

Metropolitan

BOSTON
UNIVERSITY

MET Computer Science 35 Years of Excellence and Innovation



Plus:
MET's experience
integral to BU's digital
learning initiatives.

And:
Fighting cybercrime—
new programs tap a
growing need.

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In class with
Market Basket
The Market Basket conflict
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A message from Dean Zlateva



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bu.edu/met/magazine.



Dear MET Alumni,

In July 2015, Metropolitan College will be 50—a true milestone. While much has changed at MET, our founding principles remain clear:

“In the future, it is said that Americans will continue to be educated and re-educated throughout their lives in order to keep up with the rapid changes that will occur. Universities must be ready to serve this growing demand. Metropolitan College is a major step at Boston University in answering this requirement in the years ahead.” (*Boston University Yearbook*, 1966)

As predicted, today’s economy is increasingly knowledge-intensive, and MET’s role at BU is more critical than ever. A growing need for flexibility in education—as professionals seek to update job skills and develop competitive knowledge—has brought with it an explosion of digital learning, the type of education MET has pioneered. We bring the University’s vast resources in teaching, learning, and research to busy working adults, serving our students with industry-relevant part-time and online programs that help them keep pace with rapid technological innovation and changes in the workplace. Our ability to respond with agility to the needs of our students keeps our enterprise distinctive and unique.

MET also benefits from a rich history of “firsts” at BU. We developed the first computer science department, commemorating 35 years this spring; the first cybersecurity programs, instrumental to the development of BU’s Center for Reliable Information Systems & Cyber Security (RISCS); the first gastronomy master’s program, established by culinary legends Julia Child and Jacques Pépin; and the first online degree program with the Master of Criminal Justice. We introduced new educational technologies that extended our reach globally, while remaining deeply involved in local outreach (our Scholarship for Community College Graduates is now in its tenth year). Importantly, we support the University by contributing our expertise to collaborative endeavors such as BU’s Digital Learning Initiative.

Since 1965, MET has delivered on its promise of accessibility, affordability, and intellectual excitement. We take pride in the superior quality of our pedagogy, technology, and applied techniques and tools—and we look forward to celebrating our 50-year history with you.

Dean Tanya Zlateva
Boston University Metropolitan College

MET Welcomes Director of Alumni Relations & Development

IN AUGUST 2014, Katherine Meyer Moran (GRS'04, SED'13) was named director of alumni relations and development at MET. Moran, who received her doctorate from BU's School of Education, is not a new face at the College—she was community programs manager for eight years—but she brings a fresh vision to her new role.

According to Dean ad interim Tanya Zlateva, Moran possesses a deep reserve of passion and energy. “Katherine likes connecting to people, and that’s what a college needs to foster a vibrant alumni base. Our alumni giving rate is very high within the University, and that speaks to the loyalty of our graduates. They are caring and supportive, and they want to stay in touch with the College. We can get them involved with students and profit from their experience and knowledge as much as from their gifts.”

“BU is very much my community,” says Moran. “I am an alumna, and my father, John H. Meyer (SED'79), also earned his doctorate from the School of Education. The mission of Metropolitan College is close to my heart, and I enjoy engaging with different constituents, planning events, getting to know new people, traveling—and I grew up writing lots of handwritten thank-you notes!”

Before coming to MET, Moran was an AmeriCorps volunteer at Share our Strength, an anti-hunger nonprofit in Boston's South End—and much of that experience informs her conviction that MET serves the community in a beneficial way. “MET was established in 1965 to serve the needs of people who had to work but wanted to advance themselves with evening programs,” she says. “The focus has always been on students who wouldn't necessarily think of Boston University as an option—and initiatives such as the Scholarship for Community College Graduates and the Scholarship for Parents of Boston public school children really speak to something that I think is critical in our society: to ensure opportunities for people of all different backgrounds.”

Moran is excited about the potential of the alumni base that has been established over the years. “The foundation is solid,” she asserts. “We have about 28,000 alumni, with 4,300 living abroad and 9,300 in Massachusetts. I see myself as a liaison who can connect alums to each other, to our students, and to our faculty—and I can help make those relationships and networks a reality. I welcome ideas for engagement.”

This year, MET turns 50. Moran encourages alumni to commemorate the MET experience by “paying it forward”—volunteering their time or making a donation to the Metropolitan College Annual Fund. “Those are funds we can use immediately, in high-priority areas,” she explains.

“I want to get to know as many of our individual alums as possible,” she enthuses. “I look forward to identifying what within MET speaks to them, and helping them determine whether they may want to give to a fund, volunteer, hire a BU graduate, or serve on our Dean's Advisory Board to help guide the mission of the College. MET's 50th anniversary is a great opportunity for us to develop ways to make sure all of our alumni are able to engage with the College.”

Learn about alumni benefits and giving opportunities at bu.edu/met/alumni. **M**



Hear more from Dr. Moran in a brief video available at bu.edu/met/mag/moran.



“MET's 50th anniversary is a great opportunity for us to develop ways to make sure all of our alumni are able to engage with the College.”



Ten Years of Community Scholars: Meet Kofi Chemfe

MET earmarks 25 scholarships each year for outstanding graduates of six area community colleges: Bunker Hill, Massachusetts Bay, Middlesex, Northern Essex, Quinsigamond, and Roxbury. There have been 346 recipients from the program's initiation 10 years ago through the fall of 2014. Half are now MET alumni.

Today, about one hundred Community Scholars are working toward their BU degree as part-time evening students, in majors ranging from art history to urban affairs.

According to Ellen Peterson, MET's director of undergraduate student services, the impact of this program extends well beyond the careers of the recipients. "Many times students will say to me that they would never have considered attending BU without the Scholarship for Community College Graduates," Peterson says. "In reality, it has provided MET faculty and staff just as many opportunities. From increased dialog with our counterparts at the community colleges on curriculum and other issues—to the diversity and academic excellence these students bring with them—this program has been very rewarding for all involved."

Metropolitan College offers a number of scholarships to help undergraduates complete their degrees, including the Alumni Funded Scholarship, the Scholarship for Parents, the Osher Reentry Scholarship, the Boston Medical Center Employee Scholarship, the Scholarship for Cancer Patients & Survivors, and the Skilled Careers in Life Sciences (SCILS) Initiative Scholarship, among others.

Many of the recipients go on to become regular alumni contributors. Just like Kofi Chemfe.

"The quality of the education, coupled with great support from the Scholarship for Community College Graduates, inspired me to give back to MET," he says. "I encourage everyone to give back, in order to ensure

these programs are sustained for a better community."

Following are additional excerpts from Metropolitan's interview with Kofi Chemfe:

What attracted you to the Biomedical Laboratory & Clinical Sciences program at BU?

I wanted to contribute to new and cutting-edge technologies in drug discovery, development, and manufacturing.

What do you do in your job today?

I do upstream biologics manufacturing process research and development. It's incredibly rewarding, and it is also a constantly challenging and interesting field.

What does the Scholarship for Community College Graduates mean to you?

The scholarship is the key to unlock your potential in a great university, without a hefty financial burden.

What was your favorite memory from your time at MET?

I had a great program director in Connie Phillips [SPH'91; research assistant professor of medical sciences], who put students and their careers first.

What is your advice to other community college students considering a bachelor's program at MET?

Don't hesitate to attend an information session and learn more about the benefits of this program. **M**

WHEN KOFI CHEMFE (MET'09) made his gift to MET's Annual Fund last year, he saw it as payback for a generous—and unique—opportunity that MET made possible for him.

In 2007 Chemfe was completing his associate's degree at Quinsigamond Community College in Worcester, Mass., with his sights set on a career in biotechnology. He knew, however, that it would take two things to get him there: an appropriate bachelor's degree and a way to pay for it.

That's where Metropolitan College's Scholarship for Community College Graduates comes in. As a graduate of an eligible institution with a GPA above 3.0, Chemfe qualified to pursue a bachelor's from BU at half the regular tuition cost. Better yet, Biomedical Laboratory & Clinical Sciences—offered collaboratively by MET and BU's School of Medicine on the Medical Campus—was one of the dozen majors available to him.

Jump forward just a few years, and Chemfe is on his way to a successful biotech career. He started his tenure at Abbot Bioresearch Center in Worcester while still a student in 2008. He's now associate scientist II at that city's AbbVie BioResearch Center.

Chemfe, who's originally from Ghana, feels that his successful transition from community college to Metropolitan College was crucial to the progress he has experienced.

"I wanted to acquire the knowledge necessary to facilitate my career development," he explains. "MET offered the most dynamic and relevant courses, along with a flexible schedule."

Professor Victor Shtern Retires

Fond farewell to long-serving mainstay of the Computer Science department.

*"Uncompromising on academic rigor."
"One of the deepest thinkers I have known."
"Intellectually honest."
"A beautiful human being."
"A mentor and a friend."
"A gentleman scholar."*

These were just a few of the many words of tribute bestowed upon Associate Professor of Computer Science Victor Shtern, who retired this past fall after 35 years at MET, during a gathering in September. He was the longest-serving faculty member in the College's Department of Computer Science (the first such department at Boston University).

Dr. Shtern (GSM'85) was praised for his meticulous approach to teaching, his personal integrity, and his deep respect for the department's students. "Victor was exemplary faculty," asserts Associate Dean for Academic



of these years, he has been a mentor and a person to whom I would go to discuss important issues—and I would always get very good advice."

Shtern arrived in the United States from the Soviet Union in 1976. Though he boasted more than fifteen years of experience as a software engineer, systems programmer, training instructor, and course developer, he faced hurdles finding an ideal job. "For employers in the States, people educated in the Soviet Union were a great unknown," recalls Shtern. "I had programming experience, I had academic experience—but there was no procedure for giving references due to the Cold War. To write a letter to somebody in the Soviet Union, regardless of

"The warmth of human interactions ... was exceptionally great during all these years for me."

VICTOR SHTERN

programming, data structures, object-oriented design, software engineering, design patterns, and other topics. In 2000, he authored *Core C++: A Software Engineering Approach*, which has been translated into Chinese, Russian, and Polish.

Dean Zlateva, who chaired the department from 1996 to 2006, attests that Shtern's continuous commitment to teaching excellence and academic rigor contributed significantly to the current standing and national recognition of the department's programs. "Victor has shaped the Computer Science department in decisive ways," she remarked. "He has done this not through the length of his tenure (which is considerable), but through the principles he brings to research and teaching, through his ability to express and explain what needs to be done, and through his natural empathy that allows him to recognize people's strengths and potential despite their shortcomings. This is why he has been a teacher not only to his students, but to us all."

"We were lucky to be in a field that was developing with such a blinding speed," says Shtern. "Keeping current with those developments is extremely important and very rewarding. I feel fortunate for the opportunities to develop and teach new courses covering new technologies; to teach abroad for MET; and to go for several summer research fellowships at NASA and at high-tech companies." Shtern also participated in MET's outreach to companies around the Route 128 corridor, and taught the College's fledgling distance courses on closed-circuit TV. "It was a long career indeed," he allows.

In a thank you to his colleagues and his former students, Shtern wrote, "You moved my heart deeply, thank you all. As for the future, I hope I will be able to do more thinking, writing, and reading. And, I will see you around—now as an emeritus." **M**



Affairs Lou Chitkushev (ENG'96), who was chair of computer science from 2006 to 2013. "He had an impeccable record with students, and could explain complex problems in a simple and acceptable way. I am honored to have been part of the Computer Science department with him."

Assistant Professor and Chair of Computer Science Anatoly Temkin met Shtern in the summer of 1988. In his comments he noted that, "The quality of the courses has always been Victor's prime concern. For all

the contents, would only subject them to the wrath of the authorities."

Nevertheless, Shtern—who had his doctorate from Leningrad's National Aluminum Institute and a master's from the Leningrad Mining Institute—eventually landed a programming job, and by 1978 a fresh set of references paved the way to a part-time post teaching mathematics and then computer science at Boston University. He accepted a full-time appointment at MET in 1980, going on to teach courses in

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CELEBRATING COMPUTER SCIENCE AT MET

FOUNDED IN 1979, MET’s Department of Computer Science was the first such department at Boston University—with one full-time faculty member, a single computer lab, and a lone master’s degree in Computer Science.

“State-of-the-art, at the time, was an overhead projector with transparencies,” recalls Associate Professor Emeritus Victor Shtern (Questrom ’85), who taught from 1980 until his recent retirement.

The fledgling department’s inaugural chair and first full-time faculty member was Dr. Caroline Wardle, who today is visiting professor at University College London and Queen Mary University of London. “My top priority was to define and implement high-quality degree programs in computer science and information systems—and to hire good instructors,” she remembers. “At the time, these part-time degree programs were recognized as the best in Massachusetts (and possibly the country).”

Part of the department’s recipe for success is a vigilant commitment to identifying emerging technology areas, maintaining a strong reputation, and finding the best part-time instructors—who are traditionally active in the industry. “They had a finger on the pulse,” recounts Associate Professor Eric Braude, chair from 1990 to 1995. “For instance, we had always used email. Then one of our part-time faculty explained that the Internet had much more potential (this was before the ‘Web’ existed). I asked him for a demonstration, and soon after we began offering the course Internet Application Development.”

These days, the department is home to 10 full-time professors and over fifty part-time and adjunct faculty, along with multiple computer labs with Echo 360 recording capabilities and the latest software.

As of the 2014–2015 year, these support 5,258 enrollments in three master’s degree programs, one bachelor’s, 13 graduate certificates, and one undergraduate certificate. Programs are offered on campus, online, and in the blended format.

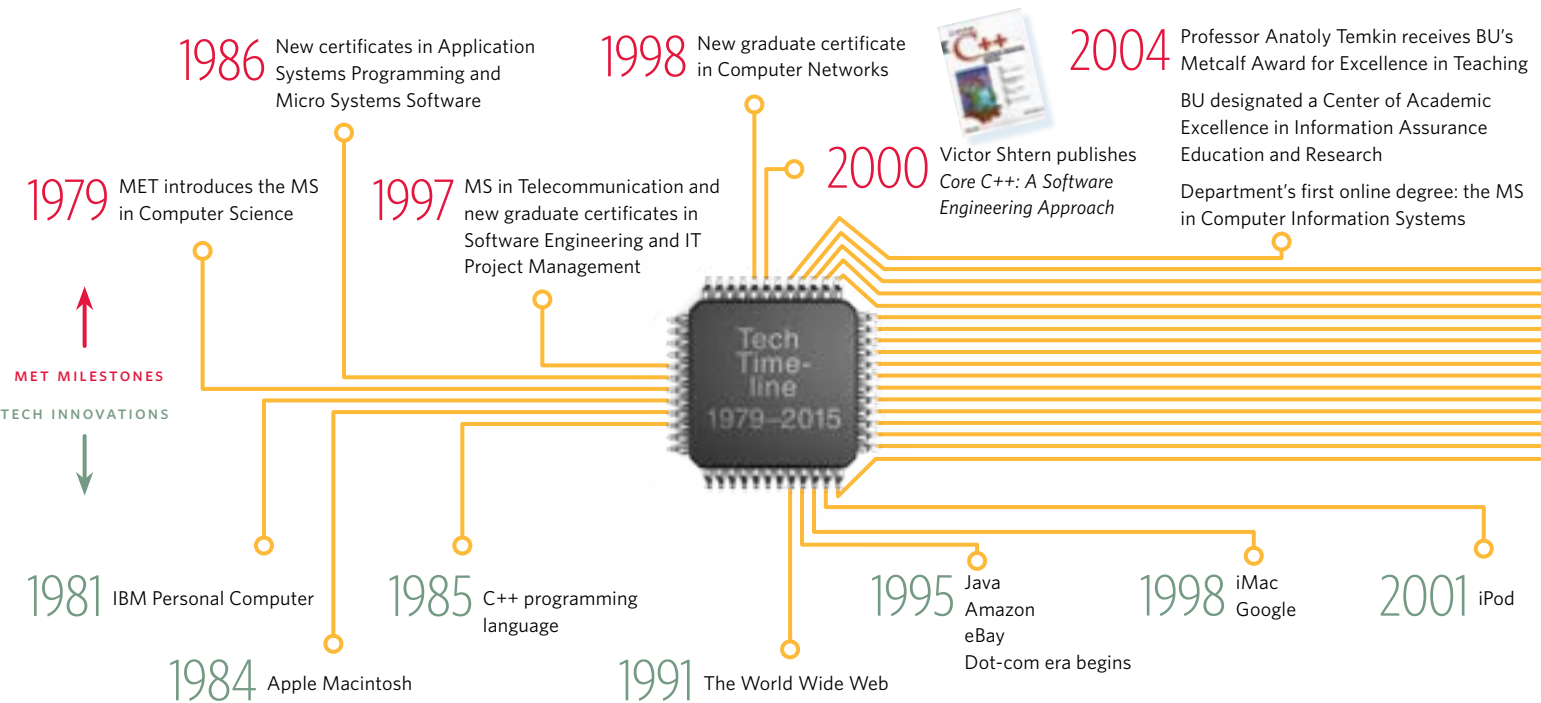
“Our faculty have been teaching cutting-edge technology for 35 years,” says Anatoly Temkin, current chair and assistant professor of computer science. “Our strengths are in security and forensics, database management, mobile development, web languages development, and project management—and in emerging areas of technology, such as health informatics and data analytics.”

In the past decade alone, the department has earned accreditation from the Project Management Institute Global Accreditation Center for Project Management Education Programs (GAC), received certification by the Committee on National Security Systems (CNSS), and played an instrumental role in the University’s designation by the National Security Agency and the Department of Homeland Security as a Center of Academic Excellence in Information Assurance Education and Research.

This year, there were more headlines: *U.S. News & World Report* ranked the department’s fully online master’s in Computer Information Systems #3 among the Best Online Graduate Computer Information Technology Programs in the nation.

“We will keep on introducing new courses, concentrations, and certificates to keep up with industry demands for a highly qualified work force,” says Dr. Temkin.

Meanwhile, Metropolitan College honors the Department of Computer Science for 35 years of academic excellence and innovation. **M**





“There are countless generations of computer professionals who got their education at MET.”

PROFESSOR ANATOLY TEMKIN

CHAIR, 2013–PRESENT



“In 2003, MET got together with BU School of Medicine to offer the first course in medical informatics. Several years later we had recruited faculty from Dana-Farber Cancer Institute to help coordinate the Health Informatics programs that we are offering now.”

PROFESSOR LOU CHITKUSHEV

CHAIR, 2006–2013



“Our job is to constantly be looking ahead. We’ve been through multiple revolutions and it is not ending any time soon.”

PROFESSOR ERIC BRAUDE

CHAIR, 1990–1995

BU’s Center for Reliable Information Systems & Cyber Security (RISCS)

Established in 2005 by professors Tanya Zlateva and Lou Chitkushev (ENG’96), in collaboration with faculty from BU’s College of Arts & Sciences, College of Engineering, and Questrom School of Business (formerly the School of Management), the Center emphasizes a multidisciplinary approach to research and education in system reliability and information security.

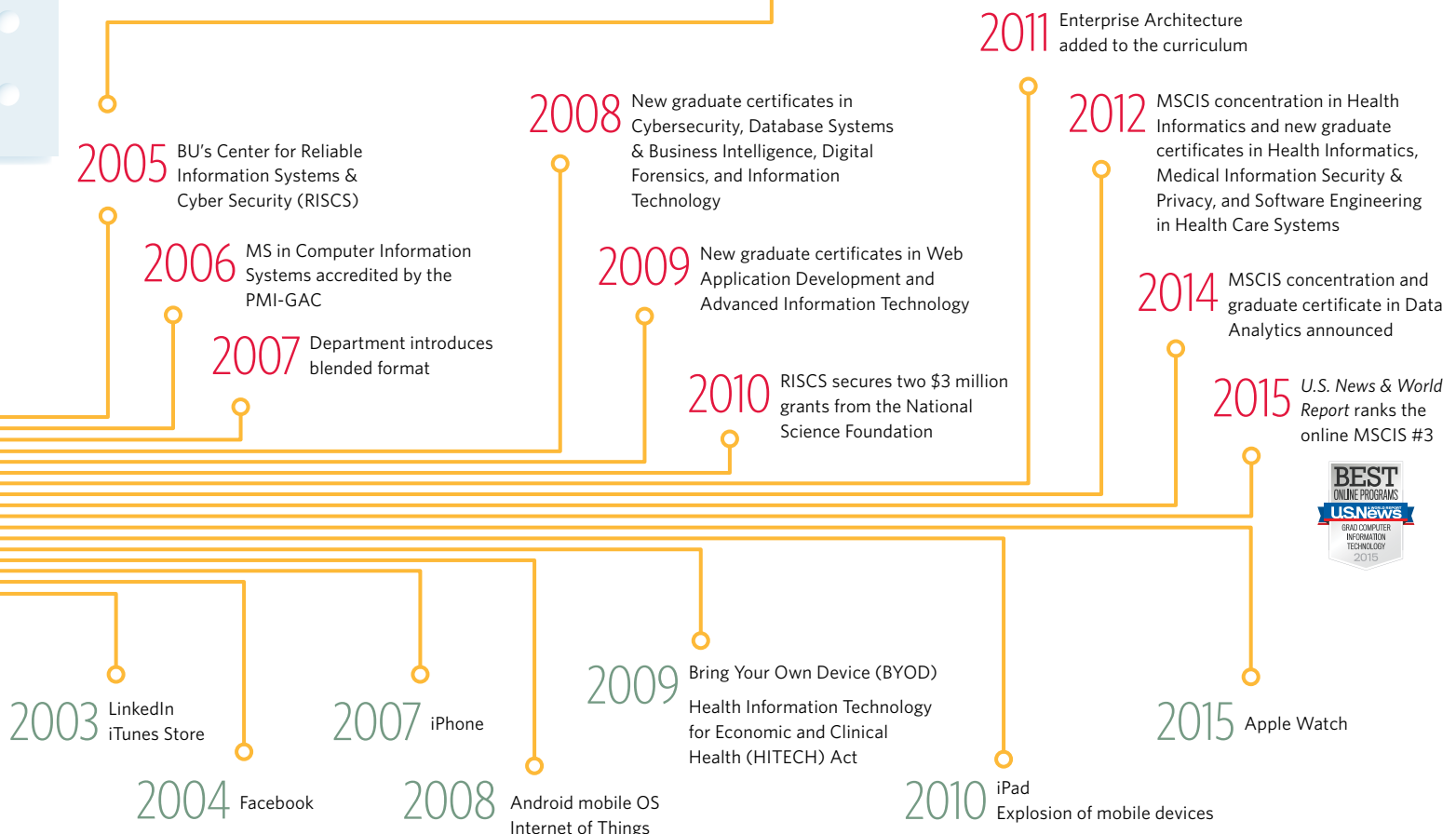


“RISCS is one of the most vibrant research centers at the University. MET has the privilege of being part of it, and translating this research into the classroom wherever possible.”

DEAN TANYA ZLATEVA

CHAIR, 1996–2006

DIRECTOR FOR EDUCATION AT RISCS



POISED — *for the* — FUTURE

MET'S ROLE IN DIGITAL LEARNING AT BU



President Brown:

"We believe it is time that we conduct an assessment of the opportunities that exist for Boston University to advance innovative teaching and learning through technology."

THROUGHOUT ITS THIRTY-YEAR EVOLUTION, digital learning has gone from rudimentary upstart to sophisticated agent of change in the world's most hallowed institutions of higher education. Along with beckoning students from all around the globe, digital learning now enhances flexibility, enables the 24/7 dissemination of multimedia learning materials, and dramatically extends the capabilities of the traditional classroom. At Metropolitan College—which for the past twelve years has been developing online and blended programs, utilizing learning management systems, and pushing boundaries between the physical and the virtual in the classroom—digital learning is integral to the competitive learning environment.

When in 2013 BU President Robert A. Brown established the Council on Educational Technology & Learning Innovation (CETLI), his charge was to discuss and evaluate how educational technology could enhance on-campus, residential programs while extending BU's reach to new learning communities. Today, says Brown, "Boston University is a leader in online education among our major private research university peers. Last year 4,400 online students registered in graduate and professional programs."

With over a decade of experience in digital learning, MET is poised to play a core part in BU's digital transformation. The first college at BU to offer a fully online degree (the Master of Criminal Justice in 2002), MET boasts more than thirty online and blended-format

programs, and has helped develop fully online offerings for the College of Fine Arts, Sargent College, the School of Law, and the School of Social Work—a portfolio that has, over the years, engendered technological, pedagogical, and digital innovation as well as cross-University collaboration.

Eric Friedman (CAS'90, SED'93, SSW'95), who was appointed director of BU's office of Distance Education this past fall, recognizes the need to remain agile and adaptable to the future. A seven-year veteran of the office—first as assistant director and then as associate director—Friedman will be focusing on building partnerships around the University. "With our media production and instructional design expertise, we're becoming much more of a resource for projects here on campus as well as online," says Friedman. "For instance, our office will be getting more involved in the blended approach of degree delivery. BU's School of Theology just launched their blended Doctor of Ministry degree in Transformational Leadership. We worked on that program's online courses, but there is also a face-to-face component that brings students to campus for four residential seminars. Low-residency, blended programs such as this will become more prevalent, so we have to develop the flexibility to meet a new set of demands."

Distance Education has already been an active participant in the University's Digital Learning Initiative (DLI), established by CETLI "to spearhead the University's most innovative projects in online

learning.” These BU-wide projects include, among other things, the introduction of free MOOCs (Massive Open Online Courses), the expansion of digital learning tools in undergraduate classrooms, and EdTech Seed Grants totaling \$400,000 for faculty innovation in educational technology. So far, Seed Grants have gone to a number of faculty who teach at MET, including Stephen Quigley (SED’87)—a College of Communication (COM) associate professor of public relations who codirects the MET/COM online master’s in Health Communication—and Eric Braude, associate professor of computer science.

According to Friedman, the DLI presents exciting new opportunities for collaboration and expertise-sharing within the University. “Traditionally, we’ve been focused specifically on fully online degree programs,” he explains. “But even in the past six months, we’ve worked on several new initiatives with the DLI—including instructional design and media production for BU’s MOOC ‘War for the Greater Middle East’ and an online orientation program for incoming Chinese graduate students at the College of Communication, spearheaded by Professor Quigley and former COM assistant dean Micha Sabovik (COM’96, COM’06). We also contributed instructional design, guidance, and expertise to the BU Study Abroad Global Learning Experience, a pilot online course engaging students before, during, and after their study abroad.”

MET faculty are also key in developing what President Brown refers to as “innovative web-based formats, coupled with synchronous community-



building tools to create novel but effective learning environments for non-traditional students.” With his DLI grant, Professor Braude—who has extensive online teaching experience—teamed with former dean and Professor of the Practice of Continuing and Distance Education Jay Halfond, Harvard post-doc student Meredith Thompson (SED’14), and principal programmer Chris Canfield (MET’14) to develop and test a prototype for automated student evaluation, called Knowla. “In online courses, you have potentially thousands of students. You would need hundreds of humans to assess their work, so this has to be done by machine,” explains Braude. “The prevailing way to grade things automatically is by multiple choice, which is very limiting if you’re preparing someone for the ‘real world.’ The ideal way to assess someone is to evaluate essay-type work—creative work that starts with a blank piece of paper. We want to move in that direction with Knowla.”

A portmanteau of “knowledge assembly for learning assessment,” Knowla works like a puzzle. “I thought of this idea to take works—say a complete essay, poem, or computer program—and then scramble the components and ask students to reassemble those fragments,” reveals Braude. The system then scores students based on how they reassemble the scrambled work.

Braude explains that by engaging the student, Knowla has the potential to provoke critical thinking and aid in comprehension. His graduate assistant, Aparajita Sengupta, has already been involved in applying rubrics to evaluate Knowla tests, producing grades for around one hundred and fifty test subjects who have also completed standard multiple choice tests. “I have tested myself using Knowla,” says Sengupta. “I’m a student, so when I’m studying, say, algorithms, I would try to create a test for myself. In that way I’ve found the tool very useful.”

Professor Halfond, who serves as a strategist on the project, was also intrigued by Knowla’s potential

“With our media production and instructional design expertise, we’re becoming much more of a resource for projects here on campus as well as online.”

ERIC FRIEDMAN

DIRECTOR OF DISTANCE EDUCATION



Expanding the

possibilities of online

learning: This page, clockwise from top, DLI Seed Grant recipients Stephen Quigley, associate professor of public relations, and Eric Braude, associate professor of computer science. Leo Burstein leads MET's Educational Technology & Innovation team.

to engage and educate learners in a way that advances online learning. "I saw this assessment tool as one potentially critical component of how to realize the real promise of online education—as a means of creating large-scale courses that deliver quality education without sacrificing many of the advantages of smaller classes," he says. "Future research should evaluate whether reassembling text truly tests intrinsic knowledge and understanding."

Toward this end, research by Braude's team supports the theory that Knowla can be used not only to measure but to enhance learning—an outcome presented by Braude at the Association for Computing Machinery (ACM) Learning at Scale conference in Vancouver, BC, the weekend of March 14 and 15, 2015.

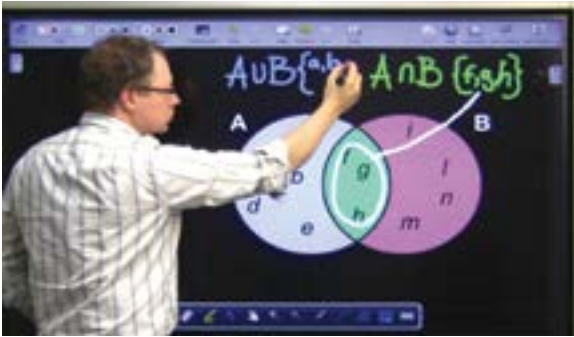
Associate Dean for Academic Affairs Lou Chitkushev (ENG'96) notes that MET is uniquely positioned to come up with the sort of fresh ideas that are critical for innovation. "I am very, very glad that our faculty have taken part in the EdTech Seed Grants," he says. "We have the ability to connect pedagogy and educational experience with expertise in computer science and online learning."

Dr. Chitkushev also points out that Dean Tanya Zlateva has encouraged Leo Burstein, director of MET's Educational Technology & Innovation (ETI) office, to explore the technology related to edX, an open source,

non-profit online initiative created by founding partners Harvard and MIT. EdX is BU's platform of choice to incorporate technology into the classroom and extend the University's reach online through MOOCs.

Burstein and ETI engineers Andrew Abrahamson (CFA'91) and Yuvaraj Gunasekaran (ENG'14) set about analyzing the platform's use of "XBlocks," essentially apps that can be developed to create additional interactivity and services for course architects, professors, and students using edX. "This is the biggest contribution that edX is making," explains Burstein. "As an open source system, they open up these interfaces that allow people to extend the learning platform in a way that closed-system vendors don't allow because they are proprietary."

The goal was to find a way to apply similar technology to MET's online learning management system, Blackboard—which is proprietary. "We developed the XBlock 'Carousel' for the edX environment," says Burstein. "Then we ported it to Blackboard. It's a plug-in that adds functionality—in this case, by providing a virtual workspace within the course interface, with access to software applications hosted on a remote server. It enables students to engage in hands-on, interactive learning exercises within an online or on-campus course without having to install special software, no matter what operating system they



use. Students can access the same content from a Mac, from a Windows PC, from a Linux-based system, or from a tablet.”

Carousel will be getting its debut at MET in the new online course, “Pre-Analytics Laboratory” (MET AD 100)—a non-credit workshop offered by the Department of Administrative Sciences that helps students brush up their fundamental knowledge of probability, statistics, and decision-support tools in order to prepare for subsequent data analytics courses and programs.

Such innovations from MET have expanded the promise of digital learning, within the College and throughout Boston University. As Friedman explains, the divide between studying online and studying in an on-campus classroom is disappearing, thanks to advances in technology and ways of interacting virtually in real-time. Many MET courses on campus—from computer science to business to gastronomy—have utilized online and blended aspects, often adapting resources developed for their fully online counterparts, whether that means accessing software in a virtual

workspace, delving into interactive case studies, reviewing videos and recorded guest lectures, or brushing up on course content prior to an exam. “Flipped” classrooms, embraced by faculty such as Associate Professor of Computer Science Robert Schudy, push lecture content online and use in-class sessions for topical discussions and problem-solving. For more on classroom innovation, see “Minds at Work—Technological Innovation in the Classroom” (Metropolitan, Winter 2013).

“With the explosion of digital learning, the type of education that MET has offered for years is entering the mainstream,” concludes Dean Zlateva. “MET has developed critical experience in developing and offering online and blended programs. Moving forward, I see us contributing increasingly to innovations in traditional residential learning.” **M**



See a **demonstration** of Dr. Braude's Knowla learning assessment system at bu.edu/met/mag/digital.



MET Online Programs Rank among Best in Nation

IN JANUARY, U.S. News & World Report announced its rankings of the nation's Best Online Programs. Three MET programs placed in the top 10.

The publisher's inaugural comparison of the 55 Best Online Graduate Criminal Justice Programs ranked MET's Master of Criminal Justice program #2 in the nation. The MCJ was Boston University's first fully online program, introduced in 2002.

Maintaining high positions from last year, MET's master's in Computer Information Systems ranked #3 out of the 42 Best Online Graduate Computer Information Technology Programs, and the five master's degree programs in management were #9 out of 127 Best Online Graduate Business Programs (this year excluding MBA programs).

“The U.S. News & World Report rankings are an acknowledgement that Boston University's innovative approach to digital teaching is among the best in the world,” says MET Dean ad interim Tanya Zlateva, who credits the College's faculty, facilitators, and staff for the outstanding results.

The Dean underscores one factor in particular: “At the heart of every MET academic activity is the quality of our students. Their commendable motivation—along with their professional credentials, academic contributions, and dedication—continues to make MET a unique and vibrant academic community.” **M**

MET vs Cybercrime

ADJUNCT ASSOCIATE PROFESSOR of Criminal Justice Kyung-shick Choi (MET'02) is fascinated by the intersection of human behavior and technology—and how criminal justice approaches can respond effectively.

“Cybercrime requires a fresh response from law enforcement officers trained in both cybercriminal behavior and information technologies,” says Dr. Choi, who also serves as MET’s cybercrime program coordinator. “However, such training is not yet commonplace in the U.S. To combat cybercrime, there must be cooperation between law enforcement agencies and private business enterprises, as well as international alliances among government agencies.”

An expert whose interests encompass the study of transnational crime, cybercrime, police information technology, and human-trafficking topics, Dr. Choi’s work has appeared in numerous criminal justice journals. In 2009, the Korean Institute of Criminology, in cooperation with the United Nations Office on Drugs and Crime (UNODC), invited Choi to facilitate the UN’s Virtual Forum against Cybercrime (VFAC) as an instructor. He published the book *Risk Factors in Computer Crime* in 2010, and is awaiting the publication of his new work, *Cybercriminology and Digital Investigation*, in early summer 2015.

Choi, who currently teaches cybercrime in MET’s online Master of Criminal Justice (MCJ) program, is overseeing the development of a more extensive, interdisciplinary graduate curriculum in cybercrime and cybersecurity. This includes a new course (Applied Digital Forensic Investigation), an online MCJ concentration in Cybercrime, and—in collaboration with MET’s Department of Computer Science—an online graduate certificate in Cybercrime Investigation & Cybersecurity. “Although many universities are focusing on cybersecurity issues, very few programs offer an interdisciplinary approach combining criminal justice and cybersecurity,” says Choi. “The new course and programs aim to bridge that gap, offering essential preparation for one of law enforcement’s critical needs.”



MET’s cybercrime mastermind:

Dr. Kyung-shick Choi.

This January, MET’s online master’s programs in Criminal Justice and Computer Information Systems were ranked #2 and #3 in the nation, respectively, by U.S. News & World Report.

Dr. Choi answered some questions for *Metropolitan*:

Why is it important to develop a curriculum in cybercrime and cybersecurity?

Cybercrime and information security are growing transnational phenomena. Recent severe security breaches, ID thefts, digital frauds, online drug-trafficking, and online dating violence have raised public concerns that technology facilitates cybercrime and victimization. Hopefully, the MET program can serve to educate global professionals in both public and private sectors and promote greater global cybersecurity.

Is there job growth in this discipline?

There is significant demand for cybercrime investigation and cybersecurity professionals, such as network security analysts and cybersecurity investigators. According to labor market consultants Burning Glass International Inc., this demand has increased by 74 percent during the five years from 2007 to 2013.

What will be the focus of the new Applied Digital Forensic Investigation course?

Most criminal justice disciplines tend to focus on street crimes. This online course


focuses on cybercrime and its related digital forensic investigation techniques. Students will explore specific cybercrimes and be able to successfully analyze and document related digital evidence. Through hands-on experience within the Virtual Security Lab, students will learn to conduct successful forensic examinations of digital devices and computer networks. The course will also introduce EnCase forensic software.

Can you give some details about the certificate?

The Cybercrime Investigation & Cybersecurity graduate certificate and MCJ concentration consist of two criminal justice courses (Cybercrime and Applied Digital Forensic Investigation) and two computer science courses in cybersecurity. Ideal for law enforcement officers and business or computer science-related personnel who want to learn about cybercrime investigation and cybersecurity, the program will cover cybercriminology and the legal practices, practical digital investigative knowledge, and policies related to cybersecurity risk assessment. Students who earn the certificate will be eligible to take forensic examiner exams, and can apply credits toward MET’s master’s programs in criminal justice or computer science.

Why is now the time to consider a cybercrime concentration for the MCJ?

According to the Department of Justice’s 2011 Annual Report for the FBI’s Regional Computer Forensic Laboratories (RCFL) program, over 32,000 individuals were trained by the RCFL between 2004 and 2011. It’s estimated that one in every three U.S. law enforcement agencies employs at least one officer who has attended a RCFL-sponsored cyber training. In other words, we barely have one cybercrime investigator per three major police departments in the U.S. We hope that the Criminal Justice concentration can help address this shortcoming. **M**

 **Watch an overview** of Professor Choi’s Cybercrime course at bu.edu/met/mag/cybercrime.

Anatomy of a Conflict



“The plan was, we shut down distribution, we shut down support at the office, and the stores just wither and die like a grape on a vine.... In two weeks’ time we brought the company to its knees.”

THOMAS TRAINOR, MARKET BASKET DISTRICT MANAGER/GROCERY SUPERVISOR

THE MARKET BASKET SAGA that played out across New England and over the airwaves throughout the summer of 2014 offered a revealing glimpse into a longstanding and successful family business almost derailed by internal rivalries—and is now an extraordinary case study in the Administrative Sciences graduate course Negotiations and Organizational Conflict Resolution, taught by Dr. Howard Williams (MET’86, SED’89).

As head of more than seventy stores recognized for customer-friendly prices and generous employee benefits and wages, CEO and President Arthur T. Demoulas had won the loyalty of employees and customers alike.

“Arthur T.’s father, Mike Demoulas, structured the store back in the ’70s using distributive management—where you push the decisions down to the lowest level of the organization,” asserts Williams. “Market Basket managers take pride in their part of the business. They’re going to take care of the customer and they’re going to make money for the company. It’s very powerful and that’s why this company is so successful.”

Then, on June 23, 2014, Arthur T. and two top executives were ousted by the supermarket’s board of directors led by Arthur S.—cousin, rival, and majority shareholder—setting off a series of events that would cripple the company.

On June 24, seven senior managers resigned in protest. By mid-July, most store employees were on strike and distribution channels had been shut down. On July 20, eight high-level managers, including district manager/grocery supervisor Tom Trainor,

were fired for organizing the revolt. In a show of solidarity, customers boycotted the store. Shelves bare, windows plastered with receipts from competitor stores, operations at the \$4 billion Market Basket chain were effectively halted. Hands tied, the board eventually brokered a deal with Arthur T., who resumed leadership. Loyal employees and customers returned.

“We wanted to develop a long-term relationship with Market Basket to get an in-depth look at what really happened,” says Williams. “So, very early in the strike we



The human factor: To bring his Market Basket case study to life, Dr. Howard Williams (pictured) invited key players to his classroom.

invited Tom Trainor, who led the employee revolt, and Jim Fantini of Fantini Breads, a longtime Market Basket vendor, to come in and talk to students about the dispute.”

Professor Williams answered some questions about the course:

What’s the objective of the Negotiations and Organizational Conflict Resolution course?

Negotiation is an intuitive thing. We all do it every day. This course explores some techniques and methods of how to prepare for and go about negotiations. It also gets into dispute resolutions. We culminate with cases in cross-cultural negotiations and both adversarial-type negotiations and win-win integrative style of negotiations. Market Basket is a dream case, because it’s got everything.

Why is Market Basket’s business model unique?

With sales of \$4.3 billion a year, 25,000 employees, over seventy supermarkets, and three distribution centers, Market Basket is a big company with a big economic impact—but it is run like a mom and pop store. The starting hourly wage for a full-time employee is \$12, with a bonus system and benefits for every employee. Employees are able to make a living wage and support themselves and their families.

You introduced the Market Basket case while it was still unfolding. Is it an ongoing project?

It’s going to go at least a couple of years. First, Tom Trainor and Jim Fantini agreed to come and talk to the class—that filmed discussion is



John Sullivan Named Co-chair of Administrative Sciences

THIS PAST FALL, Associate Professor John Sullivan was named co-chair of the Department of Administrative Sciences. A fifteen-year veteran of the department—and associate chair since 2005—Dr. Sullivan will be managing the overall academic operations of the department. Associate Professor Kip Becker, founding chair of Administrative Sciences, will focus his efforts on maintaining and broadening international partnerships and student recruitment for the department. Dr. Becker is also responsible for building an international alumni community and consulting with other College departments about developing successful international experiences.

The reconfiguration of leadership in the department comes after ten years of growth, and serves to support a significant portfolio of department programs, including the on-

campus Administrative Studies degree, the online master's degrees in Banking & Financial Services Management; Business Continuity, Security & Risk Management; International Marketing Management; and Insurance Management; as well as a master's in Project Management offered both on campus and online.

This January, *U.S. News & World Report* ranked the department's five master's degree programs in management #9 out of 127 Best Online Graduate Business Programs.

"This range and variety benefits our students—but also poses administrative challenges," noted Dean ad interim Tanya Zlateva in her announcement of the promotion. "Rapidly improving educational technologies have opened the way for new programmatic and teaching approaches. It is critical that we provide leadership for course and faculty development while retaining and broadening our international involvement."

An expert in health care policy, finance, and asset valuation, Sullivan is recognized as an outstanding teacher and active scholar by his students and colleagues. He worked for Fresenius Medical Care prior to joining BU, and has provided strategic guidance for many

of the largest health care organizations in the United States. Sullivan presently teaches mergers and acquisitions, corporate finance, investments, and financial markets and institutions.

"I am both pleased and honored to serve as co-chair for academic operations," asserts Sullivan. "When I began in the department, we had only three full-time faculty; now we're up to 15. We have grown and evolved, and continue to test new areas of academics that most traditional departments never would have engaged in. Now we teach in the classroom, overseas, with international partners, and online across the globe. My friend and colleague Dr. Becker has laid the foundation that has supported the department's superior faculty, resources, and vision. All of us are grateful for his contributions to the department and the College."

"John has expertise in areas of strategic interest for Administrative Sciences," says Associate Dean for Academic Affairs Lou Chitkushev (ENG'96). "He has the support of the entire department, which makes him ideal for the role. Together with Kip, who has provided outstanding leadership for over thirty years, we anticipate a nice symbiotic relationship that provides continuity for the department."

"My vision is to foster the same entrepreneurship that built our unique programs and serves the needs of our global students as they move upward through their careers," explains Sullivan. "We will be continuing our mission to provide the best education through a multitude of venues. We will continue to build our research, classroom and student experience, programs, and focus on international partners. These areas will be critical to the continued success of the faculty and department." **M**



Kip Becker,
founding chair of
Administrative
Sciences.

Anatomy of a Conflict, Continued from page 13 >

now part of the course material. Then my last group of students developed the written case. Next, we'll have Tom and Jim back to film a follow-up, and we'll do that again in a year to look back at the issue. Each group of students is involved at different stages: sitting with the key players, writing the case, and developing the supporting media content.

Is there a lesson you want students to take away? I want students to understand how Tom structured the employee component of this strike to support Arthur T.'s return, and to think about all the strategies and theories we've talked about in the class leading up to this case. In almost any negotiation the group with the power is going to be the

winner. In this case, the power was always with the people. **M**

 **View a photo gallery** of the Market Basket case at bu.edu/met/mag/market-basket.

MET around Town

Featuring Q&A with alumni living and working around Boston.
For a chance to represent “MET around Town,” submit your answers to our questions at bu.edu/met/mag/town-15w.



Ben Hires (CAS'00, STH'03, MET'08)

BA in Philosophy and Political Science;
Master in Theological Studies;
MS in Arts Administration
Director of Programs at the Boston Children's Chorus

What is great about working in Boston?

Boston has a great arts and culture scene. Obviously the youth and energy of the city adds to the dynamic. Boston is also a very diverse city—an important element in the arts and culture sector.

What activities do you enjoy the most?

I take advantage of running along the Charles River from Watertown Center to the Science Museum. It is easy to bike from Boston out to beautiful horse country in Dover and Sherborn. Every night of the week there is a play, concert, or event to go to.

Has your BU degree helped you make connections locally?

It is quite easy to find BU alumni at other organizations, which makes working together or networking fun to do.

What's the best advice you were ever given?

Always listen. It is important to hear what someone might or might not be saying.

Do you have any advice for MET students?

Take time to reflect on the bigger personal or professional picture. Reflect on your place beyond your organization, sector, city, or world. We are all connected and each of us can make a difference.



Gail D. Berlinger (MET'08)

Master of Urban Affairs
Director of Strategic Impact Initiatives,
Boston Community Capital

What is great about working in Boston?

When people think of Boston, they think history. But with a background in urban planning and a career in community development, what excites me about Boston is the way it continues to evolve. In Dudley Square, where I work, the landscape is changing on a daily basis.

What activities do you enjoy the most?

I enjoy Yankees baseball. I love to swim, to hit the trails with my dog, and to spend time with my husband and kids. I volunteer with a high school urban planning competition. And I'm working on the perfect gluten-free chocolate chip cookie recipe.

Has your BU degree helped you make connections locally?

There's a growing core of community development professionals who went through MET's City Planning program. It is fun to see people professionally who share an academic mindset and a curiosity about the systems around us.

What's the best advice you were ever given?

One of my favorite quotes from *The Desire Map*, by Danielle LaPorte, is also great advice: “Small, deliberate actions inspired by your true desires create a life you love.”

Do you have any advice for MET students?

If you're a part-time student, don't feel like you're missing out on a piece of the experience. You have so much to share by bringing your professional context into the classroom.



Melinda Sanchez-Ventura (MET'13)

BS in Biomedical Laboratory & Clinical Sciences
Research Tissue Culture Technician II,
Harvard University–Wyss Institute

What is great about working in Boston?

Boston is a diverse community, and it opens the door to different experiences and backgrounds. The biotech industry is booming here, and now is the best time to get started in a career in science.

What activities do you enjoy the most?

I like to meet new people and explore around town. I love to mingle with people with different experiences and ethnicities. I also like the outdoors, going on walks with my husband and dog, and biking or hiking at the Middlesex reservations.

Has your BU degree helped you make connections locally?

After graduating from BU, I have had the opportunity to connect with BU alumni who shared similar experiences and career goals.

What's the best advice you were ever given?

Concentrate, focus, study, and never give up.

Do you have any advice for MET students?

Finish what you've started, then you can look back and say, “I did it.” Be a mentor to those who need it. Be an example to your family and the community. It is not simple but attainable. **M**

Dean's Reception

On Friday, October 17, MET applauded the year's Dean's List students, academic scholarship recipients, and Alpha Sigma Lambda Honor Society inductees.

Administrative Sciences Associate Professor and Co-chair John Sullivan addressed the honorees. "First and foremost, I want to applaud all of you for taking this intellectual journey," he said in his comments. "Your desire to improve yourselves in the search for knowledge and, ultimately, wisdom, is a great step and something I hope you are proud of for the rest of your lives."



"You are BU. You are the product that has come through the University and it is you that makes us proud. You are the heart and the soul of the University and, ultimately, its legacy."

DR. JOHN SULLIVAN



MET Academic News

Highlights of recent faculty and staff honors, grants, presentations, and publications.

Administrative Sciences



Dr. Andrew Banasiewicz presented “The Cumulative Claim Cost (C3) Index: A Tool for Managing the Book of Long-Tail Casualty Claims” (6th International Symposium on Uncertainty Modeling, University of Liverpool, UK, July) and “Organizational Risk Profile Measurement and Management” (Global Risk Forum, Davos, Switzerland, August).



Dr. Kip Becker and **Dr. Helena Nobre** published “Social Network Reputation Management: An International Study” in the *Journal of Promotion Management* (August).



“National Intelligence and Cyber Competitiveness: Partnerships in Cyber Space,” by **Professor Virginia Greiman** (SED’70, LAW’03), was included in the *Proceedings of the International Conference on Cloud Security Management and Security (ICCSM)*, University of Reading, UK (October). She also gave the keynote at the 9th International PMI® Poland Chapter Congress in Warsaw (November).



Dr. Canan Gunes Corlu and **Dr. Alper Corlu** published “Modeling Exchange Rate Returns: Which Flexible Distribution to Use?” in *Quantitative Finance* (August).



Dr. Jung Wan Lee (MET’03) won best paper award for “The Impact of Product Distribution and Information Technology on Carbon Emissions and Economic Growth: Empirical Evidence in Korea,” published in the *Journal of Asian Finance, Economics, and Business* (August) and the *Proceedings of the 2014 International Conference on Business and Economics*, Seoul, Korea (July).



In July, **Dr. Vijay Kanabar**, **Dr. Stephen Leybourne**, and **Dr. Roger Warburton** coauthored “Using a Student Survey to Measure Changes in Experience, Knowledge, and Competency in Introductory Project Management Courses” (*Proceedings of the PMI® Research and Education Conference*, Portland, Ore.).

Administrative Sciences/Computer Science



Dr. Irena Vodenska (UNI’09), **Associate Dean Lou Chitkushev** (ENG’96), and **Dean Tanya Zlateva** coauthored “Digital Learning Impact Factors: Student Satisfaction and Performance in Online Courses,” published in the *International Journal of Information & Education Technology* (August).



“A Business Analytics Shell for Teaching Corporate Decision Making,” by **Dr. Vladimir Zlatev**, and “Analytics Dashboard Parameters for Digital Learning Management Systems,” by **Zlatev, Dean Zlateva, Dr. Vodenska**, and **Dean Chitkushev**, were published in the *Proceedings of the 10th Annual International Conference on Computer Science and Education in Computer Science*, Albena, Bulgaria (2014).

Applied Social Sciences



Dr. Robert Cadigan, (GRS’71, GRS’81), **Dr. Shea Cronin**, **Dr. Mary Ellen Mastorilli**, and **Dr. Danielle Rousseau** presented papers at November’s American Society of Criminology Annual Meeting, San Francisco, Calif.



Dr. Daniel LeClair presented “Old Wine, New Bottles: Community Reintegration of Prison Releases Revisited” at the European Society of Criminology Conference, Prague, Czech Republic (September).

Arts Administration



Recent presentations by **Dr. Richard Maloney** (MET’00) included: “Is It Just About the Money? New Arts Management Thinking from the United States” (ENCATC Annual Conference, Brno, Czech Republic, September); “Local Cultural Economic Development Policy in Massachusetts” (Massachusetts Cultural Council, Boston, September); and “International Cultural Relations between Europe and the Americas in Practice” (4th ENCATC Academy, Brussels, Belgium, December).

Computer Science



Dr. Eric Braude published “Weakest Preconditions and Cumulative Subgoal Fulfillment” in *Science of Computer Programming* (September).



Professor John Day and **Dean Chitkushev** presented “Impact of System Recursiveness on Complexity and Big Data” (Hawaiian International Workshop on Big Data and Macroeconomics, Maui, August) and “Network Scalability: Impacts of Network Invariances on Internet Complexity” (European Conference on Complex Systems, Lucca, Italy, September).



Dr. Guanglan Zhang and **Dr. Vladimir Brusich** contributed to *Frontiers in Immunology* (November) and *BMC Genomics* (December).

Staff



Katherine Meyer Moran (GRS’04, SED’13), director of Alumni Relations & Development, presented “Influences on High School Adolescents’ College and Career Aspirations and Expectations” at the American Educational Research Association Annual Meeting, Philadelphia, Pa. (2014).



10th ANNUAL MET NIGHT

@AGGANIS ARENA



On Friday, February 27, three hundred MET students, faculty, staff, and alumni defied frigid winter temperatures and mountainous snowbanks to attend MET Night at Agganis Arena. After a cheerful reception and photo session with BU mascot Rhett—and some rousing music by members of the BU Pep Band—the fans cheered on BU's Terrier hockey team. Though the team unfortunately lost to the Northeastern University Huskies, all's well that ends well: the Terriers claimed the Hockey East regular-season title the following night. **Go Terriers!**



Class Notes

Here's your chance to get caught up on what your classmates have been doing. Let us know what you're up to.

→ **Submit class notes online or by mail:**
 Boston University
 Metropolitan College Alumni Office
 755 Commonwealth Avenue
 Boston, MA 02215
bu.edu/alumni/classnotes

Jeanne Ryan (MET'87) of Seattle, Wash., published the young adult thriller, *NERVE* (Penguin Group, 2012). The book has been translated into six languages and has been optioned by Lionsgate. Find out more at jeanneryan.com.

Kimberly Howard (MET'89) of Needham, Mass., expanded the services offered by her company, KJH Financial Services, to include tax preparation. The company also provides financial planning and investment management services. Email Kimberly at kjh@kjhfinancialservices.com.

Michael Polia (MET'93) of Hudson, Mass., published his first novel, *Relic* (CreateSpace Independent Publishing, 2013), under the pseudonym Jonathan Brookes. "The novel is a fast-paced science fiction thriller that explores the possibility of resurrecting and weaponizing an extinct species," he writes. "The intriguing storyline shares some fascinating anthropological and biological insights while also contemplating moral questions raised by genetic engineering."

Daniel Miele (MET'00) of Marshfield, Mass., an investment adviser representative at Centinel Financial Group, was named a 2014 Five Star Wealth Manager in a survey conducted by Five Star Professional. He also qualified as a member of the Million Dollar Round Table, an association for financial professionals.

Min Xu (MET'00) of Laguna Niguel, Calif., was promoted to assistant vice president of insurance risk and research in the corporate division of Pacific Life Insurance Company. This promotion recognizes the impact of her leadership role in managing aggregate insurance risk.

Claudia Castro (MET'04), MS in Arts Administration, was one of four 2014/15 international Fellows announced by the Clore Leadership Programme, a cross-disciplinary leadership organization for the cultural and creative sector based in the United Kingdom. She is the first-ever Clore Fellow from Brazil.

Annie B. Wilcox (MET'06, MET'09), BS and MS in Criminal Justice, is a community services officer with the Boston Police Department (District B-3, Mattapan). In October 2014 she was recognized for her work in the community with a Henry L. Shattuck Public Service Award from the Boston Municipal Research Bureau. The annual award goes to the city's most dedicated workers.

Dion Irish (CAS'94, MET'07), Master of Urban Affairs, is executive director of Boston's Office of Fair Housing and Equity. He received a Henry L. Shattuck Public Service Award from the Boston Municipal Research Bureau on October 14, 2014, at the Seaport World Trade Center.

Matt Renna (MET'07) of Yorktown Heights, N.Y., is associate vice president of human resources at Pace University, overseeing the university's compensation, benefits, and HRIS functions. Matt also serves as a supervisory committee member of the Board of Directors of the Academic Federal Credit Union.

Fernanda White (MET'09), MLA in Gastronomy, recently opened Chilean-American restaurant Comedor with her husband Jakob, in Newton. The couple met at Boston University in 2008 while completing the Certificate Program in Culinary Arts. For more information on the culinary team, please visit comedornewton.com.

Sean M. Bigley (MET'10) of Los Alamitos, Calif., is an attorney representing military personnel, federal civilian employees, and government contractors nationwide in security clearance denials or revocations. Visit bigleylaw.com.

Kristin (Chebra) McAuliffe (MET'10) of Brighton, Mass., appeared as a contestant on *Jeopardy!* on April 17, 2014, and contributed to the defeat of a six-time returning champion.

Yevgeniy Finegold (ENG'04, MET'10) of Brooklyn, N.Y., is a senior data management associate with the Federal Reserve Bank of New York.

Ronald Elowitz (MET'11) of Watchung, N.J., is director of in-store merchandising and operations for the retail strategy and execution group at Samsung Electronics America in Ridgefield Park, N.J. Previously, he led retail-based customer experience design efforts at Benjamin Moore & Co. Email him at cherilynron@verizon.net.

Xue Sherry Zou (MET'13) of Brighton, Mass., is community development project manager and planner for the Brockton Redevelopment Authority. Email her at xzou@bu.edu.

Albert Ngog (MET'14), MS in Computer Information Systems, earned his Project Management Professional Certification (PMP®) in September 2014.

MET Alums Create Blog for Health Communicators, by Health Communicators

HealthComU was founded in November 2013 by five former classmates from MET's online Health Communication master's program: **Lisa Blubaugh (MET'14)**, **Julie Markum Gough (MET'13)**, **Kristin Neubauer (MET'13)**, **Payal Patel (MET'14)**, and **Christine Senke (currently attending)**. All are professionals in health care communications or management, running their site virtually from metropolitan areas as widespread as Miami, Chicago, and Las Vegas. Read the blog at healthcomu.com.

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