

IN THIS ISSUE

New Board chairperson elected 02

2017 by the numbers 04

Meaningful Jobs initiative 06

A MESSAGE FROM OUR PRESIDENT & CEO



Lightning in a bottle. That is how one May employee describes the "aha moment" in a person's eyes that makes it all worthwhile. It's the moment of sudden realization or comprehension that results in someone grasping something — whether it be a concept or skill or connection — for the first time.

Those moments can and do occur across every stage of an individual's life. They require expertise, patience, scientific rigor and, sometimes, an innovative approach or perspective. At May Institute, we are committed to creating and celebrating those moments.

This issue of @May is a snapshot of the work being done across our programs and beyond as we continually strive to be the best in the field of applied behavior analysis. We understand that the success of the individuals in our care depends on our ability to deliver that expertise, scientific rigor, and innovative approach each and every day. That responsibility drives and motivates us as we work to fulfill our mission.

Lauren C. Solotar
Lauren C. Solotar, Ph.D., ABPP

Our reputation for clinical excellence growing at home and abroad

In the past year, May Institute has further advanced its reputation for excellence in the field of applied behavior analysis (ABA), adding three national experts to its clinical leadership team, and further sharing its expertise in ABA on a global level.

Ivy Chong, Ph.D., BCBA-D;
Richard B. Graff, Ph.D.,
BCBA-D, LABA; and **Alice**
Shillingsburg, Ph.D.,
BCBA-D, bring further breadth and depth to a roster of clinical experts that includes 35 doctoral-level staff and more than 80 behavior analysts.



Dr. Chong is May's Vice President of Home, School, and Center-based Services. Dr. Graff, formerly Senior Scientist and Clinical Director of the New England Center for Children, is May's Senior Vice President of Clinical Training and Services. Dr. Shillingsburg is Senior Vice President of Applied Verbal Behavior, and holds a joint appointment as Assistant Director of the National Autism Center at May Institute (NAC).

Pictured (l-r): Drs. Alice Shillingsburg, Richard Graff, and Ivy Chong



Members of May Institute's Board of Trustees, executive leadership, and management staff were in attendance at the event.

May Institute honored among top companies helmed by women

May Institute has been named number 17 in The Commonwealth Institute's (TCI) 2017 list of the Top 100 Women-led Businesses in Massachusetts, as announced recently in the *Boston Globe Magazine*. We moved up from number 26 last year, and were in good company this year with New England Baptist Hospital and Fidelity Investments, selected as numbers 16 and 18, respectively.

TCI is a non-profit organization devoted to advancing businesswomen in leadership positions in Massachusetts. Its annual Top 100 list celebrates successful for-profit and nonprofit businesses that have made a significant impact on the Commonwealth's economy—and the women who lead them.

"We're so proud that May Institute and Dr. Solotar have been recognized by The Commonwealth Institute," said **Debra Blair**, M.B.A., CMA, CPA, May Institute's Treasurer and Chief Financial Officer. "To be among the top 20 women-led businesses in Massachusetts is a tremendous honor." ■■■

COVER STORY CONTINUED: *Clinical excellence*

The three clinicians join May's senior clinical leadership team alongside **Cynthia M. Anderson**, Ph.D., BCBA-D, and **Robert F. Putnam**, Ph.D., BCBA-D, LABA.

Dr. Anderson is a renowned expert in autism, ABA, and severe problem behaviors. She serves as Senior Vice President of Applied Behavior Analysis, and holds a joint appointment as Director of NAC.

Dr. Putnam, now in his 23rd year at May Institute, serves as Executive Vice President of Positive Behavior Interventions and Supports and Consultation. His joint appointment at NAC is that of Senior Vice President of Research and Consultation.

"We remain committed to maintaining the highest standards of clinical excellence, to identifying underserved and at-risk populations impacted by

autism, and to bringing evidence-based services to the point of need," said May President and CEO **Lauren C. Solotar**, Ph.D., ABPP.

"Following the clear direction outlined in our newly launched, five-year strategic plan, we continue to expand the reach of our services," she continued. "This includes working with the U.S. State Department and the government of Oman to help that country more effectively respond to a significant increase in autism diagnoses."

In addition to providing consultation and training about autism and ABA for colleagues in Oman and other countries, May Institute recently entered into a memorandum of understanding to explore the development of a school for children with autism in the United Arab Emirates.

■■■

First female elected Board Chairperson

Mary Lou Maloney, a pioneer in the deinstitutionalization of individuals with special needs in Massachusetts, and a lifelong advocate for that community, is the new Chairperson of May Institute's Board of Trustees.

She succeeds **Stephen S. Young**, L.L.B., who retired as Chairperson in December 2017 after serving his three-year term.

"Mary Lou has been an effective and dedicated member of our Board for 17 years, and we are delighted to welcome her to this position," said May President and CEO **Dr. Lauren C. Solotar**. "She was at the

MAY INSTITUTE'S STRATEGIC PLAN: *At a glance!*

In the fall of 2016, May Institute began to work on the development of a new strategic plan. We wanted an all-inclusive process—to engage as many members of the organization and community as possible via face-to-face discussions, small group meetings, and an organization-wide survey, all covering a wide range of topics.

With the feedback we gathered, we spent the next nine months developing a new strategic vision and five key areas for focus, each with key goals, to move us forward over the next five years.

STRATEGIC VISION] To be the premier global leader in providing innovative applied behavior analysis (ABA) services to individuals with autism spectrum disorder and neurobehavioral disorders across the lifespan. ■■■



Five key areas of focus as defined in the strategic priorities. (graphic from May Institute FY18-22 Strategic Plan Summary)



"In my new role, I look forward to helping guide the May as it continuously works to improve its services for and impact on the individuals it serves."

forefront of the historic movement to move individuals with special needs from institutions into community programs, schools, and group homes beginning in the 1970s. Through the years, her advocacy and hands-on efforts have made a tremendous difference in the lives of countless people in our state."

"As a sister of an individual with special needs, I am familiar with the complexities of raising a child with disabilities," said Ms. Maloney. "Families want to provide opportunities for loved ones to expand their perception of the world, grasp ideas, learn new skills, and problem-solve with peers. I

am proud to be part of an organization that is doing this well."

Ms. Maloney has served as the Executive Director and Legislative Director of The Arc of Massachusetts, a parent-based advocacy organization representing people with intellectual disabilities. It was here that she, alongside her colleagues, began making significant inroads to transition people with special needs from large institutions to community-based living.

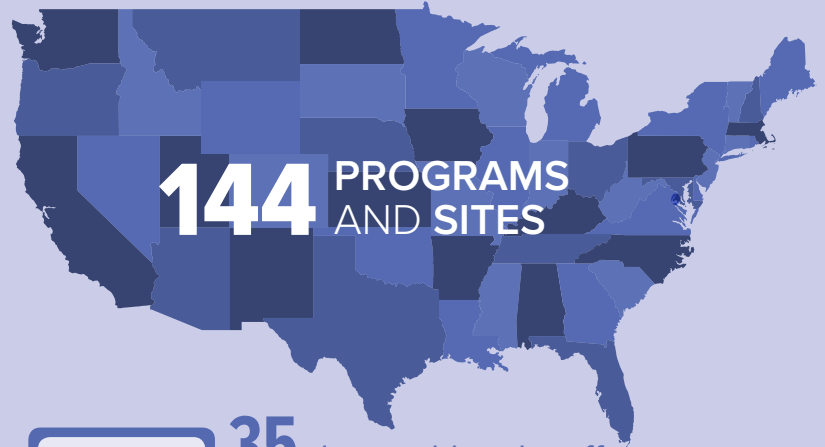
During her tenure in the Executive Office of Massachusetts' Health and Human Services, Ms. Maloney played a pivotal role

in the establishment of the first-in-the-nation "transition law" (Chapter 688) that addressed the needs of students turning 22 and ending their public school education.

Through the years, she has received a number of awards and honors including the Gunnar Dybwad Award from the Massachusetts Department of Developmental Services, and a Lifetime Achievement Award from Massachusetts Families Organizing for Change. ■■■

AT A GLANCE

ANNUAL REVENUE
\$123.1M⁺



2,122
EMPLOYEES



35 doctoral-level staff
80 behavior analysts
34 staff in nursing positions



714 EMPLOYEES participated in
DIVERSITY & INCLUSION
Training Initiatives

IMPACT

SERVED **3,278**
INDIVIDUALS & FAMILIES



TRAINED more than
1,000 INDIVIDUALS
through GLOBAL SERVICES



162
SCHOOLS
received

PBIS [POSITIVE BEHAVIORAL
INTERVENTIONS AND SUPPORTS]
SERVICES



82,302
STUDENTS

benefited from
PBIS SERVICES

340
PUBLIC
SCHOOL
EDUCATORS TRAINED



May Institute's Day of Giving

SAVE THE DATE: MAY 1, 2018!

We Are One May will be a day for all members of the May community — families, businesses, students, teachers, and staff — from around the country to come together for one common purpose: to celebrate May Institute and to give. Help us set a record for single-day donations — every gift will be counted!

Here's how to join in the fun!

- Wear your favorite May gear (Shop at: newenglandofficesupply.four51ordercloud.com/MayInstitute/catalog)
- Make a gift to support May Institute online at mayinstitute.org/donate
- Spread the word on social media with #WeAreOneMay
- Follow along at mayinstitute.org/WeAreOneMay or at [Facebook.com/mayinstitute](https://www.facebook.com/mayinstitute) to track our progress, participate in challenges, and score prizes!

Running from mid-night to midnight on Tuesday, May 1, the online social-media-driven campaign allows you to contribute to the May Center School, May program, or residence of your choice.

Watch your email and the May Institute website for more details about May Institute's Day of Giving on May 1, 2018. Be sure to join our social media feeds to be part of the action!



For questions, please contact giving@mayinstitute.org or 781-437-1247. ■■■



Annual Fund news

Building play spaces for our students

Last year, two May Center Schools for Autism and Developmental Disabilities in Massachusetts moved to larger facilities to accommodate the growing needs of their communities. The properties include undeveloped outdoor space ready to be shaped into safe places for students to play and learn outside.

Opportunity for play is critical to the education and healthy development of all children. And it helps children with autism develop language and communication skills, thinking and problem-solving skills, and social skills.

The Wilmington school plans to build a playground with adaptable equipment designed for children of all levels of ability. Among the items are swings, a "talk tube," a glider, and ground and climbing activities.

The West Springfield school plans to install a safe-play surface. This will allow staff the flexibility to use the space for different activities including basketball, obstacle courses of varying difficulty, and aerobics.

With the addition of outdoor play space, teachers can incorporate physical play that provides whole-body exercise, and helps develop fine and gross motor skills. Teachers can also offer more diverse lessons for students that mirror experiences out in the world, such as taking turns, being patient, and sharing with others.

To make a gift or learn more, please visit www.mayinstitute.org/giving. ■■■



Our 2017 runners gathered for a photo and encouragement before going the distance.

Join #TeamMay! Run the 2018 Falmouth Road Race

May Institute has secured 20 numbers for the New Balance Falmouth Road Race taking place on August 19 on beautiful Cape Cod. Last year our team of dedicated runners raised more than \$20,000 for May programs and services, directly impacting the individuals in our care.

To be one of the lucky members of the 2018 #TeamMay, contact Annual Fund Manager Laura Joyal in the Philanthropy Office at ljoyal@mayinstitute.org. ■■■



Kindness Rocks! Garden brings great joy at Mashpee's Day Hab

About two years ago, **Nancy Gailor**, Assistant Director at one of May's Day Habilitation programs, went through an emotional time. Her new baby granddaughter was diagnosed with a rare, chromosomal disorder. The day the baby was released to go home from the hospital, Nancy's father died unexpectedly.

Heartbroken and distraught, Nancy returned home seeking some semblance of peace. She loved the ocean, and sought tranquility there in the early mornings. She began to take particular notice of heart-shaped rocks.

Nancy discovered that her beach is a drop-off site for Kindness Rocks, a project founded on Cape Cod by resident Megan Murphy, who took to painting and writing inspirational quotes on rocks and leaving them on beaches and in parks. Because of events in the world, Murphy wanted to perform a simple random act of kindness that could make a positive difference. She encouraged others to join her in what would become a movement for kindness.

Nancy began painting the heart-shaped rocks she found. She appreciated being a part of an effort that, in all its simplicity, could change a person's outlook or brighten a day. She thought that painting the rocks would be a great opportunity for the individuals at the Day Hab program to be a part of this creative, inspirational, and positive effort.

She encouraged the individuals to create kindness rocks of their own in a garden to be placed outside the Day Hab. The initiative took off! It brought great joy to individuals and staff alike. Today, there are almost 150 kindness rocks in the peaceful and often-visited garden.

View photos at mayinstitute.org/kindness-rocks. ■■■

MEANINGFUL JOBS INITIATIVE

Preparing individuals with ASD for careers in security

The Meaningful Jobs Initiative is underway, and we're excited about the opportunities it is affording members of the autism community. The program is preparing adults with high-functioning autism spectrum disorder (ASD, formerly Asperger's) to work in the security field. It is run by May Institute, in collaboration with Work Inc., and is funded by a grant from the Kessler Foundation.

IT IS ESTIMATED THAT APPROXIMATELY 90 PERCENT OF ADULTS WITH ASD ARE UNEMPLOYED OR UNDEREMPLOYED.

Research shows that some of these individuals are often better able to focus on and stay engaged in visual scanning and detail-oriented tasks than their neurotypical peers. These abilities make them well-suited for jobs in the security industry.

The Meaningful Jobs Initiative helps prepare individuals with ASD to navigate the interviewing process and background checks and to learn the job-based competencies associated with the security screening process.

Participants receive help with resumes, cover letters, job searches, and job applications. The program helps prepare them for behavioral interviewing and possible competency-based testing, and also offers anxiety and stress management.

In addition to helping individuals with ASD get jobs in the security field, we are also developing a toolkit for national dissemination, to replicate the program in other areas. This could potentially impact hundreds of men and women with ASD.

"We want individuals we prepare through the program to enter the workforce with improved social skills, the ability to present themselves professionally, and successfully build relationships with new colleagues," said **Nancy Gajee**, Ph.D., Licensed Psychologist and Senior Director of Special Projects at May Institute. "It is our hope that they build meaningful and successful careers."

For more information, contact Jon Francis at Work Inc., at jfrancis@workinc.org or at 617-691-1709. ■■■

May Center School teacher awarded prestigious Fulbright scholarship

Congratulations to May employee and Fulbright Scholar **Roba Hrisseh!** Roba is an Educational Technology Teacher at the May Center School for Autism and Developmental Disabilities in Randolph, Mass.

The Fulbright is a competitive international research scholarship sponsored by the U.S. government. It is designed to increase mutual understanding among people from around the world by collaboration on international concerns. Roba was selected based on her research proposal, international

experience, and past achievements.

The focus of Roba's research will be special education within Brazil and how it compares to the U.S. This will help provide insight on the global issues surrounding special education today. The project has three phases, including a month to conduct extensive research and interviews in the eastern region of Brazil.

Roba speaks three languages and has lived abroad. She holds a bachelor's degree in speech language pathology and is currently finishing her



master's degree in education, with a concentration in educational technology. Her past work experience has been in the nonprofit sector and working with individuals with autism spectrum disorder.

"As a fairly new employee of May Institute, I hope to bring many great ideas into the organization," said Roba. "I am honored to receive such great support from May with the Fulbright project approaching this summer." ■■■

New center-based program opens for children with ASD

We're pleased to have opened a second May Institute program in Wilmington, Mass., to serve families in the surrounding cities and towns. The May Center for ABA Services is a center-based program that provides "best practice" applied behavior analytic services for children ages 3–10 with ASD.

The center provides full day, half-day, and after-school services that feature one-on-one instruction based on the principles of applied behavior analysis (ABA), the methodology universally recognized as crucial for working with children with a diagnosis of ASD or other behavioral or developmental disabilities.

For more information about the May Center for ABA Services, contact Antonina Saunders at 781-437-1215 or asaunders1@mayinstitute.org. ■■■

May colleagues honored by Trustees

Congratulations to the recipients of the Trustees' Fund Award! The annual award is given to a select group of employees nominated by their peers and supervisors. It recognizes the exceptional contributions of staff members who epitomize the organization's ideals of service and professionalism. ■■■

Pictured (l-r): Shameshia Holmes, Program Coordinator, May Center for Adult Services, West Springfield, Mass.; Jenna Keaney, Speech and Language Pathology Assistant, May Center School for Autism and Developmental Disabilities, Randolph, Mass.; Susan Martin, Special Education Teacher, May Center School for Brain Injury and Neurobehavioral Disorders, Brockton, Mass.; Marc D'Amore, Director of Education, May Center School for Autism and Developmental Disabilities, West Springfield, Mass.; Jennifer McGee, Teacher Assistant, May Center School for Autism and Developmental Disabilities, Wilmington, Mass.; Brandie Rankin, Special Education Teacher, The Bay School, Santa Cruz, Calif.; Elizabeth Costa, Program Coordinator, May Center for Adult Services, Cape Cod and Southeastern Mass.; and Carol Paradis, Program Coordinator May Center for Adult Services, Eastern Massachusetts.



ADDRESS SERVICE REQUESTED

**Check out our new website—
mayinstitute.org!**



2017 annual report available!

Heartfelt thanks to everyone who contributed to May Institute during the year! We are grateful to the individuals profiled in the pages of the report, and to their families for sharing their stories. They bring our mission to life.

You may view our 2017 annual report at www.mayinstitute.org/annualreport.

Join our online community!

We invite you to follow us on Facebook, LinkedIn, and Twitter. We'd love to connect with you!



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ABOUT MAY INSTITUTE

May Institute is a nonprofit organization that is a national leader in the field of applied behavior analysis, serving individuals with autism spectrum disorder and other developmental disabilities, brain injury and neurobehavioral disorders, and other special needs.

Founded more than 60 years ago, we provide a wide range of exceptional educational and rehabilitative services across the lifespan.

The organization is one of the largest and most well-respected providers of services and special education schools for children and adults with autism and other special needs in Massachusetts and in the U.S.

May Institute has evolved into a national network that serves thousands of individuals and their families annually. With corporate headquarters in Randolph, Mass., the organization operates more than 140 service locations in more than a dozen states across the country.