceptional dedication of the staff to the children and families we serve, the quality of the education, and the strong sense of community surrounding each program.

We invite you to take a moment to learn more and get a glimpse into these bright and shiny programs! Visit www.mayinstitute.org/autism-schools and www.mayinstitute.org/brain-injury-school. 🍷

MAY INSTITUTE EXPANDS DIAGNOSTIC AND TREATMENT SERVICES

Clinic Re-opens as May Center for Evaluation and Treatment

The May Center for Evaluation and Treatment, our newest Center, serves children and families with autism spectrum disorder (ASD) and developmental disabilities, as well as those who have behavior disorders and mental health diagnoses.

Located in Randolph, Mass., the Center replaces the Institute's former ASD Clinic, and features an expanded array of services that includes comprehensive assessments and treatments for individuals with mental health conditions.

Diagnostic evaluations, assessments, outpatient therapy and treatment, and family support for children with ASD continue to also be available.

According to Center Director **James Luiselli**, Ed.D., ABPP, BCBA-D, the Center will enable the Institute to respond to the diverse needs of a wider audience of children, adolescents, adults, and families.

“For example, we will offer evidence-based interventions for a number of specific conditions including feeding and rumination disorders, elimination disorders, sleep

disorders, and school avoidance and adjustment problems,” said Dr. Luiselli, who is also May Institute's Senior Vice President of Applied Research, Clinical Training, and Peer Review.

The Center's new services also include programs and educational offerings designed for parents. Topics include parenting techniques; stress management; marital adjustment issues; communication skills; and parent and family education, training, and support. 🍷

Services for Military Families Expand *On-site and online resources provide critical support*

To better serve military and civilian families and their children with autism spectrum disorder (ASD), May Institute has recently opened Centers for ASD in Alexandria, Va., and Colorado Springs, Colo.

The Colorado Center serves families in the Fort Carson area; the Virginia Center serves Fort Belvoir and Joint Base Andrews, as well as the Washington, D.C. area.



Dr. Rue speaks to military parents at Fort Belvoir, Va.

“For military families who are frequently relocated, finding effective, evidence-based services for their children with ASD can be very challenging,” said **Aubrey Macfarlane**, LMSW, Executive Vice President of Consultation and Behavioral Health Services. “We are pleased to expand our service network in order to meet these families’ needs.”

Our National Autism Center (NAC) is

preparing to release a new training video that will provide online support to families. A Community Grant from Autism Speaks provided us with the opportunity to offer a parent training

series at five military installations across the U.S. The focus of the training was understanding and decreasing challenging behavior in children with ASD.

The new video captured one of those trainings, presented by **Dr. Hanna Rue**, Executive Director of NAC. We will release the video on the NAC website (www.nationalautismcenter.org) in September. 🍷

Thanks for Supporting Teacher Education!

Congratulations to the staff at The Bay School (TBS) in Santa Cruz, Calif. They received a certificate of appreciation from the California State University Monterey Bay (CSUMB) School of Education in recognition of their noteworthy contributions to the training of effective teachers. TBS is a field placement site for some of the College’s future special education leaders, and is one of May Institute’s special education schools.

“On behalf of the entire School of Education, we wish to express our heartfelt appreciation for your outstanding efforts

this past school year,” wrote Dr. Irene Nares-Guzicki, Chair of the School of Education at CSUMB, and Diane Brandell, Field Placement Coordinator. “Your remarkable participation in the Teacher Education Credential Program has provided our graduate credential candidates with valuable and lifelong skills. Your influence as a committed educator will be reflected in their ability to touch the lives of the children in their classroom. We have been enriched by your dedication to service and are forever grateful.” 🍷

PROMINENT EDUCATORS PRESENT AT MAY INSTITUTE

Staff at May Institute recently welcomed two distinguished educators to our Randolph campus: Hugo A. Kamy, Ph.D., professor at Simmons College of Social Work, and founding member of the Boston Institute for Culturally Affirming Practices; and Julie S. Vargas, Ph.D., daughter of the renowned scientist B.F. Skinner, and President of the B. F. Skinner Foundation, in Cambridge, Mass. Vargas is also former president of the Association for Behavior Analysis International.



The first offering was sponsored by the Institute’s Diversity and Inclusion Council and made possible by a leadership gift from the A.M. Fund of

Boston, Mass. Dr. Kamy’s presentation, “Engaging Differences: Listening and Celebrating the Power and Voice of Our Stories,” encouraged participants to develop strategies toward culturally sensitive and responsive interactions. According to Dr. Kamy, navigating differences in the workplace can be challenging. Listening with respect, care, and attention is essential. How we listen to and celebrate these differences is an invitation to live and work intentionally toward inclusion.

Dr. Vargas’ lecture, “B.F. Skinner: The Scientist as a Father,” provided an overview of her father’s interaction with his family, including his use of the invention he called the “baby tender.” This offering was intended to dispel misconceptions about B.F. Skinner commonly found on the Internet and in psychology textbooks, and offer a realistic view of his ethical and humanitarian side. 🍷



Home-based and School Consultation Services Earn CARF Accreditation



The home-based and school consultation services that May Institute provides to public schools, educational col-

laboratives, private agencies, families, and individuals have received a three-year accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF).

Accreditation is a result of a rigorous peer review process and a demonstration of services of the highest quality, measurability, and accountability.

“Staff members are well-qualified, dedicated, motivated, responsive,

enthusiastic, passionate, and responsive to the needs of persons served,” said CARF reviewers. “[Staff members demonstrate] a genuine concern for the persons served and their families; a consistent willingness to go above and beyond in helping families to access ancillary services, when needed; and a proactive approach in anticipating and responding to the needs and wishes of the persons served in order to optimize the quality of supports that are provided.”

“This accreditation of our home-based and school consultation services is a confirmation of the excellence and effectiveness of our programs and staff,” said **Lauren C. Solotar, Ph.D., ABPP**, May Institute’s President and CEO. 🌟

COMMUNICATIONS TEAM RECEIVES FOUR AWARDS

The Institute’s Communications and Public Relations (PR) Department recently received four awards for excellence in communications.

The New England Society for Healthcare Communications (NESHCo) recognized May Institute’s communications and public relations team for its electronic newsletter, “May Institute eNews,” and its “CEO/COO/CFO Connect,” a regular employee communication from the organization’s executive team. The “Connect” series also earned an Award of Merit from the Publicity Club of New England.

In addition, the organization’s 2014 student art calendar, produced in-house, was awarded top honors for creative design by NESHCo.

“The awards this year are meaningful



because they reflect our focus on engagement with our of thousands of online constituents, our employees, and the general public,” said **Eileen G. Pollack, M.A.**, Senior Vice President of Development, Communications, and PR at May Institute. “Our community is what makes us a vibrant, connected, successful organization.”

Over the past decade, the team has won 40 industry awards. Congratulations! 🌟

- **Hanna Rue, Ph.D., BCBA-D**, Executive Director of the National Autism Center, was a guest on Ohio’s NPR affiliate WSOU 89.7FM program, “All Sides” with Ann Fisher. Rue discussed topics including the newest CDC autism incidence rate, a recent *New England Journal of Medicine* study about the development of autism in the womb, access to care, legislation, and insurance. Rue was also featured in the *District Administration* magazine article, “Autism Rates Rise Again.” Additionally, Rue recently discussed the challenges parents of children with autism face and the need for services on CBS Radio in Los Angeles.
- In the article “Rural School Girls Get Educational Assistance,” Liberia’s newspaper, *The Inquirer*, featured the donation of backpacks and school supplies by May Institute staff members to students in Klay County. The Liberian Backpack project was an initiative sponsored by the Institute’s Diversity and Inclusion Council, in collaboration with employee **Helena Jones-Wreh**, a Program Specialist at our Adult Services division in Revere, Mass.
- *The Provider*, the newspaper of the Massachusetts Council of Human Service Providers, published a feature article on **Fred Mugaga**, a Program Specialist at our Adult Services division in Revere, Mass. The article is entitled, “Mugaga a Positive Role Model for All.”
- Clinical Experts columns recently published in the West Springfield *Republican* include “Tips on Teaching Special Needs Children Good Hygiene,” by **Sara Helm, M.A., BCBA**, “Tips for Going on Vacation with Special Needs Children,” by **Erica Kearney, M.A., BCBA**, and “Encouraging People with Intellectual Disabilities to Find Independence,” by **Margaret Walsh, M.A., BCBA**.
- Author Leah Hager Cohen shared her thoughts about May Institute’s former school in Arlington, Mass., in an online article on 90.9 WBUR, Boston’s NPR News Station, “Why I Sent My ‘Typical’ Kids to a Preschool for Autistic Children.”

HUB International New England Tees Up Support

We were pleased to welcome representatives from HUB International New England LLC, a leading North American insurance brokerage and May Institute business partner, to our Randolph campus recently. Our HUB guests, Vice President James R. McSherry and Senior Vice President David Whitlock, presented May Institute with a check for \$12,000 to support our programs and services for individuals with autism and other special needs.

HUB visitors had the opportunity to meet with May Institute's **Susan Closter-Godoy**, M.S., Director of Corporate and Foundation Relations; **Ralph B. Sperry**, Ph.D., ABPP, Chief Operating Officer; and **Eileen G. Pollack**, Senior



Pictured (l-r): Susan Closter-Godoy, David Whitlock, Dr. Ralph Sperry, James R. McSherry, and Eileen G. Pollack

Vice President of Development, Communications and Public Relations, learn more about the organization, and tour the May Center School on campus.

The contribution was raised during HUB International's 17th Annual Charity Golf Tournament, held at the Andover Country Club, in Andover, Mass. We are very grateful to HUB for their ongoing support! 🍷

Going the Distance!

Team May Raises More Than \$10,000 for May Programs



Pictured (l-r) Melissa Winters, Alison Martin, James Sherman, Candice Colon-Kwedor, Emily Ross, Katelyn Deetz, and Ron Yardeni at bottom. Not pictured: Jeanene Fogli-Cawley and Christopher Sweeney.

May Institute was proud to be selected as a Numbers for Non-profits organization in the 2014 New Balance Falmouth Road Race.

In August, nine runners—many of them May employees—ran on behalf of May Institute. Together they raised more than \$10,000 for our programs and services, far exceeding our goal for this year.

Congratulations to all, and thank you! 🍷



7 notable grants&gifts

We are grateful to the corporations, foundations, agencies, and organizations that support our vital services through grants and donations. Recent gifts include:

1. **The Cummings Foundation, Inc.**, is helping to expand the May Center School in Woburn's vocational education program through an additional \$20,000 gift in 2014.
2. **The Hair of Fame** salon in Springfield, Mass., raised \$6,800 at its first independent hair show to support the National Autism Center.
3. **The Nicholson Family Foundation** in Aptos, Calif., recently awarded The Bay School \$5,000 for new curriculum and assessment tools.
4. **Telamon Insurance & Financial Network** selected May Institute to receive a \$2,500 grant as part of the Arbella Insurance Foundation Agent Matching Gift program.
5. **Massachusetts Department of Elementary and Secondary Education** recently awarded grants to our schools in Randolph (\$3,000) and Brockton (\$2,000) to support professional development activities for teachers.
6. **The Irene E. & George A. Davis Foundation** of Springfield, Mass., awarded the May Center for Early Intervention in Hampden County \$2,000 for a new Community Play and Learn project, a collaboration with the Enlace de Familias Holyoke Family Network.
7. **The Community Spouses' Club** of Fort Benning, Ga., awarded the local May Center for ASD a \$700 grant for teaching materials.

ADDRESS SERVICE REQUESTED

Setting the Course...CONTINUED FROM PAGE 1

- Provide resources for technological advances and implementation
- Foster a culture of philanthropy

Our Mission — Excellence in Service, Training, and Research

May Institute proudly serves individuals across the lifespan with autism, developmental disabilities, intellectual disabilities, neurological disorders, behavior disorders, and mental illness to promote independence, choice, dignity, and respect. We provide compassionate and caring educational, therapeutic, habilitative, and consulting services grounded in evidence-based practice.

May Institute is committed to excellence in specialized services through training, research, and the highest level of professional expertise to meet the broad range of needs in individuals, families, schools, and communities.

Our Vision

We will make a difference every day in the lives of the children, adolescents, and adults we serve.

As a service provider, we will:

- Deliver the highest quality services and state-of-the-art interventions
- Commit to continual service improvements through research
- Maintain fiscal stability through sound management and growth strategies

As an employer, we will:

- Be an employer of choice with the best trained, dedicated, and diverse workforce
- Foster an environment of respect
- Facilitate excellent and open lines of communication

As a recognized leader, we will:

- Provide innovative, evidence-based care
- Hire experts in the field
- Publish research and present at national conferences
- Promote transparency and accountability to our stakeholders

ABOUT MAY INSTITUTE

Founded in 1955, May Institute has its roots in a family's vision of enabling children with disabilities to lead the fullest lives possible.

Today, May Institute provides educational, rehabilitative, and behavioral healthcare services to individuals with autism spectrum disorder and other developmental disabilities, brain injury, mental illness, and behavioral health needs. The Institute also provides training and consultation services to professionals, organizations, and public school systems.

Our programs touch the lives of thousands of individuals and their families each year at more than 160 service locations across the country.

Together with the National Autism Center, May Institute's Center for the Promotion of Evidence-based Practice, we are committed to identifying and applying universal standards for the treatment of autism and to providing care and hope to families throughout the country.

CONNECT WITH US!

