

PLUS

ZOOM IN ON SUCCESS

4 ways for young professionals to advance while remote

THE NEW NORMAL

A look at recent ASU graduates in a mostly remote world

INFINITE OPPORTUNITY

Launch ready

Recent grads turn their dreams into reality

Arizona State University

Scan with your smartphone camera to view the digital edition.





INFUSED WITH BRAZILIAN COFFEE.

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We are here for you – always

You did it. You graduated and are embarking on your new chapter. We recognize your incredible achievements. You have faced so much change and have innovated to continue achieving.

In this issue, journalism students, graduating grads and alumni have joined the magazine to produce special coverage for you, capturing your journey and looking ahead.

We also have highlights of the many ways ASU can continue to be a resource that helps you thrive — from alumni organizations and cultural events to lifelong learning, public lectures and athletic events. ASU was here for your college experience and we are here for your next chapters, too. The dynamics of our economy will continue to be transformed by technology and innovation, and we will be here for the conversations and learning opportunities that will help you stay in front of the changes, continuing to lead and innovate.

In fact, innovation is a part of who you are. You built this skill in your classes, your extracurriculars, your internships and more. It is a defining strength that will set you apart as you embark on your journey.

Most universities serve students pursuing undergraduate or graduate degrees shortly after high school. ASU is a different kind of university that aims to serve all learners at every stage of life. In addition to college degrees, ASU has learning options from K–12 to midcareer to post-retirement. ASU's Learning Enterprise aims to grow these options through scalable, technology-enabled pathways that will serve the greatest number of learners possible.

"Underlying everything we do in Learning Enterprise is the desire to grow access to social and economic opportunity, no matter the stage in a person's life," says Maria Anguiano, executive vice president of Learning Enterprise, whose recent efforts include opening ASU's new Los Angeles location.

We hope you enjoy the issue, and we look forward to seeing you in person or virtually in the months ahead.

Michael M. Crow

President, Arizona State University asuthrive@asu.edu

Go

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youtube.com/ASUathletics

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<u>alumni.asu.edu/linkedin</u> linkedin.com/school/arizona-state-university/ (0)

instagram.com/ArizonaStateUniversity instagram.com/ASU_alumni instagram.com/SunDevilAthletics Shine like the sun

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AMANDA LOPEZ AND TREVOR TRAYNOR; JAROD OPPERMAN/ASU

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Wearable devices in research — how to use Actiwatch

Research teams are offering a training series on using wearables to assess sleep, sedentary behavior and physical activity in your research. Discussions will include practical issues, such as deployment, initialization, downloading and processing and analyzing data. Interactive demonstrations using real data as examples will be included. Tuesday, May 18, 12-1:30 p.m., online asuevents.asu.edu Free Online



This summer, young Sun Devils can experience the excitement of college life, learn from world-renowned professors and explore their interests. Summer programs are available for a variety of topics, including engineering, leadership, math and the arts. Programs are offered on all four campuses and online in formats ranging from day camps to residential programs, where students have the opportunity to live on campus.

June-July, online and in person

eoss.asu.edu/access/programs/summer

Ticketed Camp Grades K-12 Online

SummerUp

This summer, ASU West campus is hosting fun, action-packed camps with exciting virtual options for learners in grades 3-12. This year's lineup includes cybersecurity, veterinary sciences, forensic science, coding, and much more. Limited scholarships are available for many of the camps.

Now through June, ASU West campus, online

summerup.asu.edu
Ticketed Camp

Grades 3-12 Online

School of Music, Dance and Theatre Summer Institute

Now is the time to pursue the dream to be a performance artist. In a variety of four-day summer intensives, students will have an immersive experience, where they will work with faculty and professional artists on creative projects. The institute welcomes everyone from beginners to advanced students.

June-July, online
eoss.asu.edu/access/
programs/summer
Ticketed Camp

Grades 7-12 Online



WeDo 2.0, used to make this robot, is a Lego plus software technology for students to learn engineering principles.

Fulton Summer Academy

Does your child love building with Legos and robots? Fulton's Virtual Summer Academy camps are back again with expanded offerings. Discover, play and learn, all from the comfort of your home. We provide all the Lego parts and pieces, including the Spike Prime and WeDo 2.0 robots, and campers bring the creativity. Camps are led by an Arizona-certified STEM teacher, with live interaction via Zoom for brief daily lessons and individual building time off-screen. Registration is open to all campers, even those outside of Arizona.

June-July, online outreach.engineering. asu.edu/summercamps-2021

Ticketed Camp

Grades 1–8 Online

Get Lit: A Robot Helped Me Write This

What is the promise and peril of artificial intelligence for the literary arts? How can writers use Al tools to get themselves inspired or unstuck? Join speculative author, sustainability scholar and Center for Science and the Imagination Fellow Andrew Dana Hudson for a conversation about artificial intelligence, technology and the creative process at this Get Lit event. Thursday, June 3, 7 p.m., online

piper.asu.edu/ get-lit

Free Online



Write Here, **Write Now:** An Act of Care with Aurora Masum-Javed

Need ideas to help you get started writing? Take a dip into our classes before you dive in! This pop-up workshop is presented in partnership with Phoenix College and Changing Hands Bookstore. Each month, a local writer will guide students through a 30-minute mini-class and writing prompt exploring some aspect of craft setting, dialogue, character development and more - followed by focused time to write and opportunities to share work with the larger group.



This month Aurora Masum-Javed leads with this prompt: Where controlling structures aim to tame, punish and discipline, care listens. Rather than systems of control, we need systems of care. In this workshop, we'll read poems by Rick Barot and Chen Chen to consider the forms that control and care take in our own lives.

Monday, June 28, 6:30-8 p.m., online. Held the fourth Monday of every month through December. Tickets are \$5 plus fees.

piper.asu.edu/write-here-write-now

Ticketed Online

Sun Devils at Home

Get updates on Sun Devil Athletics, at-home workouts and athletics images for your video background.

thesundevils.com/ athome

Free Family Online



Upgrade your Zoom background with a photo of Sun Devil Stadium or a Sun Devil Athletics sport.



Table topics in 'DinnerWhere'

The objects featured in the show reference communal and symbolic associations with gathering for meals. For some, these artworks inspire memories of the place where we nourish ourselves, celebrate important milestones, share experiences and create new understandings. For others, the works in the exhibition might serve as a reminder of cultural assimilation and the loss of traditions. Plates, cups, bowls, and even a life-size dinner table encourage critical conversations around national identity, rituals, food resources and inequities in the U.S.

Friday-Sunday through Oct. 9, 11 a.m.-5 p.m., ASU Art Museum Ceramics Research Center. 699 S. Mill Ave., Tempe

asuevents.asu.edu/content/dinnerwhere

Free Family



Get ready for Gameday

Sun Devil Football and the Pac-12 Conference have announced the 2021 football schedule. Attend a game, join a tailgate celebration or watch at home with friends. Make Gameday your own for these games:

vs. Southern Utah Sept. 2

Sept. 11 vs. UNLV

Sept. 18 AT BYU

Sept. 25 vs. Colorado

AT UCLA Oct. 2

Oct. 8 vs. Stanford

Oct. 16 AT Utah

Oct. 30 vs. Washington State

Nov. 6 vs. USC

AT Washington Nov. 13 AT Oregon State

Nov. 20 Nov. 27 vs. Arizona

Visit thesundevils.com

for athletics event and ticket information.

Join a tailgate in Tempe or with your local chapter by connecting at alumni.asu.edu/events/gameday

Family Ticketed

Check in to online events to earn **Pitchforks** and rewards! Log in to the Sun Devil



Rewards app for ASU event listings, news, games and more. Earn and be rewarded! sundevilrewards.asu.edu

Visit asuevents.asu.edu for events at ASU.



Open yourself up to a new network chapters are your way to plug in

If you are getting settled in to your next chapter in Arizona or if you are moving across the country or across the world, ASU Alumni chapters are a ready-to-join network to make new friends, make business connections and share Sun Devil pride. Attend meetups to catch up with friends or make new connections.

Visit alumni.asu.edu/chapters for a list of location-based, academic and affinity chapters that are free to join for all alumni.

Free Networking

Wherever you are

Make the most of vour alumni experience

Take advantage of ASU resources for your career, family, vacations and more. alumni.asu.edu/ services

Stav in touch

Update your info to stay in the know with invites to special events and more. alumni.asu. edu/update



We are here to support you long after you graduate. In a period of economic change and shifting job markets, lifelong access to support and learning can help in navigating the transitions ahead. ASU offers alumni access to career resources for life and has launched new and expanded resources for lifelong learning through ASU for You.

Career services for life

All ASU alumni have lifetime access to ASU career fairs, webinars, networking and other career development events. ASU is here to help you chart your career path.

alumni.asu.edu/services Free Networking Job search

Hiring event: Alumni and new graduates

Join us for this exclusive virtual recruiting event designed to connect you with employers who have open employment opportunities across a variety of functions and industries, who are looking to hire alumni and new grads.

Thursday, May 13, 3-5 p.m. For more details, and to register asuevents.asu.edu

Free Networking Job search Online

Link up to grow your connections

Time moves quickly and there aren't enough minutes in the day to share your news. Update your LinkedIn page to include key updates (a new job, a new city, a new promotion) and further build and engage your ASU alumni network of fellow career-Devils.

Inkedin.com/school/arizona-state-university/mycompany

Free Networking Job search Online

Be engaged. Get rewarded.

Download the free Sun Devil Rewards app today and cement your pride and passion for the ol' Maroon and Gold. Stay up to date on all things ASU. News, events, trivia and other activities are all worth valuable "Pitchforks" that open the way to a catalog of ASU merchandise riches and more.

sundevilrewards.asu.edu Free





Accelerate your career with analytics and visualization skills

Advance your career by earning a certificate in addition to your degree: data analytics and visualization. Develop your skills in conceptual and technical aspects of data analytics in business. You will learn to master Excel datasets to drive strategic business decisions, analyze data from databases and build complex scripts for processing data. Courses also cover predictive modeling and building visualizations in Tableau. Each course ends with a capstone project, and upon completion of the program, you will receive a certificate of completion and a digital LinkedIn badge.

asuforyou.asu.edu/professionals

Ticketed Lifelong learning Online

Understanding design series on YouTube

What is design? How do designers practice their craft and what do they create? What's the significance of design in corporations, culture and society? Who are some of the important designers of our time and what have they accomplished? How do you become a designer? These are some of the questions explored in this introductory series about design. It includes product design, user experience design, graphic design, interior design and fashion design.

asuforyou.asu.edu

Free Lifelong learning Online

Midday Mindfulness video series

Reflect, connect and restore balance to your day. In this interactive video



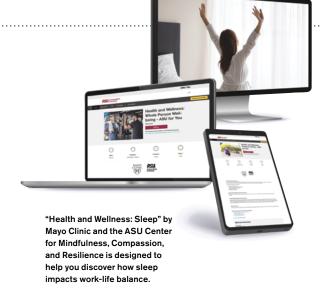
series, discover more than 90 guided meditations and mindfulness sessions on selfcare, resilience, compassion and more. Participants

may ask questions in real time.

Weekdays, as published on website, 12-1 p.m. MST

asuforyou.asu.edu

Free Lifelong learning Online



ASU and Mayo Clinic Health and Wellness class series

Dive deep into the science and habits of a healthier lifestyle at your own pace. In partnership with Mayo Clinic, ASU reveals the latest in health and wellness. This five-class series teaches concepts on mindfulness, nutrition, exercise, sleep and well-being.

Self-paced, online

asuforyou.asu.edu

Free Lifelong learning Online





JAROD OPPERMAN/ASU

ASU THRIVE MAGAZINE 9





Cronkite teams up with University of Oklahoma to expand journalism coverage of Native American communities

Under the collaboration between the Walter Cronkite School of Journalism and Mass Communication at ASU and the University of Oklahoma's Gaylord College of Journalism and Mass Communication. students will publish stories on both news organizations' websites, share story ideas and cover developing news stories together. Read more at cronkitenews. azpbs.org/category/



Scientists discover ocean 'surface slicks' are nurseries for diverse fishes

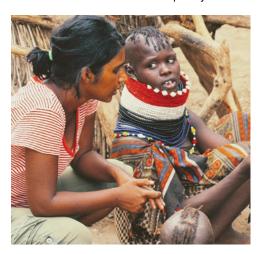
The open ocean is a harsh place for newborn fishes. From the minute larvae hatch from their eggs, their survival depends upon finding food and navigating ocean currents to their adult habitats — all while avoiding predators. This harrowing journey from egg to home has long been a mystery, until now. An international team, including scientists from ASU's Center for Global Discovery and Conservation Science, National Oceanic and Atmospheric Administration's Pacific Islands Fisheries Science Center, and the University of Hawaii, has discovered a refuge within so-called "surface slicks" in Hawaii. The slicks create a superhighway of nursery habitat for more than 100 species of commercially and ecologically important fishes, such as mahi-mahi, jacks and billfish. Slicks are naturally occurring ribbon-like bands of smooth water at the ocean surface. The team combined in-water surveys with a new technique using more than 100 shoebox-sized satellites to map the location of the slicks.

indian-country.

Why reciprocity plays a prominent role in human cooperation and why it is so rare in other animals

Humans are unusual because we cooperate with each other in ways that other animals do not. Cooperation can be a messy venture, with many strategies in play because individuals are prone to self-serving actions.

ASU researchers Sarah Mathew and Robert Boyd have published new research that puts forth a new explanation for why reciprocity plays a prominent role in human cooperation and why it is so rare in other animals. They designed a new strategy arbitration tit-for-tat — that was studied using evolutionary game theory. It seeks the opinion of a third-party arbitrator when partners have a misunderstanding. They show that ATFT can persist and perform well against different existing reciprocity strategies. ATFT is notably better than current strategies at sustaining cooperation when disagreements are common occurrences. By relying on a public, thirdparty opinion to align both players' beliefs, cooperation is reestablished during game play, even when arbitration errors frequently arise.



Sarah Mathew meets with members of the Turkana community who engage in community discussion around violated norms to resolve conflict.



Global network of academic partnerships extends to **Costa Rica**

ASU has expanded its prestigious academic influence around the world, including a ioint venture with the Universidad Latina de Costa Rica, a large university with 16,000 students. It will include dual-degree programs as well as research exchanges, according to Stefanie Lindquist, senior vice president of global academic initiatives at ASU.

Students will attend ULatina for three years and then come to ASU for their fourth year, as international students. They'll earn both an ASU and a ULatina degree.

Keep up with the headlines at ASU by subscribing to the **ASU News e-newsletter** at news.asu.edu/ subscribe.



Brian DeMaris accompanies his students as they practice their works in opera class this spring.

Founders' Day honorees

ASU's signature celebration commemorates changemakers who continue to propel ASU into the future:

Alumni Achievement Award

Kara Goldin '89 BA communication, founder and CEO. Hint Inc., has been named one of Fortune's Most Powerful Women Entrepreneurs.

Philanthropists of the Year Award

The 359,699 Campaign ASU 2020 donors whose gifts are supporting scholarships, research, professorships and more.

Faculty Research Achievement Award

Flavio Marsiglia, Regents Professor, School of Social Work, and founder and director, Global Center for Applied Health Research, who served as principal investigator on a multiagency project working with 10 communities on free COVID-19 testing and setting the stage to receive the vaccine.

Faculty Service Achievement Award

Jeffrey R. Wilson, professor of statistics and biostatistics, W. P. Carey School of Business, who co-chairs ASU's new Advisory Council on African American Affairs, working alongside ASU faculty, staff and students, and President Michael M. Crow in finding ways to overcome systemic issues of racism.

Faculty Teaching Achievement Award

Brian DeMaris, associate professor and artistic director of music theatre and opera, Herberger Institute for Design and the Arts, who is innovating new ways of practicing and performing, incorporating technology for live performances.

Learn more about the honorees at alumni.asu. edu/events/founders-day.



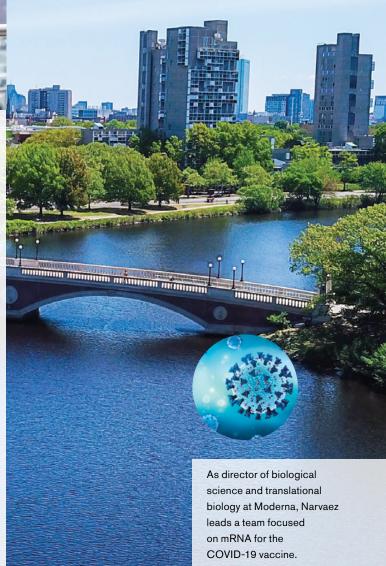
From biochemistry PhD to designing vaccines at Moderna

Ana Julia Narvaez, a 2003 graduate from what is now ASU's School of Molecular Sciences, joined Moderna Therapeutics as the director of biological science and translational biology in February 2020.

About working on the COVID-19 vaccine in a race against time, she says she "wanted to continue to grow in an environment that was curious and resilient in its approach and culture. Moderna offered this to me; messenger RNA (mRNA) drugs are coming of age and it is great to be a part of it, and the company also has a culture that fits with my desire to grow and develop and work towards a common goal.

"Everyone in Moderna has been working very hard towards a common goal; some of the traditional functions are blurred in the company right now. It's been an all-handson-deck and very high-energy environment.

"The number of collaborations is increasing all the time ... Everyone is not only looking at the timelines, but we're trying to perform as best as possible and deliver as quickly as possible the best science without cutting any corners."



12 SUMMER 2021 JENNY BRYNN



In response to the COVID-19 pandemic, the Indian Health Service, tribal authorities and other partners have worked to expand access to clean water across Navajo Nation land.

ASU launches tribal coordination center to battle COVID-19

COVID-19 has imposed a heavy toll on the entire U.S., but the pandemic has been particularly brutal among Indigenous communities. According to the Centers for Disease Control and Prevention, Native Americans are nearly twice as likely as white, non-Hispanic populations to contract the coronavirus and four times as likely to be hospitalized following infection.

Disparities exist even as tribal governments have instituted mitigation measures like facemask mandates and lockdowns with greater diligence than many state governments.

Otakuye Conroy-Ben, an assistant professor of environmental engineering in the Ira A. Fulton Schools of Engineering, is the principal investigator on National Science Foundation- and National Institutes of Healthfunded engineering research projects to respond to these challenges. A member of the Oglala Lakota Nation, she is applying her technical expertise to advance Indigenous communities. The focus of the projects is to detect coronavirus in reservation sewer systems, providing real-time data to inform better public health decisions.



Princeton Review names W. P. Carey a Best Business School

The W. P. Carey School of Business is one of the nation's most outstanding business schools, according to The Princeton Review. The education services company chose the school for its list of Best Business Schools for 2021.

W. P. Carey earned the No. 1 spot in the country for Best MBA for operations, the No. 6 spot in resources for minority students, and No. 8 for online MBA programs.

"The No. 1 ranking is confirmation that students feel well prepared for a career in operations and report positive outcomes in the field," says President's Professor Amy Ostrom, interim dean of the school and PetSmart Chair in Services Leadership.

Melting dusty ice may have carved Martian gullies

By analyzing exposed dusty ice on Mars using data from NASA's Mars Reconnaissance Orbiter, ASU planetary scientists Aditya Khuller and Philip Christensen have found the lowest latitude detection of dusty water ice on Mars. The melting of this ice could have led to the formation of gullies that have eroded into rock and ice at these locations and may provide places for surviving life to exist on Mars.

"We've known that Mars has water ice for a while," says lead author Khuller, who is a graduate student in the School of Earth and Space Exploration. "But this is the first time we've seen it this close to the equator at places



light-toned, dusty water ice (relatively white materials in this image) is exposed within mid-latitude Martian gullies. This ice might melt to form the gullies.

where it might be melting."

Almost two decades ago, Christensen, a Regents Professor. noticed deposits that looked like snowpacks blanketed by dirt on gullied slopes. The observations led him to propose that the gullies were formed by dusty snowmelt. The theory was backed by

computer simulations showing that snow on Mars melts only when it is dusty. When Khuller began analyzing new images of the areas Christensen had studied, he observed a notable change.

"There were these light-toned deposits now visible within the gullies that weren't there in Christensen's original observations ... at the exact locations Christensen had proposed they would be nearly 20 years ago," says Khuller.

New Amazon Prime TV series and tour features students sharing personal stories about their ASU experience

As COVID-19 continues to make visiting college campuses a challenge for prospective students and families, ASU is stepping up and taking an innovative approach to allow students to tour ASU from the comfort of their living room sofas. Introducing the "ASU College Tour," a 60-minute episode about ASU in the new Hollywood-produced series "The College Tour," now streaming on Amazon Prime Video and Roku.

The series was the brainchild of host Alex Boylan, an Emmy-nominated television personality and producer, most recognizable as a past winner of "The Amazing Race."

"My niece is now looking at colleges and with her family on a budget, she couldn't tour as many colleges as she hoped," Boylan says. "I thought, what an amazing opportunity to showcase different universities to place-bound students around the country through a professionally produced television show."

Throughout the episode, which provides a sweeping visual tour of ASU, 18 Sun Devils share their personal academic journeys at the most innovative university in the country.



Watch the full episode showing ASU on "The College Tour" via streaming on Amazon Prime Video, Roku and ASU's YouTube channel. youtube.com/asu



14 SUMMER 2021 LAURA SPOSATO/ASU

Waste into wealth: Harvesting useful products from microbial growth

Ancient alchemists dreamed of transforming base materials like lead into gold and other valuable commodities. Researchers today are having some success in extracting a variety of useful products like aviation fuels, lubricants, solvents, food additives and plastics from organic waste.

The trick is accomplished with the aid of specialized bacteria, whose metabolic activities can convert simpler chemicals into useful products through a microbial growth process known as chain elongation.

Anca Delgado, a researcher in the Biodesign Swette Center for Environmental Biotechnology at ASU, has been exploring the phenomenon. In a new study, she describes for the first time how the chain elongation processes are carried out by microorganisms under normal conditions in soil. Delgado is joined by ASU colleagues Sayalee Joshi, Aide Robles and Samuel Aguiar.

The work allows researchers to convert organic sources like food waste into valuable products while also minimizing or eliminating environmental waste and contaminants.



Anca Delgado (left) and Aide Robles conduct research as part of the Biodesign Swette Center for Environmental Biotechnology.



ASU virtually hosts world's largest scientific meeting

When ASU was named host of the American Association for the Advancement of Science annual meeting, the world's largest general scientific gathering, no one knew it would take place during the worst stretch of the global COVID-19 pandemic. In the spirit of resilience, the nation's scientific leadership forged through the pandemic with a virtual meeting that showcased the best of scientific innovation and renewed optimism for the future.

Longtime head of ASU research and current head of the National Science Foundation, Sethuraman "Panch" Panchanathan, addressed ways science can strengthen our communities.

"We want these technologies to benefit everyone," he said.
Learn about
ASU research at research.asu.edu.



ASU supply-chain Lecturer Katy Keane and Associate Professor Srimathy Mohan set up a pop-up food distribution site in Mesa, where an Amazon van delivers bags of food from a food pantry to the school every week.

Supply-chain team overcomes logistical challenges to feed families

Lots of people are eager to help feed hungry people, but obstacles like money, time and distance can overcome goodwill and generosity. Even when food is almost within reach, fear and distrust can hinder the best intentions.

Many of these hurdles can be overcome with detailed coordination, or logistics, which is the specialty of the supply-chain management experts in the W. P. Carey School of Business at ASU.

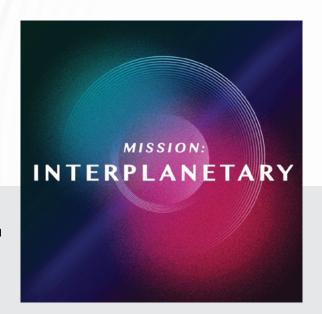
Thanks to a grant from the All In Challenge, supply-chain faculty members and several students at ASU have been spending the last year working on ways to get food to hungry people.

The \$162,000 grant has paid for about a dozen students to work on 11 projects to ease food insecurity.

CHARLIE LEIGHT/ASU ASU THRIVE MAGAZINE 15

A glimpse into futures that lie far beyond the bounds of Earth.

In their new podcast, NASA astronaut Cady Coleman and scientist/author Andrew Maynard explore the unique visions of thought-leaders imagining, designing, and building the future of humans in space.



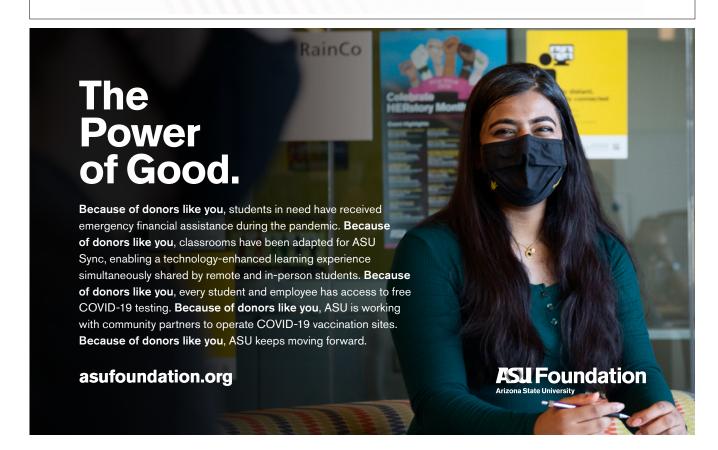
Listen today on Apple Podcasts, Spotify, or wherever you get your podcasts.





SLATE

Mission: Interplanetary is a partnership between ASU Interplanetary Initiative and Slate



Advance your career

ENVISIONING YOURSELF

Life transitions, such as the start or end of a school year and beginning or end of a college career, are a great time to take stock and reassess how you're doing in life.

Am I living the lifestyle I want to live? Do I have a healthy work-life balance? What would help me live more fully? Am I spending enough time doing things I like with the people I enjoy the most?

As you prepare to graduate from college and enter a professional career or transition from virtual to more in-person activities, now is a great time to evaluate what is going well for you, what you'd like to focus more on, and how you can live a more balanced, fulfilling life.

A vision board is a physical or digital representation of your dreams and goals. Using a collage of pictures, quotes and other inspiring images, a vision board helps you identify your priorities, refocus your energy, increase productivity, focus on your personal growth, and stay motivated.

Michele Gaines

The wellness coach in the Mary Lou Fulton Teachers College works with students, faculty, staff and alumni in the college to support their wellness as they pursue studies and teaching.



Learn more about the wellness program in MLFTC at education.asu.edu/student-life/student-services-undergraduate/wellness

It's your money

3 tips on how to keep more of it.

Zoom in on success

Tips for working remotely and playing to your strengths.

Isabel Medina's vision board combines inspiration from her personal, creative and career pursuits. She is studying elementary education and special education in the Mary Lou Fulton Teachers College.

COURTESY OF ISABEL MEDINA ASU THRIVE MAGAZINE 17



It's your money

3 tips on how to keep more of it



Post-college life can feel drastically different than campus life, especially when it comes to money. You're suddenly earning more, but also spending more. Make sure you have these three tools in your financial toolkit to help move you closer toward your money goals.

1. A solid budget

A budget is not just a spreadsheet with expense categories. A budget is a plan to align your priorities with your spending.

What's important to you? What are your large and small spending and saving priorities?

If you haven't done so already, now is the time to start carefully observing and tracking your expenses so you know exactly where every dollar goes.

Then, instead of trying to spend less, you can make specific and informed decisions about your spending to support your priorities. Am I saving enough? Do I have enough money to take a vacation or sign up for that fitness membership? Should I be spending less at the grocery store or on clothing? These are questions that are tough to answer unless you have the bird's-eye view that a budget provides.

2. A debt inventory

As you're working on observing your spending, it's also important to do an inventory of your debt. Did you accumulate student loans or credit card debt in college?

Create a spreadsheet of any debts you owe, including the total amounts, interest rates and minimum payments. You can then use this information to develop a payoff plan that makes sense for you. Are you making only the minimum payments?

Can you afford to pay more and accelerate the repayment schedule?

A debt inventory helps inform those decisions.

3. Your job's retirement plan

Even though retirement seems far away, now is the time to start thinking about your retirement savings. Does your job have a retirement plan? Learn about it and ask questions if you don't understand.

Does your company match your retirement contributions?

If so, make sure you're taking advantage of the full match. If your job doesn't have a retirement plan, research individual options like IRAs.

Finally, remember that money management is a lifelong journey. There may be bumps. There may be stumbling blocks you can't predict. The important thing is to have good habits in place early on so you are as equipped and informed as possible to navigate whatever you encounter on your financial path.







Emily Schwartz, '10 MM, '14 PhD The assistant vice president at MidFirst Bank and financial education manager, she leads the Making **Smart Money Moves** series of webinars and workshops to help people of all ages create a thriving financial future.

Making Smart Money Moves event series

Join the ASU Alumni Association every second Tuesday of the month as Emily Schwartz of **MidFirst Bank tackles** a variety of personal finance topics. Register at asuevents.asu.edu/money movesseries





4 ways for young professionals to advance while remote

Life doesn't always give us what we expect. Instead of going into the office, engaging with your colleagues and managers face-to-face, you're working from home now. And rather than feeling supported in a system that has worked for generations, you're in new territory. Even the people you normally look to for advice don't have all the answers. They're feeling their way forward too.

When things aren't the way they're supposed to be, how can you set yourself up for success? Here are four things you can do to still thrive in a work-from-home environment.

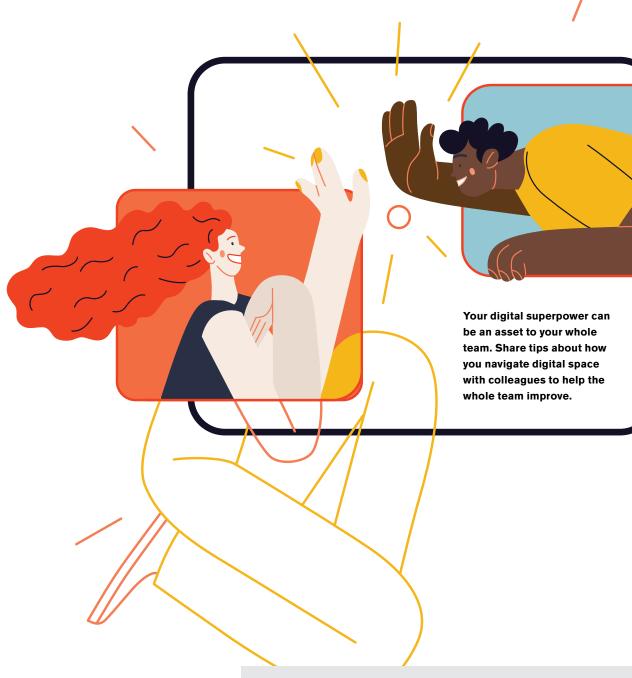
- Focus on what you can do.
- Help your manager help you.
- Use your digital native superpower.
- Use this golden opportunity to add value.

Focus on what you can do

In the remote working model, you'll be more energized by focusing on what you can do and what you do have. This means adopting a



May Busch The former COO of Morgan Stanley Europe is now an executive coach, speaker, advisor, author and executive in residence in ASU's Office of the President. Find her at maybusch.com/ asuthrive

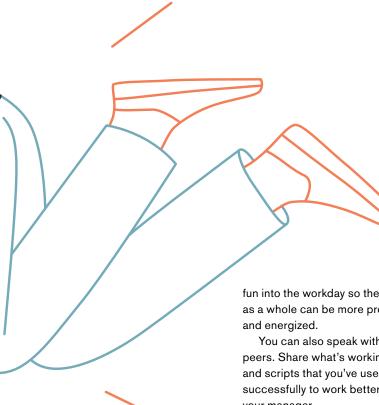


Staying adaptable and agile in a changing world

Growth mindset:

"What can I learn from this situation? How can we create new opportunities?" Fixed mindset: "This isn't the way work is supposed to be, so it's worse for us. I wish we could get back to normal."

Don't let the fears and worries of people from previous generations (including your loved ones) color your mental game. This experience could be what sets you up for greater success in the future, whether you choose to become more adaptable, more globally connected or more innovative, to name a few possibilities.



growth mindset. Instead of wishing for or worrying about what you're lacking, turn the tables and look for the opportunity. Or as a friend of mine, Michael O'Brien, says, "How is this happening for me rather than why is this happening to me?"

Help your manager help you

In all likelihood, your managers will want to make your experience as good as possible. But they may not know how to help.

Reach out to have a conversation with your manager about what's possible. Work together to find creative ways to learn, connect and even add some fun into the workday so the team as a whole can be more productive

You can also speak with your peers. Share what's working and scripts that you've used successfully to work better with your manager.

Not only will you have gotten new ideas for how to make the most of this new way of working, but you'll also be building your community of support. And we all need support!

This brings us to your superpower.

Use your digital native superpower

Companies are now realizing this "new way of working" is here to stay. And senior managers are struggling in this remote working environment too.

They're used to stopping by in person and bumping into people in the hallways to do their mentoring. But while they may not be digital natives, you are! In this environment, it's a superpower.

You're likely to be able to add value by sharing some strategies you've learned that can be applied to the remote-working environment. Offer tips that might help everyone feel better about staying connected and give you some visibility with managers.

Use this golden opportunity to add value

If you're facing challenges in today's work environment, you are not alone. We're all finding our way forward. The key is to keep experimenting to find those golden opportunities to add (and receive) value.

So, which of these steps is most important for you to take to set yourself up to thrive in the work-from-home environment? ■



Join Career Mastery™

Benefit from free monthly tips and online training from our worldwide experts to gain the confidence and clarity to navigate these times and come out better and stronger than ever. careermastery.com





COURTNEY LIVELY

ASU THRIVE MAGAZINE 25

2018-21 time capsule

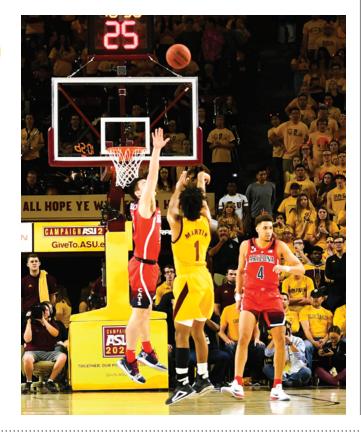
It has been a wild four years, graduates! Here's a look back at some defining college moments, pop culture and historical happenings from your ASU journey.

By CAMILA PEDROSA; RENAE HINTZE, '17 BA; OMAR MOTA, '19 BSD; HEIDI EASUDES AND KARI REDFIELD

20 18

We will rock you

The Men's
Basketball team
set a winning
record, more
students
attended the
games than ever,
and the team laid
down 3-pointers
in the NCAA
Tournament.



Yanny vs. Laurel A viral illusion created an audio version of the famous blue/black or white/gold dress. Do you hear Yanny or Laurel?

'Black Panther'

Marvel's "Black Panther" was the biggest superhero film of the year.

#WakandaForever



A yum-licious food trend!

Avocado toast for everyone.





Robot uprising

The ASU Preparatory Academy robotics team earned a coveted spot in the world championships.

Fila and Champion

'90s kids rejoice! 2018 brought a resurgence in clothes like chunky Fila shoes, clear fanny packs and Champion hoodies.



Royal wedding

To the tune of "Stand by Me," the wedding of Prince Harry and Meghan Markle ushered in a new era for the royal family, while more than 50 million watched worldwide.



3rd time's the charm

ASU won the Territorial Cup over UArizona thanks to junior running back Eno Benjamin, who ignited the offense with two scores and more than 100 yards rushing in the second half. This is ASU Football's third straight Territorial Cup victory.



Jonas Brothers reunite

Six years after breaking up, the Jonas Brothers made up and released "Sucker" and their fifth studio album, "Happiness Begins."

The hottest new trend in fashion

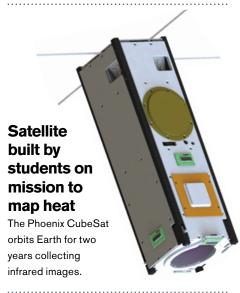
The sea-turtle saving VSCO girl meme went viral thanks to the photo-editing app, and she wears scrunchies, Birks (or Crocs), sips from a Hydro Flask and sports mom jeans or short shorts.



Disney+

Disney's exclusive streaming platform launched, compiling thousands of Disney, Pixar, Star Wars, Marvel and National Geographic movies onto one site - heating up the streaming wars.





Tunes that bonded us

"Old Town Road" by Lil Nas X hit No. 1 on the Billboard Hot 100 in April and spurred accolades from two different communities: country and hip-hop.



World-record egg

On Jan. 4, @world record egg on Instagram posted a picture of an egg (yep, an egg), challenging viewers to break Kylie Jenner's record for mostliked post. The 18 million "like" record was broken in nine days.



Bring your own ...

Straw! Ecopackaging became ubercool, and so did packing a metal straw and choosing restaurants with paper straws. Do you still BYO straw?

20 20

2020 was one for the history books

Concerts get creative

Let the music play!
When in-person
concerts were put on
hold, we got in our
cars or got comfy on
our couches for
drive-in and virtual
concerts hosted by
Garth Brooks, Travis
Scott and Fortnite,
and iHeartRadio,
among others.



Activism is in

It was a year of activation for many of us. In response to issues of systemic racism and social injustice, ASU announced 25 steps for racial inclusion.
Students and young people also rocked the vote, showing up in record numbers. The Arizona Students' Association registered more than 138 students to vote, and early voting opened safely on or near all four campuses.



Commercial space travel takes flight

Elon Musk's company SpaceX sent two NASA astronauts into orbit, marking the first crewed commercial spaceflight ever.



TP was MIA

A mad rush on supplies left store shelves empty of toilet paper, pasta and cleaning wipes.



As TikTok and other streaming platforms surged in popularity, there were several viral videos that people couldn't get enough of.



Alt-meat goes mainstream

Plant-based meats shattered the fast-food ceiling, appearing on the menus of popular chains. Burger King released the Impossible Burger, KFC debuted Beyond Chicken, and Subway announced its Beyond Meatball Marinara sub.









Quaranteam trend alert

Pandemic-inspired looks included fashion-forward face masks, the nice-shirt-and-sweatpants video chat combo and DIY haircuts. Yes, mullets made a comeback this year.



On everyone's watchlist

"Tiger King," "Love is Blind," "The Queen's Gambit," "The Mandalorian."

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ASU goes fully remote

To stop the spread of the virus and keep one another safe, students, faculty and staff officially began the at-home work and study life. Hello, sweatpants.

Kinda sus

Among Us became everyone's new online gaming obsession.



Zoom lockdown lingo

2020 was a year for new lingo. Our vocabularies expanded to include all manner of pandemic-specific words, from more stately terms like "B.C." aka "before COVID-19" to words describing the everyday struggles like "maskne" (face mask acne) and even "Miss Rona," COVID-19's sassy, make-believe avatar. Not to mention video chat speak. Did you mute during Commencement? #You'reMuted

The first nose-friendly **COVID-19 test**

Researchers at ASU developed Arizona's first saliva-based test and it was free for students, faculty and staff.



WALL-E 2.0 delivers pizza

Aramark and Starship **Technologies** released a fleet of food-delivery robots at ASU. And they're kinda adorable.

By the numbers

Remote learning

2,858,288 virtual meetings

898

ASU Sync-enabled classrooms

60%

increase in online university programs

40+

online ASU for You learning resources added

64

ASU Study Hall videos on YouTube, a collab with the Green brothers/Crash Course

Thousands

of teachers in the state and around the world tapped into ASU's Arizona **Virtual Teacher Institute** and other resources to adapt to digital teaching.

We were on time for every game

When fans couldn't attend football games, it was time to get creative. The ASU Print and Imaging Lab supplied cardboard cutouts of anyone and everyone with Sun Devil spirit to fill the stands. And we mean everyone, including famous alumni, ASU band members, dogs, babies and Grandma.





Commencement goes virtual

Graduation at ASU went virtual and with it came the first augmented reality ASU Commencement app.

20 21



Touchdown on the red planet!

On a Thursday in February, teams at NASA cheered as the first image from Mastcam-Z, the ASU student-led camera atop the NASA Mars 2020 Perseverance rover, came up on the screen. The rover made a 203-day journey, traveling more than 293 million miles through space to search for signs of past life on Mars.



Vaccination station

President Joe Biden and Vice President Kamala Harris virtually toured the State Farm Stadium vaccination site in February, praising ASU's efforts to assist the state vaccination drive.



'I'm not a cat'

A lawyer in Texas went viral after a Zoom filter mishap.

ASU students invent the first fog-free mask

The mask-and-foggy-glasses combo was all too real in 2020. Luckily a student team in the ASU Luminosity Lab designed a fog-free face mask. Floemask's design beat nearly 1,000 entries from more than 70 countries in the XPRIZE Next-Gen Mask Challenge.



GameStop, are you in?

GameStop stock was the hottest small "value" stock and the FOMO is real.

By the numbers

#ASUgrad



Graduates

17,500+
total applicants for
graduation with all degrees
in the spring Class
of 2021

5,554 grads with graduate, doctoral and law degrees

62.5% from Arizona

percentage of the spring class of 2021 from Arizona

11,500+
grads to receive
undergraduate degrees

SOURCE: ASU OFFICE OF THE UNIVERSITY PROVOST

*All numbers reported in early April at press time

Ceremonies

List of special interest convocations at graduation.asu.edu/ceremonies/special

Full schedule of ceremonies, including recordings and pictures from graduation at graduation.asu.edu/ceremonies/latest



"I was born and raised in the Philippines. I had to stop school to be able to migrate to the U.S. Education is something my parents wanted for all of us and that's something I gave them in my own little way, with the help of Starbucks and ASU, of course. I graduated."



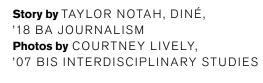


Fidel





A legacy of giving back



For the Allison family, ASU holds many treasured memories. For parents Shawn and Eileen, it is their beloved alma mater where they first met. For grandmother Faye, it is where she received her master's degree. And for their four children raised in ASU culture, it is where they first learned to count.

"When the kids learned how to count, they would do one, two, three to form the pitchfork," Eileen says. "They knew when they were toddlers how to throw the fork up."

From grandmother to grandson, this Diné family holds a nearly 30-year legacy at the institution where three generations are past, present and future Sun Devils recognized for their active campus involvement. Their legacy can be traced to the Sun Devil Fitness Complex in the summer of 1991.

Starting the legacy

"Back then we called it the Rec Center," Eileen says. "I liked to play volleyball, so I went to the equipment desk where Shawn



Story originally published in **ASU Turning Points** Magazine, the first Native college magazine written by Native students for Native students. Learn more at center-for-indianeducation.asu. edu/turningpoints-magazine



worked to check out a volleyball and that's when we first met. I always made an effort to go check out a volleyball."

The decade that followed was foundational for their family. Four years after meeting, Shawn and Eileen wed. In 1994, Shawn kickstarted the family legacy when he received a BS in finance, followed by his MBA in 1996. In 1997, Shawn's mother, Faye, received her Master of Social Work, and Eileen earned her BS in construction management in 1998.

The pair have given back to ASU since. Today they can be seen applauding graduates at every American Indian Convocation, bringing dishes to annual Cal Seciwa Feasts, and cheering alongside Sparky at athletic events with their children in tow. They are also recognized members of the Native American Alumni Chapter.

For Jacob Moore, ASU's associate vice president of tribal affairs, the Allisons are one of many intergenerational Native families who have helped create warm communities for students.

"Major universities can be pretty cold and oftentimes we don't fit within those institutions when we come from tribal communities," Moore says. "With the help of the Allisons and others, they've helped to really build our own community within ASU where, as Native people, we have places where we can congregate, be friends, do things together at the university and create our own community."

The next generation

Campuses were once the children's playground. Now the

"With the help of the Allisons and others, they've helped to really build our own community within ASU where, as Native people, we have places where we can congregate, be friends, do things together at the university."

- JACOB MOORE, ASU'S ASSOCIATE VICE PRESIDENT OF TRIBAL AFFAIRS

university has become their choice for higher education.

Their eldest child, Junior, has a lifelong connection to campus life and is an avid football fan.

"I knew campus life by first and second grade just by visiting so many times as a kid," says Junior, an '18 graduate. "I lived on campus all four years, my first three years at Barrett and the Tooker House in my final year."

Current Sun Devils are spring graduate Shay, '21 BS in electrical engineering, and Shalee, a firstyear student pursuing the same field her mother did.

Through his parents, Shay saw examples of what it means to be a Sun Devil.

"It's about being an example to everyone that I surround, being an ambassador for ASU," Shay says. "My parents would always drag us along (to events) ... I like the Cal Seciwa Feast a lot just 'cause Cal Seciwa plays such a vital part here at ASU. My parents always bring food and try to keep it going. That's what I'm going to try to do when I grow up, just keep it going."

With Sun Devil parents, Shay says he has a unique support system unlike his Native peers.

"A lot of people here get homesick, want to go back home and see their family, but all I have to do is go to an athletic event and I see my whole family there. That's support for me," he says. "My mom is my biggest fan. She always tells me to try my hardest, and I do."

Seeing her children grow from young children shadowing her on campus to navigating their own pathways fills Eileen with pride.

"As a mom, it makes you happy to see your kid succeed and go on to study in college. It makes you happy inside that you planted that seed, you introduced them to college, and you pretty much told them, 'You can do it.'"

Seeing their students thrive at ASU, the proud parents share the ingredients for Native student success that they instill in their kids.

"We always tell the kids, 'Go to the rec center. You never know who you're going to meet there!'" Eileen says. "What you get out of your ASU experience is your efforts that you put into it. It's on the student's part to reach out, become active, meet people on campus to make your ASU experience the best experience possible. No matter where you're from, there's a place for everyone where they can fit in and contribute."

Shawn credits everything to ASU.

"I came here and when I left, not only did I leave with a degree, I left with a wife and a family." ■



36 SUMMER 2021 TONY CONTINI





Meet the **fellows**



Cameron Vega is graduating from Barrett, The Honors College with double majors in civic and economic thought and leadership and political science.



Claudia Rivera Garcia graduated in 2020 with a major in global studies and a minor in Chinese.



Tatum James graduated in 2020 with a major in global studies and Spanish with a concentration in linguistics and honors from Barrett, The Honors College.



Jacqueline White Menchaca graduated in 2020 with a major in public service and public policy with an emphasis on homeland security and emergency management.

Learn more about how **ASU** can support your fellowship applications for current students and alumni at

the Office of National Scholarship Advisement at onsa.asu.edu.

Big wins in prestigious **U.S.** fellowships

4 Sun Devils win in competitive program that pays for graduate study for the foreign service

Graduating grad Cameron Vega and May 2020 graduate Claudia Rivera Garcia have been awarded the Thomas R. Pickering Foreign Affairs Fellowship. Tatum James and Jacqueline White Menchaca, both 2020 ASU graduates, have been awarded the Charles B. Rangel International Affairs Program Fellowship. The scholar programs provide high-level internships with the Department of State and substantial financial support for graduate study leading to careers in the U.S. foreign service.

"Our continued output in these prestigious programs underscores how prized the educational experience we provide our students really is. Many students don't think of ASU this way, but we truly are a 'global university," says Kyle Mox, associate dean of national scholarship advisement and director of the Lorraine W. Frank Office of National Scholarships Advisement, which assisted the applicants with the fellowship process.

The Pickering and Rangel programs are administered by Howard University and are intended to attract and prepare young people for careers in international service and to promote greater diversity and excellence in the U.S. foreign service.

Every year, each program awards up to 45 fellowships for graduate study through a highly competitive nationwide process. In addition to up to \$42,000 over two years to support the completion of a master's degree, the programs also provide federal internships, mentoring and professional development activities.



numankind

Alexander Sojourney graduated in May 2020 with a Marshall Scholarship and is heading to the U.K. to study race, media and social justice. The murals featured are "Black History Matters" by Lalo Cata, Tato Caraveo and Chris Sanchez and "The Garden" by Jon Linton and Brian Boner.

Elite scholar Alexander Sojourney to study conflict, social justice at universities in the UK

Story by MARY BETH FALLER Photos by ISAAC EASLEY AND CHARLIE LEIGHT

When he was in middle school, Alexander Sojourney's parents would take him to community meetings, where he saw elected officials listen to people's complaints.

"They would talk about busted water pipes or potholes that needed to be filled," he says.

Over time, through his activism, Sojourney was able to see the spectrum of public service, from those early stories of potholes to the presidency.

"I'm passionate about implementing equitable justice solutions for disadvantaged communities. I'd like to run for political office," says Sojourney, who graduated in May 2020, and who has experience holding office at ASU.





The Marshall Scholarship is among the most selective graduate scholarships for Americans. with an acceptance rate of about 4%, says Kyle Mox. associate dean of national scholarship advisement. Above: **Alexander Sojourney** (middle) with friends and recent grads: Marcelo Foster, Amar Camisi, Zsirai Enoch and **Dorothy Davis.**

Now he is taking the next step toward his goal: He has won the prestigious Marshall Scholarship to pursue a graduate degree in the U.K. in 2021, and will be moving there this summer. He plans to study race, media and social justice at Goldsmiths, University of London for a year, and then spend a year at Queen's University in Belfast, studying conflict, transformation and social justice.

An elite group

Sojourney is the 10th Sun Devil to win the scholarship since it was established in 1953 as an act of Parliament, and the third in the last five years, according to Kyle Mox, the associate dean of national scholarship advisement. The scholarship is named for U.S. Secretary of State George C. Marshall to commemorate the ideals of the Marshall Plan and to express the post-World War II gratitude of the British people to America. The most recent ASU winners were Erin Schulte in 2018 and Frank Smith III in 2017, Mox says.

"The Marshall Scholarship is one of the most prestigious fellowships in the world. Its alumni include two current Supreme Court justices, several Pulitzer Prize winners, numerous current and former Cabinet members, not to mention world-famous professors, entrepreneurs and even an astronaut," Mox says. "Alex is on his way to joining

those storied ranks, and he has the care and support of the ASU community to thank for much of that."

At ASU, Sojourney earned a degree in political science with a minor in justice studies. He was the first Black student body president of ASU's West campus, where he was part of a successful effort to have the university supply free period products in women's restrooms on the four campuses. He also helped to launch the West Express shuttle service and promote voter registration on the West campus.

"I think we still hold the record for the most students registered to vote, which is really cool," Sojourney says.

He also has national experience, having wrapped up a position with Joe Biden's presidential campaign as deputy coalitions director, where he worked on outreach to the Black community in Arizona.

"It gave me the opportunity of not just informing the community about what Biden was doing, but also taking comments and complaints from the community and implementing that in our policy at the state, regional and national level," he says.

Local leadership

Sojourney participated in the racial-justice protests in May and June of 2020, and addressed the Phoenix City Council on the importance of creating a



community board to review police actions, an initiative that passed.

"It was a chance to let our voices be heard and it was cool to see something implemented that was from a central community voice," he explains.

Sojourney also was president of the Black African Coalition during his senior year, and participated in the Speech and Debate Club. He credits the faculty at Barrett, The Honors College with pushing him to excel.

"When I first came to ASU, I did not see myself applying for a scholarship of this magnitude," he says.

"I didn't think I was competitive enough, but with the programs at ASU, and with Barrett being the top honors college in the nation, it gave me the confidence to know that we can compete with people from the Ivy League and Stanford, and we can do quite well." ■

"... it gave me the confidence to know that we can compete with people from the Ivy League and Stanford, and we can do quite well."

- ALEXANDER SOJOURNEY







COURTESY OF STORMY NESBIT

A S U THRIVE MAGAZINE 43

graduates in a mostly remote world he

A look at recent

neW

Story by KRISTEN APOLLINE CASTILLO, SOPHOMORE IN THE WALTER CRONKITE SCHOOL OF JOURNALISM AND MASS COMMUNICATION

Photos by COURTNEY LIVELY

normal



It has been more than a year since the World Health Organization declared COVID-19 a pandemic.

In a matter of days, many businesses, schools and other organizations were forced to take operations remote to slow the virus's spread.

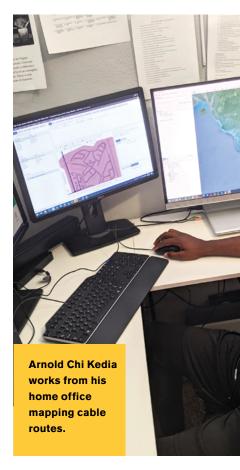
ASU students had to connect with their professors through webcams, halt their extracurricular activities and, for the graduating Class of 2020, hold a virtual commencement ceremony. Despite the challenges, graduates made the most of their situations.

We checked in with the Class of 2020 to see how they have adapted to working in such a unique environment — with some not having set foot into their offices or met their new colleagues in person. What we've found is that this resilient class has been able to apply their skills with agility and grace.

Practice with remote technology

ASU's online tools allowed last year's graduates and future grads to practice remote collaboration and communication, says Blake Ashforth, Regents Professor and Horace Steele Arizona Heritage Chair at the W. P. Carey School of Business. The online experiences gave 2020 grads deep hands-on learning with various remote technologies ahead of experiencing it in their professions. "I think it's a good proving ground because the skills generalize well to the workplace," Ashforth says. That practice with remote communication is something that

Arnold Chi Kedia, '20 MAS in geographic information systems, believes helped set him up for a smooth transition into the pandemic workforce. Kedia says that he and his classmates helped each other practice remote interviewing ahead of graduation. He bonded with his classmates in his cohort, and they helped him feel less homesick for his family in Cameroon. By the time Cox Communications hired him for a position that is remote because



of the pandemic, between classes at ASU and his managers at Cox, Kedia felt equipped to tackle his work assignments while working from home.

Stepping up to help new hires

Businesses have had to pivot in many areas during the pandemic. Companies have had to revamp their onboarding process to ensure that new hires have the right equipment and virtual



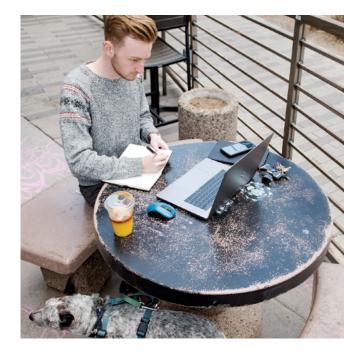
remote training to do their jobs, says Chris Camacho, CEO of the Greater Phoenix Economic Council. Businesses made the changes quickly, going from an average of fewer than 20% of work-from-home positions nationally to more than 70% during the pandemic, according to Pew Research Center.

With the pandemic, employers in the Valley also have made sure to improve their training and mentorship programs, says Camacho, adopting one-on-one support systems for new hires and introducing times for colleagues to socialize online.

Kedia says that is one of the areas of focus for Cox Communications. His managers sent him home with multiple monitors, along with the company's computer, to ensure he could easily see and manipulate the maps he works with all day. His managers also have gone out of their way to ensure that new hires can ask questions and get any necessary guidance and direction, he says.

Adapting to an unprecedented time

Another example of a recent grad who successfully transitioned into the remote workplace is Cooper Newnam, '20 BSD in industrial design. During the summer before his junior year, pre-pandemic, Newnam interned with VBX Solutions. That led to his current full-time professional role at the



same company, where he is a packaging designer for brands such as Nespresso, Tiffany & Co., Chanel and Lululemon.

He says that making the transition was easier because he already had established in-person relationships with his colleagues.

"I love the people in the creative department a lot," Newnam says. "I feel so welcomed and ... like my skills are being used the right way."

Not having those personal connections can be challenging, Ashforth says. Graduates hired into pandemic WFH environments haven't had many face-to-face interactions with their colleagues casual conversation, staff holiday parties and other

To mix up his work-from-home routine. Cooper Newnam and his dog, Oslo, work from downtown coffee shops several days a week.



"I'm so glad
I transitioned
from school and
could understand
how to use
the online
communications
technologies
before going
remote on
the job."

ARNOLDCHI KEDIA

company events.

Kedia agrees and says that one of the challenges of graduating into the WFH environment is not meeting colleagues and managers face-to-face. "It's hard to read people online," Kedia says. "The company understands that and has meetings so that people can talk about their weekends and to make the work environment friendly and let people get to know their co-workers."

Kedia adds, "I'm so glad I transitioned from school and could understand how to use the online communications technologies before going remote on the job."

For some, working from home makes separating work and home life difficult, Ashforth says. WFH workers may need to schedule breaks away from the computer

and shut down their work laptops to "clock out" of the work mindset.

Kedia uses these tactics plus others to help improve that separation, such as taking his lunch break away from his desk, stretching regularly, often video calling with his family during his lunch break, and making it a point to go hiking several times a week. He enjoys the flexibility of working from home and the time saved by not commuting. But he does look forward to when Cox Communications begins bringing his team into the office at least some days each week.

As for Newnam, although there are aspects of in-person work that he misses, he enjoys many parts of the WFH environment.

"It's kind of half-and-half for me," Newnam says. "I like in-person work for the social aspects of being in the office, but then I also like being at home."

Pros and cons of working from home

Though employees have adjusted to the remote workplace, the pros and cons of this "new normal" have surfaced as this experiment continues.

Siblings Afra Nawar, '20 BS in electrical engineering and computer science, and Farhan Rahman, '20 BS in electrical engineering and computer science, both double majored in the same programs and graduated in May 2020. After they interned at Intel during their last semester at ASU, they met Honeywell executives at an ASU-sponsored career fair. Honeywell offered them interviews

for full-time positions, and then full-time employment.

Despite working at the same company, the two have different experiences.

Nawar is a software engineer and her team is not required to go to the office. In fact, Nawar has not even set foot on the Honeywell campus since starting her job.

On the other hand, Rahman, a member of the integrated flight systems team, has been in a hybrid situation working three to four days a week on-site since being hired because his projects require specialized equipment.

Because of their contrasting experiences, Nawar and Rahman have gauged the benefits and challenges of working from home.

"I think there are pros and cons to both," Nawar says. "It is hard to not be able to see your people ... so it takes a little extra effort to pinpoint what it is you need to learn, and also it takes an extra effort to reach out to people. I would say those are the challenges. But one of the things that I really do like about working from home is that you save a lot of time on commuting."

Rahman and Nawar both live in Chandler, about a one-hour drive to the Honeywell site.

"The pros of being on-site are that there are other engineers there that I can walk up to their desk and ask them for help," Rahman says, "and it makes it easier to pick up on things and move up within your group. You can have a face-toface interaction, and it makes it a

"It takes a little bit of extra effort to pinpoint what it is you need to learn and also it takes an extra effort to reach out to people."

AFRA NAWAR

lot easier to learn things and get involved with projects."

Andrew Nguyen, '20 MBA from the W. P. Carey School of Business, says that being on-site has been beneficial, sometimes even critical to his position at Kaiser Permanente. He is part of the elite Kaiser Permanente Administrative Fellowship program that allows him to work with various executives and their teams - a different executive and team each





"Graduating into
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- ANDREW NGUYEN

rotation. He started at Kaiser in July 2020, and during the first rotation, was involved in helping to coordinate COVID-19 testing and increasing the availability of virtual physician visits.

Because of the work's nature, he worked out of the hospital or at vaccination sites.

His second rotation will involve a mix — some days in the office and some working from home.

Nguyen says the reason that he went into health care is to positively impact people's lives, especially marginalized groups, and to help health care become "more inclusive and provide equitable care for equitable outcomes."

"Graduating into the pandemic is challenging, but it's a once-in-a-lifetime experience for someone like me who wants to learn all aspects of health care administration,"

Nguyen says. "Also, there has never been as quick of a change as there

is now in health care. This has positioned people like me well for a long career in health care."

The future: a more flexible working environment

Deborah Salon, associate professor in the School of Geographical Sciences and Urban Planning, conducted a survey in collaboration with her colleagues at the University of Illinois, Chicago.

The most significant finding showed that workers are more likely to continue working either fully or partially remotely after the pandemic.

"I think a lot of it is because people are finding that remote work is maybe not what they want to do every day if they have a choice, but something that works well for them at least some of the time," Salon says.

Many recent graduates are hopeful that the new remote

environment will stay available in some ways after the pandemic.

"Thankfully, this is a new experience for all of us, including the industries," Nawar says. "I think they've done a really good job at adjusting to it, both universities and our industry. I'm hoping that there are a lot of benefits that come out of this experience as well."

One thing's for sure: The Class of 2020 graduated into a unique time. And they are making the best of it and using the opportunities and challenges to soak up as much as they can from peers, mentors and colleagues.

Salute to front-line workers

Big thank-you's to those who were needed in the workplace throughout the pandemic. Check out a tribute to Health Heroes at alumni.asu.edu/healthheroes.







Venture Devil Emily Karlzen, '20 BS in business entrepreneurship, describes herself as a "huge space nerd." Her company, Arch Rift, aims to make commercial space tourism more comfortable - beginning with an automatically deploying oxygen helmet, which won \$15,000 in the eSeed Challenge at Demo Day 2019 when Karlzen was still a student.

The product is an adaptation of the current space helmet model used by astronauts, which is constrictive, hot and heavy, Karlzen says.

"You can't scratch your nose because your visor's down, and it's just generally a bad system," Karlzen says. "We are trying to make spaceflight

"We are trying to make spaceflight more comfortable and more accessible."

- EMILY KARLZEN, FOUNDER OF ARCH RIFT, ON THE SPACE HELMET THE TEAM IS DESIGNING

more comfortable and more accessible."

Arch Rift's space tourist helmet is designed to be stored in a pressure spacesuit until an emergency when it automatically deploys, popping over the user's head and supplying pressurized oxygen.

The concept is attractive to people in the space industry. Just before ASU's Demo Dav. when she was a senior. Karlzen's helmet beat several competitors to win first place at the NewSpace Business Plan Competition, a contest in Texas for space ventures. Like the Demo Day competition, it's a "Shark Tank"style contest, but specifically for commercial space startups. That win helped her and her team - which includes PhD student Joseph Hunter — gain traction leading up to Demo Day.

Last spring, just before the COVID-19 pandemic triggered a wave of state shutdowns across the U.S., Karlzen's team attended another pitch competition at a

space conference in Washington, D.C., called Satellite 2020. Although the conference was smaller and shorter than originally anticipated, Karlzen says the benefits of attending were indisputable. Her team walked away with valuable feedback on their product, along with a new team member, an aerospace engineer.

Today, the team members work their full-time jobs, dedicating nights and weekends to working on the business. While the pandemic has required them to take a more distant coworking approach, Karlzen says they're still checking items off their list and finalizing design plans based on technical feedback. The final goal: Federal Aviation Administration safety approval so they can sell the helmet and get it into space.

Karlzen says talking to industry experts is the best move students and early entrepreneurs can make. "It's really scary ... but it's so helpful, especially since you're a student, more people are going to be more likely to respond to you," she says. "If you just go out and talk to people, it's not that bad."

Pitching, growing and adapting

Ricky Johnson, '17 BS in computer systems engineering, has been an inventor for as long as he can remember. His mom never lets him forget how in high school, he disassembled her

Emily Karlzen,

wearing one

of her initial

the helmet.

prototypes for



favorite electric can opener to build a robotic fan that followed him and his welding co-workers around as they worked in a sweltering workshop.

giving feedback like a "virtual coach."

"It kind of all started with that one little experiment," Johnson says, "to create a solution for the problems that I was having at work at the time."

That innovative, solutionsbased mindset led Johnson to invent the Barrage Striking Sleeve, a pressure-sensitive punching bag sleeve that lights up in different sequences to create an interactive workout. Johnson, who holds a black belt in karate, says he got the idea while

practicing karate alone. When his instructor wasn't present, Johnson struggled to think of combinations quickly enough.

"I wanted to create something that will kind of give me a virtual coach, while my actual coach wasn't there," Johnson says. "[The sleeve] forces you to react to the lights."

The iOS application Johnson created allows users to adjust their workout difficulty by controlling the sleeve's sensitivity and other parameters. It's a technology Johnson has adapted for other sports, like baseball. He designed a light-up panel that attaches to a springy baseball



"It kind of all started with that one little experiment to create a solution for the problems that I was having at work at the time."

- RICKY JOHNSON, FOUNDER OF BARRAGE TRAINING TECHNOLOGY, WHO DISASSEMBLED A KITCHEN APPLIANCE IN HIGH SCHOOL TO MAKE A ROBOTIC FAN FOR HIS WORKSHOP

reflex net used for independent practice. When different zones of the panel light up, a pitcher throws the ball at the zones, making for an interactive practice session.

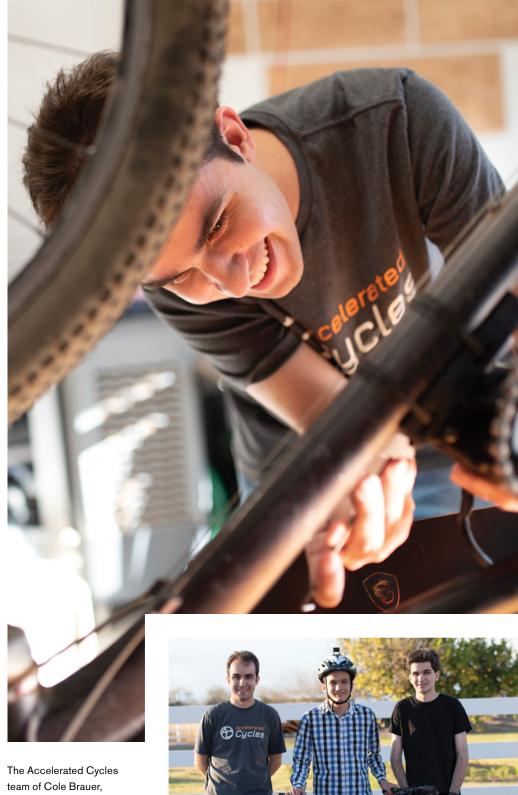
"You can see if you're being as accurate with your throws as you think you are," Johnson says.

Johnson was able to bring his creative ideas to life with the help of \$3,000 in seed funding from the Global Sport Venture Challenge at ASU's Demo Day in December 2019. A large sports company is in discussions to license his interactive sports technology. Meanwhile, Johnson will keep inventing.

A thriving entrepreneurial community

Demo Day is a biannual event through the J. Orin Edson Entrepreneurship + Innovation Institute at ASU that awards, on average, about \$150,000 to student entrepreneurs. Over the past 15 years, the institute has awarded more than \$4 million to student entrepreneurs, inventors and innovators, and has supported more than 750 unique ventures and more than 1,000 students.

One of the programs is
Venture Devils, born out of a
desire to cast a "wider net of
support" for students, faculty
members, alumni and community
members, according to Tracy
Lea, associate director, venture
development at the J. Orin
Edson Entrepreneurship +
Innovation Institute. The program



The Accelerated Cycles team of Cole Brauer, '20, and sophomores Seth Altobelli and Jude Brauer, makes electric motors to provide a boost for bikes.

provides aspiring entrepreneurs with funding, networking and mentorship — the latter of which is most critical, says Lea.

"[Our mentors] truly have hearts of teachers, as well as deep experience in the entrepreneurial space," Lea says.

Lea says Venture Devils awarded \$457,000 to 66 unique ventures in 2019. In 2020, the program awarded more than \$460,500.

The unique, versatile program provides opportunities to access a wealth of supportive resources for projects and ideas at all stages of development.

"Engage in those resources, and know that there's a thriving entrepreneurial community here in ASU that is waiting for you," Lea says.

Taking it to market

Cole Brauer, '20 MS in systems engineering, is now in his second semester of pursuing a PhD in the same field at ASU. Together with his two teammates, sophomores Jude Brauer, Cole's younger brother, and Seth Altobelli, Brauer developed a compact, lightweight electric motor for mountain bicycles - the first product from their company, Accelerated Cycles.

Brauer's electric motor for mountain bikes won \$2,000 in the Global Sport Venture Challenge on Demo Day 2019. The seed funding helped the team finish their prototype, test it with potential customers and work toward

"If you have an idea for a venture. get involved, get started on it. ASU has a lot of great resources to tap into."

- COLE BRAUER, CO-FOUNDER OF ACCELERATED CYCLES, WHO HAS BEEN WORKING WITH HIS BROTHER, JUDE, ON COMPETITIVE ROBOTICS FOR YEARS

manufacturing it.

"We've always worked together on different projects, mainly in competitive robotics," Brauer says of his brother. "Because [Jude's]

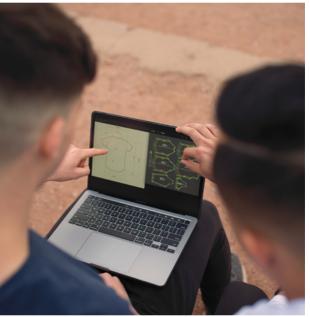
more software, and I'm more electrical and mechanical ... our skills complement each other."

In addition to the motor, Brauer says his team is working to perfect the accompanying small battery and bike chain sensors, which detect how much energy a rider is using and activate the motor when necessary.

"The whole system's built to work in short boosts, rather than continuously running like an e-bike would," Brauer explains.

More than just components of the overall motor system, the battery and sensors can also be sold as stand-alone products, Brauer says. He hopes to begin selling those parts this upcoming year.





His advice for other students and alumni: "If you have an idea for a venture, get involved, get started on it. Don't be intimidated by it," Brauer says. "ASU has a lot of great resources to tap into. Don't be afraid to get started."

New paths forward

Bringing a product to market is a goal for many entrepreneurs, including Nathaniel Fink, '19 BS in material engineering, whose sustainable athletic clothing brand FutureForm won \$2,000 in the Global Sport Venture Challenge in December 2019.



It's not Fink's first foray into the world of Venture Devils: Previously, he won \$10,000 for a lightweight, user-friendly ballistic armor vest he invented for law enforcement and civilian use alike. While designed for different purposes, both products are wearables, intended to enhance comfort.

"We use technical fabrics to bridge the gap between sustainability, performance and style," Fink says of FutureForm, which he founded along with fellow ASU alumni Jacob Figueroa, and William Houghton and Daniel Najafali.

The group currently collaborates with local company Phoenix Team Sports, which cuts and sews FutureForm garments using fabric made from ocean and industrial waste.

The raw fabric itself is made internationally — meaning that once the pandemic hit, the FutureForm team faced drastically longer shipping times, slowing progress. Yet Fink says the experience also gave the FutureForm team a welcome chance to research new possibilities.

"The pandemic taught us how to be quite agile and pivot quite quickly in a situation like this," Fink says.

The team's next goal is to add women's wear to the FutureForm lineup.

"Women, men, all different athletic backgrounds and shapes

"Everyone who's working on their dreams ... keep at it, and don't listen to anybody who tells you 'no."

NATHANIEL FINK,
 FUTUREFORM CO-FOUNDER,
 WHOSE BUSINESS
 NAVIGATED SUPPLY-CHAIN
 CHALLENGES DURING
 THE PANDEMIC

and sizes," Fink says of the audience his company aims to serve. "We're trying to fit the bill for everything."

Fink's passion for working on his product is contagious — an impressive drive to improve the world that's shared among ASU's Venture Devils, according to Jeff Kunowski, '11 BS in integrative studies. Kunowski, the Global Sport Institute's associate director of innovation programs, began his entrepreneurship journey at ASU, designing a prototype for a rechargeable, portable outdoor sign, which he later took to the Phoenix Suns.

The coronavirus pandemic meant last year's trip to the adidas headquarters — the prize for top venture awardees, made possible by the company's partnership with ASU — became a virtual conference instead.

Still, the sessions were fruitful

for participants, Kunowski says, including for Johnson and Brauer, two of the top winners selected to attend the conference.

"We created individualized sessions where they could pitch their idea, and have more of an open conversation with subject matter experts from the adidas side," Kunowski says.

Now, the focus is on the Global Sport Institute's new partnership with Sun Devil Athletics, awarding a \$25,000 grant to the winning venture team, and the possibility of working with Sun Devil Athletics to bring the venture idea to life.

For the top ventures from last year, it was their ambition and flexibility that carried them to see their winning projects through, amid a global pandemic.

"One moment can change your life," Fink says. "Everyone who's working on their dreams ... keep at it, and don't listen to anybody who tells you 'no.'"

Get support for your idea

Venture Devils is open to students, staff, faculty and community members. Connect to the network of Sun Devil entrepreneurs and tap into resources at entrepreneurship.asu.edu/launch/venture-devils

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2021 Football Schedule

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SEPTEMBER



2 (THU) vs Southern Utah TEMPE, ARIZONA



11 (SAT) vs UNLV TEMPE, ARIZONA



18 (SAT) at BYU PROVO, UTAH



25 (SAT) vs Colorado TEMPE, ARIZONA

OCTOBER



2 (SAT) at UCLA LOS ANGELES, CALIFORNIA



8 (FRI) vs Stanford TEMPE, ARIZONA



16 (SAT) at Utah SALT LAKE CITY, UTAH



30 (SAT) vs Washington State TEMPE, ARIZONA

NOVEMBER



6 (SAT) **vs USC** TEMPE, ARIZONA



13 (SAT) at Washington SEATTLE, WASHINGTON

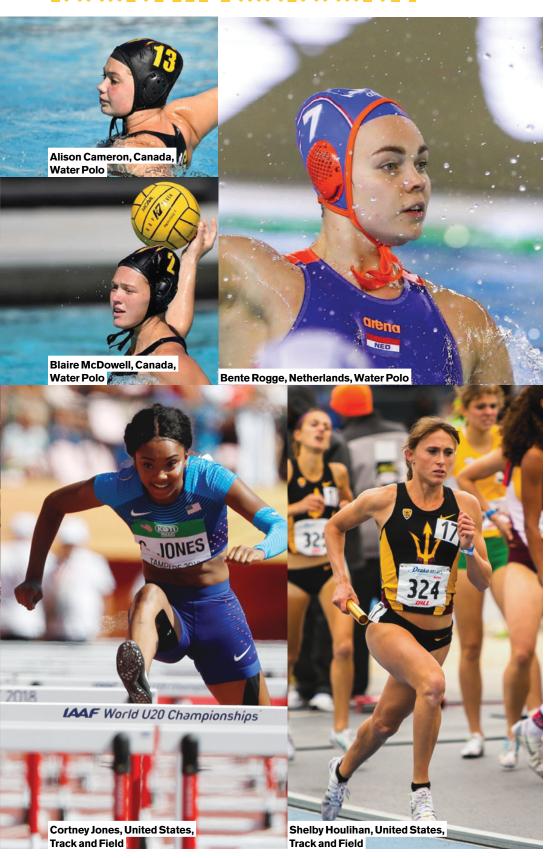


20 (SAT) **at Oregon State corvallis**, **oregon**



27 (SAT) vs Arizona TEMPE, ARIZONA





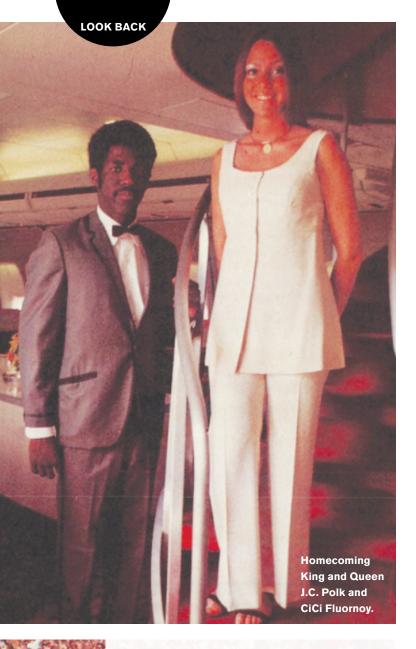


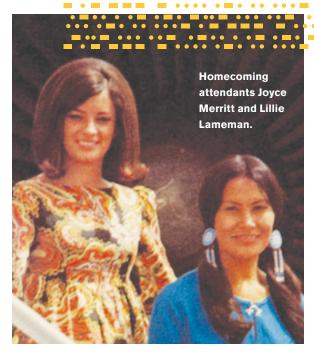
Sun Devils ready for the Summer **Olympics**

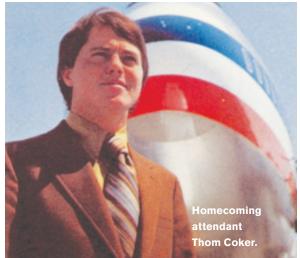
The Tokyo **Summer Games** were delayed because of the pandemic, but current student athletes and Sun Devil alumni have taken the time to train even harder. These athletes have qualified or will compete in trials for the Olympics soon.

Keep up with the Sun Devil **Olympians**

by checking back to see the latest on thesundevils.com/ sports/2020/8/31/ tokyo-2021sun-devillinks-features











A YEAR IN THE SKIES AND SNOW

50 years ago

The 1970 Homecoming court and the football team were hosted on a Boeing 747, and ASU Football triumphed over the Tar Heels in the Peach Bowl with a score of 48-26. This was the first time the Sun Devils played during a snowfall. ABC televised ASU's first day game since 1938, against Arizona. The Memorial Union got a revamp and big names performed, including Neil Diamond and folk legend John Stewart. The Sun Devil Basketball team went 16-10, breaking a six-year losing streak.



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