

BRYANT

A BRYANT UNIVERSITY RESOURCE FOR PROFESSIONAL SUCCESS

SPRING 2018



Navigating the 4IR

CHALLENGES AND OPPORTUNITIES IN THE
FOURTH INDUSTRIAL REVOLUTION

Bryant University's mission is to educate and inspire students to discover their passion and become innovative leaders of character around the world.



FEATURES

- 2 Managing Disruption: The View from the Top
- 8 Lessons in Navigating the 4IR
- 12 The Fourth Industrial Revolution: Challenges and Opportunities
- 18 People, Performance, and Productivity in Volatile Business Climates

Bryant's distinctive brand is founded on the University's four key pillars: Academic Excellence; Education of the Whole Person; Inspiring, Purposeful, and Collegial Community; and Global and Diverse Perspectives.

1 PRESIDENT'S MESSAGE

22 PHILANTHROPY IN ACTION

26 ACADEMIC EXCELLENCE

Our distinguished faculty of accomplished teachers, scholars, and mentors educate and inspire students to discover their passion.

32 INNOVATION

Bryant's innovative academic programs, including Data Science, anticipate the emerging needs of organizations and society.

36 GLOBAL PERSPECTIVE

Our students immerse themselves in a variety of academic and co-curricular programs that expand their global perspectives.

38 BULLDOG PRIDE

Bryant's highly competitive Division I athletics program is raising the University's national profile while rallying the entire Bulldog community.

40 COLLEGIAL COMMUNITY

Our collegial, student-centered community forges lifelong connections through a powerful network of 45,000 alumni around the globe.

44 ACCOMPLISHED ALUMNI

Bryant alumni are making a difference in their fields and in their communities throughout the world.

48 IN MEMORIAM

BRYANT

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On the cover:

Associate Professor of Management **Crystal Jiang, Ph.D.**, engages International Business students in a deep examination of the challenges and opportunities multinational companies encounter when entering the Chinese market. Recognized this spring by her Bryant faculty peers with an **Excellence in Research Award**, Jiang also received the **inaugural Outstanding International Business Research Performance Award**. That award in support of the University's commitment to recognize academic excellence was established through a generous anonymous gift to Bryant's historic capital campaign, **Expanding the World of Opportunity: The Campaign for Bryant's Bold Future**.

PRESIDENT'S MESSAGE

Over the course of this academic year Bryant has made tremendous advances in our mission to educate and inspire students to discover their passion and become innovative leaders with character around the world. At our 155th Commencement in May, 914 members of Bryant University's Class of 2018 were awarded a diploma which has more value now than at any time in Bryant history. These graduates reflect the University's deep commitment to academic excellence and are inspired to excel as they leave our campus community of scholars and go forward in joining the world's leading organizations and top graduate schools.

Among many accomplishments that you'll read about in this issue of *Bryant* magazine, I am particularly proud that our academic teams continue to excel in prestigious national and international competitions that require students to apply knowledge from the classroom to develop creative solutions for real-world situations that organizations face. This year Bryant students competed in academic contests successfully— and won— against avid competitors including Ivy League schools. I am also very proud of the academic scholarship, research, and mentoring of our world-class faculty. The total achievement in the academic arena during this past year is outstanding.

INSPIRED TO EXCEL

The real-world skills mastered by our winning academic teams have long been a hallmark of Bryant's education. Continuing this tradition, we've challenged ourselves to look to the future in both our thinking about innovative teaching and in developing within each graduate what we believe are the five essential innovative skills for their future success: **curiosity and creativity, collaboration, integrative thinking, connectivity, and grit and perseverance.**

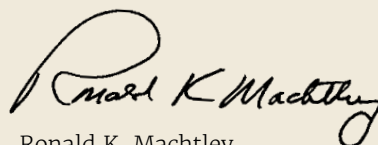
We believe these skills will be crucial as our future graduates enter what is being defined as the Fourth Industrial Revolution. It will be a time when technology, quantum computing, artificial intelligence, and mass data take the Third Industrial Revolution to a completely new level of technology-driven innovation and, frankly, disruption.

To ensure that Bryant graduates continue to achieve success at rates other schools envy, we must be bold in imagining what changes may be required of those who will take their place in this new environment. Almost every data scientist who has commented on the coming ten- to 40-year future speaks about the dramatic changes which will occur. We've talked with many of our alumni who are industry leaders at the forefront of these changes, and you'll find some of their insights in this issue.

Our distinguished faculty and these accomplished alumni remind us that we in higher education must ensure that our students are able to use crucial human intelligence as well as algorithms and artificial intelligence in decision-making. We must ensure that undergraduates develop wisdom through reflection and critical thinking, combined with the ability to communicate clearly and concisely.

So, as we reflect on Bryant's many achievements of the past year, we reaffirm four goals that we believe reflect both the historical purposes of higher education and the need for future consideration: 1) **academic excellence**, 2) education of the whole person in a technology-driven environment, 3) building a diverse and inclusive community, and 4) inspiring collective spirit and commitment. Within each of these strategic goals we will continue to challenge ourselves with new tactical goals and initiatives which we believe will prepare our students for a successful life and career and make Bryant University an even better educational institution.

Sincerely,



Ronald K. Machtley
President



MANAGING DISRUPT

THE VIEW FROM THE TOP

BY PATRICIA S. VIEIRA

The Fourth Industrial Revolution – also known as Industry 4.0 – is the latest wave of transformation to impact work, economies, and cultures across the globe. And it has arrived with breath-taking speed.

Three Bryant alumni, who lead companies navigating the change for themselves and their clients, agreed that one word captures the essence of Industry 4.0: disruption. While that disruption is overturning many long-accepted business norms, the new environment also depends upon the core strengths of confident, capable leaders.



JEFF GARDNER '87
President and Chief
Executive Officer,
Carousel Industries



**ANN MARIE
HABERSHAW '87**
Partner & Chief Operating
Officer, Bully Pulpit
Interactive



FRANK HAUCK '81, P '08
President for
Global Markets,
Dell Technologies

ION

NEW FOCUS, NEW WORKFORCE

Jeff Gardner '87 is the President and Chief Executive Officer of Carousel Industries, which is widely recognized as a top provider of technology integration, managed services, and cloud solutions. The company serves more than 6,000 clients – including 35 Fortune 100 companies – in multiple industries including healthcare, government, education, financial services, manufacturing, sports and entertainment, and retail. Headquartered in Exeter, RI, Carousel employs more than 1,300 IT professionals in 26 offices located throughout the United States.

Since co-founding the company in 1992, Gardner has stayed ahead of the technology curve, anticipating and managing the disruptions that have moved technology from cables to the cloud.

Gardner notes that Carousel has been operating in the Fourth Industrial Revolution for the last five to six years. “The new focus is on business outcomes,” he explains. “It’s not about customers needing a new computer.

“The old saying, ‘The harder I work, the luckier I get’ has never been more applicable. I think you need to think like that if you’re going to be successful in this new world.”

JEFF GARDNER '87

President and Chief Executive Officer,
Carousel Industries



It's about how can they drive sales or cut costs with new technology. It's really important to ask our customers, what are you struggling with and how can technology help?"

He cites several examples of digital technology solutions Carousel has implemented. Walk-in clinics at local pharmacies use telemedicine devices to connect patients with physicians; a prompt diagnosis and immediate prescription make the consumer experience convenient and cost

effective. Football fans using their team's app on cell phones access the stadium's wireless internet to watch instant replays, locate the shortest food lines, and learn about a special price on team sweatshirts. A beer company connects the brewing vats to its wireless network to monitor how recipe ingredients are incorporated and ensure quality control. In each instance, both the client company and its customers enjoy a positive outcome that drives future engagement.

"I've had a long career in technology," says Gardner, reflecting on the opportunities and risks presented by the depth and breadth of change. "It's really a very exciting time but it also can be scary because there are a lot of unknowns. In this country and around the world, lots of people will lose jobs. The market will become much more competitive. The opportunity is huge but it requires a different workforce. We need to sell solutions, not just equipment or products. But someone who has passion and wants to win, can win."

STAYING AHEAD TO STAY IN BUSINESS

Ann Marie Habershaw '87 is a Partner and Chief Operating Officer at Bully Pulpit Interactive (BPI), an integrated communications agency specializing in public affairs, corporate reputation, social impact, and political campaigns both in the United States and abroad. At BPI and through prior leadership roles with EMILY's List, the Democratic National Committee, the Democratic Congressional Campaign Committee, and Obama for America, she has played a principal role in redefining the substance and shape of modern political campaigns.

"It's an exciting time," acknowledges Habershaw. "I've been through the Third and now am going through the Fourth Industrial Revolution. This one feels different because it's faster and more disruptive."

The explosion of media and communications channels that are integral to digital technology – and the speed at which information is reported and changes – has had a profound impact on Habershaw's industry.

"Things are moving so fast and there's so much disruption all the time, one of the major challenges is really staying on top of it and wrapping your head around how all of it affects you," she explains. "It impacts how you service your clients, how you run your business, how you treat your employees – from how you recruit them to what kind of work life they have. It's an exciting time because there is so much going on – but if you don't stay ahead of it, you don't stay in business."

While Habershaw agrees that the pace and nature of change can be unsettling, she believes the benefits can outweigh the risks. "I have embraced it. I love what technology has brought to my life and I wouldn't go back. I think we just have to figure out a better way to use it and make sure we do not lose sight of the human factor. It doesn't have to be scary. But you have to be prepared. We need to be careful we don't overvalue technology at the expense of people. We need both."



"All of our clients are dealing with innovation. Many of them are dealing with artificial intelligence. We have to figure out with them how to be innovative and yet how to still have empathy."

ANN MARIE HABERSHAW '87
Partner & Chief Operating Officer,
Bully Pulpit Interactive

“The established traits of a strong leader don’t go away in a digital economy. They will be even more necessary in the future. We’re likely to see more disruption going on, so to be able to lead in an environment of challenging times will be essential.”

FRANK HAUCK '81, P '08
President for Global Markets,
Dell Technologies

ACCELERATING CHANGE AND OPPORTUNITY

Frank Hauck '81, P '08 is the President for Global Markets at Dell Technologies, a family of seven leading technology companies focused on providing transformative digital, IT, work-force, and security solutions to clients in 180 countries worldwide. With nearly 30 years of leadership experience in the computer and technology fields, he has witnessed the disruption – and transformation – of his industry and its customers.

“Disruption is happening in virtually every industry,” notes Hauck. “Almost every industry that’s been somewhat stable and predictable over the last number of years is now open for people to shake things up with new products and services and new ways of dealing with customers.”



“The level of change has continued to accelerate,” adds Hauck. “Some of this you can trace back to smart phones and people wanting to do business with mobile devices. The whole area around speed and convenience can’t be overstated. If somebody comes up with a new way of interacting, or to shop, communicate, or collaborate, people will take advantage of it. That’s disrupting a lot of established markets.”

Hauck notes that one of the challenges businesses face is their reliance on the

legacy infrastructure they currently use to store the customer records, sales data, and other information critical to operations. “So they can’t shift to a more digital environment overnight,” he observes. “In that case, our job is to help people be more efficient in their existing business so they can find the funds, people, and resources to support a more digital interaction with their customers in the future.”

In Hauck’s opinion, every business needs to assess how to compete and thrive in the digital economy. “The

proliferation of startups across the globe is greater than ever before. Great ideas are happening all over the world and those ideas are portable. Getting a new idea into the marketplace also is happening faster than ever before. The challenge for established companies is to take a benefit from the past and leverage it so it’s a benefit for the future as well.”

PREPARING STUDENTS FOR DISRUPTION

Gardner, Habershaw, and Hauck all agree that higher education leaders need to prepare students for the disruption they will encounter in their careers. That means expanding alternative learning paths, such as online/distance learning, as well as continuing to focus on innovative pedagogy and core leadership attributes.

For Gardner, who serves on Bryant’s Board of Trustees, higher education must continue to focus on developing students’ critical thinking, emotional intelligence, and management and negotiation skills. “The need for these competencies in business will always be there,” he notes, even as online learning expands. “Higher education will have to think that through. But leadership, ethics, and passion will always be important.”

Habershaw believes that it will take a partnership among higher education, government, and business to prepare people for the jobs of the future. “With a lot of the technology today, if you can buy it you can have it,” she observes. “But how do we get it into

the hands of everyone? How can we prepare people to take advantage of the incredible opportunities that technology creates but not exacerbate the sense of inequality. How do we close the opportunity gap? We have to figure this out and put people on the path to opportunity.”

Hauck is encouraged that Bryant is “thinking around the corner” on the issue. He has met with Bryant faculty members to assess how business analytics and data science can be integrated into virtually every major. “We’re looking at how finance or marketing or human resources will continue to evolve with data analytics, artificial intelligence, and all the other new technologies that will hit the marketplace,” he explains. “What is the impact in those fields and how will Bryant prepare students to succeed and thrive? All the answers are not there yet, but I think drawing on people in the industries will be key as Bryant incorporates the things students need to know about this new world.”

Disruption + Innovation = Opportunity

LESSONS IN NAVIGATING THE 4IR

BY DENISE KELLEY

In addition to their dedication as world-class teachers, many Bryant faculty are highly sought after as expert consultants who are helping organizations navigate the dramatic changes precipitated by the Fourth Industrial Revolution. Increasingly, their expertise in design thinking and “the Bryant method” for cultivating innovation skills that have been honed in the IDEA program provide a crucial perspective that is in demand by both businesses and academic peers.



“In fact, the average American will have had about 10 jobs by the time he or she is 50 years old. That’s part of the dynamism of our economy. And increasingly, if you can’t find something you like, you can create it. We are fortunate to live in the internet age, in which digital resources offer a wide variety of platforms to create your own niche.”

U.S. Secretary of Transportation **ELAINE CHAO** ‘18H



Bryant's distinguished faculty are regular contributors to a wide variety of scholarly publications and conference forums that advance knowledge in higher education. Recent contributions include research presented at the International Society of Professional Innovation Management (ISPIM) conference and "Design Thinking in the Digital Age" accepted for publication in the summer 2018 issue of AMA Quarterly, the journal of The American Management Association.

Throughout our 155-year history, Bryant has been known in particular for its applied, real-world approach to education that supplies graduates with highly marketable skills and experiences. This differentiator has perhaps never been more important, considering the seismic shifts now taking place across all industries. Organizations everywhere are experiencing the disruptive infusion of technology into the marketplace by small, nimble players.

Underscoring the mix of disruption and opportunity that characterizes today's volatile employment market, U.S. Secretary of Transportation **Elaine Chao '18H**, who delivered Bryant's May 19 Commencement address, noted, "Some of you may become disruptors, working with or creating new forms of products and services that challenge past practices. Others may work for more traditional enterprises. Some of you may not be sure what you want to do. And that's OK. Our country's economy is so big and dynamic that there are abundant opportunities to try different things."

Bryant graduates easily find their place and thrive in this environment – and it's no coincidence. The University has purposefully created a culture of innovation, and, thanks to its faculty of highly regarded scholars and industry practitioners, has developed a new model for higher education—one that anticipates the future in a changing world. The University's innovative curriculum prepares students not only for jobs immediately after graduation, but for the kind of work that will exist 30 years from now, when, according to one highly cited study by Oxford University, advancements in automation, fueled by new technologies and artificial intelligence, will have taken over 47 percent of all jobs.

Experiential learning for the 21st century

Experiential learning, or real-world experiences where students apply concepts learned in class, is not new in higher education. However, Bryant's innovative model infuses these kinds of experiences throughout the curriculum, often in strategic partnerships with businesses and organizations. The International Business and Global Supply Chain Practicum programs give students the chance to develop strategies for businesses around the world.

As Trustee Professor of Management **Michael Roberto, D.B.A.**, says, "Many schools say they're doing experiential learning, but the breadth and depth here is not isolated to just during senior year; it's throughout the curriculum and starts freshman year.





“Practicum projects present complex problems for which there is no clear one answer. Every team at some point is struggling, and that’s part of the process. By throwing them into the project, they have to stumble, fall, dust themselves off, and move on. This is how we’re preparing leaders for the future.”

Professor of Management **CHRIS ROETHLEIN, Ph.D.**



“What I caution is a way of thinking that views success as ‘it’s all about being digital in a technical age.’ We try to teach our students the human aspect. We need to empathize with our customers; walk in their shoes. We need to understand their desires. If you remove the human element, then no matter what data you gather, it won’t get to the heart of what customers truly desire; even something they are not yet aware they need. And *that’s* what design thinking helps us do.”

Professor of Management **LORI COAKLEY, Ph.D.**

“Through the power of mobile computing, the average consumer has greater power and expects a seamless customer experience across all channels. Millennials drove and shaped this trend, and thus are uniquely positioned to add value to board decisions where many executives lack the necessary expertise.”

Associate Professor of Marketing **TERESA MCCARTHY, Ph.D.**

The exposure our students are getting to companies through the classroom is unparalleled.”

From group projects, practicum experiences, and academic competitions to case competitions, whether they’re pitching a marketing strategy to C-suite executives as freshmen or helping a regional company expand internationally as seniors, these real-world experiences provide students with applied knowledge as well as ample opportunity to enhance *critical thinking and problem solving, communication, collaboration, and creativity and innovation skills*, known in current educational literature as the 4Cs and considered essential in the Fourth Industrial Revolution.

Professor of Management **Chris Roethlein, Ph.D.**, founded and manages the senior-level Practicum experience for the Global Supply Chain Management major. For the Practicum, Bryant student teams partner with executives at major corporations to tackle some of their biggest challenges including data management, analytics, logistics, inventory management, transportation, and vendor contracts. The outcomes for these companies are millions of dollars in savings that reflect the real-world impact of the students’ work. Students gain more than the 4Cs, technical skills, and employment. Roethlein believes the Practicum experience prepares students to handle adversity, which breeds agility and perseverance.

Learning to innovate

As organizations across all industries report, disruption is business as usual in today's environment, a truth that will remain throughout the Fourth Industrial Revolution. Students at Bryant are acclimatized to this reality through coursework. In supply chain management, which has seen the emergence of new technologies early, Director of the Global Supply Chain Management Program

Teresa McCarthy, Ph.D., says "We're continuously updating our curriculum, the courses we offer, and the content in our courses. Two years ago we launched a supply chain analytics class. Now every class involves analytics—it's the nature of the supply chain."

But before students decide innovation is synonymous with technology, they develop skills in the human-centric process known as design thinking, used by some of the world's most innovative companies. Bryant's nationally recognized IDEA program introduces first-year students to the phases of design thinking: empathize, define, ideate, prototype, test. The experience focuses on encouraging innovation and creativity across all disciplines, and students work in teams charged with generating creative solutions to real-world situations in everything from the arts to social services to the business sector. Throughout IDEA, Bryant faculty emphasize the importance of understanding human behavior and iteration based on feedback for generating innovative solutions.

Associate Professor of Applied Psychology **Allison Butler, Ph.D.**, an expert in educational psychology and IDEA program director, spent her recent sabbatical adapting IDEA to a younger audience, teaching them what K-12 educators call 21st century skills.



Data science: quantitative skills for new frontier

Bryant students today have the opportunity to major in a field that is predicted to play a crucial role in the momentum of the Fourth Industrial Revolution: data science. The University's newest curricular innovation was established at an important time. Bryant's Bachelor of Science in Data Science program was launched in the fall of 2017 in recognition of a booming field – and a major need. Studies show that demand for data scientists far outstrips supply in every industry.

Data Science Executive-in-Residence **John Young** came to Bryant in January, from Epsilon, a \$2.3 billion global marketing services firm where he worked for more than 22 years, most recently as Chief Analytics Officer in the firm's Analytic Consulting Group. Young and his former team of 150

"To me, the relevance of design thinking is not just the 4Cs the program efficiently instills in our students. It's also that you become an expert in humans, and humans aren't going anywhere. If you're able to develop emotional intelligence and understand what humans are experiencing, that could put you at an advantage going into the Fourth Industrial Revolution."

Associate Professor of Applied Psychology
ALLISON BUTLER, Ph.D.

programmers, analysts, statisticians, and consultants helped Fortune 500 brands like Bank of America, Hilton, and FedEx to improve performance and customer experiences through measurement, analysis, and optimization.

Denise Kelley is a writer for University Relations.

"Helping to train the next generation of data scientists is a great way to contribute to a field that is increasingly important to the global economy. There's a huge gap in supply and demand for qualified analysts and data scientists, and Bryant is taking steps to help address this marketplace need."

Executive-in-Residence and former Epsilon Chief Analytics Officer **JOHN YOUNG**



In the Fourth Industrial Revolution,

industry innovators may capture
new markets and new customers

BY NANCY KIRSCH



The Fourth Industrial Revolution (4IR), fueled by new technologies and ways of looking at the world, is rocketing through the industrial world at unprecedented speed. Like the revolutions that preceded, it has the potential to both massively disrupt and dislocate society or to create bold and beneficial changes.

At the 2016 annual meeting of the World Economic Forum, whose theme was “Mastering the Fourth Industrial Revolution,” its founder and executive chairman Klaus Martin Schwab, addressed the challenges of this new movement. “We must develop a comprehensive and globally shared view of how technology is affecting our lives and reshaping our economic, social, cultural and human environments,” noted the author of one of the definitive books of 4IR. “There has never been a time of greater promise, or greater peril.”


This revolution disrupts industries across all sectors

This revolution, says **Bob Sickinger '81**, an IBM Data Science Technical Sales Specialist, arose directly from consumers' expectations of seamless 24/7 online access from device to device.

Each revolution aims to create improved conditions, says Sickinger, and this one is an opportunity to apply human knowledge to artificial intelligence (AI) systems that will capture, interpret, and analyze vast amounts of user-generated data. That analysis can result in a wide range of benefits, from predictive maintenance alerts for Internet-connected devices to block-chain technologies that can reduce fraud and hasten insurance claims processing to IBM's Watson technologies that work with physicians to help them diagnose and confirm cancer patient cases more rapidly. “We’re not going to replace a doctor,” says Sickinger, “but we’re

“IBM’s Watson technologies work with physicians to help them diagnose and confirm cancer patient cases more rapidly.”

BOB SICKINGER '81
IBM Data Science Technical
Sales Specialist

A black and white photograph of a man in a dark suit and light shirt, looking upwards. He is positioned in the lower half of the frame. The background consists of several tall skyscrapers, with the most prominent one on the left. A large, stylized arrow graphic, composed of yellow and blue segments, points upwards from the bottom left towards the top right, passing behind the man and the buildings.

“Big Data is here and going to get even bigger; companies must invest in it to get control of it.”

IVAN TORO '96,
Vice President of Analytics at
Marketing Management Analytics

another source of the most up-to-date information for the doctor.”

The situation is similar at marketing analytics consulting firm Marketing Management Analytics (MMA), where the volume of data to make sense of is growing exponentially, and requires improved algorithms to process.

MMA's ability to gather, analyze, and disseminate its cloud-based data quickly allows it to advise its clients more rapidly and effectively, says

Ivan Toro '96, Vice President of Analytics for Marketing Management Analytics. “Big Data is here and going to get even bigger; companies must invest in it to get control of it,” adds Toro.

Sickinger, who prepares people for the impact of AI and machine-based learning, believes technology and data analysis can even help companies build customer loyalty. Gather all the data you can and react to it quickly, he advises, to address and resolve problems. “The better you can make customers feel about their experiences, the longer they'll stay ... and loyalty translates to increased profits.”

Convenience drives innovation

Convenience is another of 4IR's biggest drivers. In an “always online” world, customers are demanding that every transaction— from accessing Uber to managing their investment portfolios — be as seamless as ordering from Amazon.

The financial services industry is right in the middle of this revolution. Banks are finding that investing in innovation and partnering with financial technology or fintech companies is critical to ensure that

traditional financial institutions stay competitive. That sometimes means changing the way they do things. Both Bryant Trustee **Diane Kazarian '83, CPA**, Greater Toronto Area Managing Partner and National Financial Services Leader for PwC in Canada and **Jesse Bean '02 MBA**, Vice President of Advice at John Hancock Financial Services, cite mobile devices as transforming people's relationships with their banks by speeding transactions and bypassing tellers and other bank employees, for example.

The 4IR is revolutionizing the way diverse businesses interact and communicate with people, says Kazarian. Noting the cautionary tale of Kodak, an industry leader in film photography that failed to adapt and suffered the consequences, she says, "If businesses fail to make investments and really pay attention to customers ... they're out of business."

When large financial institutions take the best innovations and marry them with trusted customer data, they'll get quicker and better solutions that are tailored more to specific customer needs and demands, adds Kazarian.

"Five years ago, we never would have envisioned having a voice-activated command system like Alexa," says Bean. By being more digitally focused with user-centered services, and working to provide consumers better and more relevant experiences and products, John Hancock Financial Services is changing how they serve their customers, grow the market, and provide capabilities for new markets, he says.



"Advancements in technology will never replace the incredibly strong need for human judgment."

BRYANT TRUSTEE DIANE KAZARIAN '83, CPA
Greater Toronto Area Managing Partner
and National Financial Services Leader for
PwC in Canada

Managing Innovation

While there is broad agreement that failing to address the challenges and opportunities presented by 4IR is a perilous choice, there is less unanimity about the speed at which businesses should embrace cutting-edge technologies.

“Those companies jumping in early will have the head start on others,” Sickinger says, noting that they will be able to drive the change and will force others to catch up. There may be an advantage in a more measured pace, however. Toro suggests that “Being second to market provides the opportunity to deliver a viable and commercialized solution that meets customer expectation over raw technology with experimental data yielding inconclusive results.”

While many opportunities exist for entities that embrace disruption and reinvent themselves to be successful, those opportunities require that companies devote sufficient – and not inexpensive – resources, says Kazarian. She believes organizations must clearly understand where they stand, as great risks accompany disruptions. For every 10 startups, she notes, only one or two is likely to succeed.

And new innovations also bring new challenges. Bean cites cybersecurity, privacy concerns, and building a stronger knowledge base to engineer and develop these innovative technologies as broad-based challenges.

The 4IR’s significance for workplaces

Just as the 4IR is revolutionizing businesses’ interactions with their customers, it’s also changing the workforce as well. Retraining workers to understand new technologies and greatly expanding the number of digital tools to reach a new market are company-specific challenges, says Bean. Software development is more at the forefront than ever before, creating a huge demand for more data scientists and greater expertise in working with new software technologies. It also opens up broader and more far-reaching new career opportunities in STEM disciplines (Science, Technology, Education and Math), digital media, and digital marketing, says Kazarian.

With new positions requiring skills that did not exist five years ago, Kazarian is seeing more companies establishing innovation labs, hiring heads of innovation, and seeking employees with digital skills. This presents great opportunities for our millennials, she says.

Workplace culture is changing too. Existing productivity improvements, such as Google docs, allow employees to work more efficiently and effectively on documents, which is a small example of many workplace innovations, says Kazarian. And, they’re just the start.

Anticipating flatter hierarchies, less need for management, and more people choosing or self-selecting the scope of their work, Bean adds, “People can work from anywhere –



technology barriers have broken down. The tools are there, but management and work distribution processes need to catch up.”

That means adapting to a whole new sort of workplace. While some companies now accept employees merging their personal lives with the workplace – updating their social media profiles and shopping online during work – for instance, Toro wonders about the impact on productivity. Apps like Grubhub and UberEats open the culinary world for at-home diners, he says, expanding businesses’ ability to serve their customers and create jobs for drivers.

4IR is even changing where employees live and work. Businesses are leaving the suburbs for dynamic cities, where intellectual capital is thriving.

“Technology early adopters are young and want to live in cities, so companies are moving to where their future workforce and consumers are,” says Toro.

There are global ramifications as well. Although some say the United States has fallen behind Asia, Toro is among those who believe that the United States will always be among those nations on the leading edge, given the size of the American market and U.S.-based companies’ superb incubators that drive the processes. Many other countries, though, are making innovations of their own. Toro points to Chinese government initiatives that provide incentives for people to return to create ideation centers and leverage technologies, which he sees as a positive step forward that does not necessarily threaten the U.S. economy in

“Five years ago, we never would have envisioned having a voice-activated command system like Alexa.”

JESSE BEAN ’02 MBA

Vice President of Advice for John Hancock Financial Services

the short run. In the fintech sector, Kazarian is seeing cutting-edge advances in Asia and the United Kingdom.

The human issue

But even as job descriptions and locations change, one thing won’t, and seemingly can’t: you still need people to do those jobs. While AI and machine learning continue to evolve, it appears that you can’t replace the human element. “Advancements in technology will never replace the incredibly strong need for human judgment,” says Kazarian.” PwC describes these investments as a “human element powered by technology,” she says.

Technologies influence but cannot replace certain transactions that demand human interactions, explains Toro. “You can’t 3-D print a hamburger; technology influences its flavor... but [the burger] still has to be cooked.” He also worries that humane and compassionate social interactions may be displaced by these easily and widely accessible new technologies.

Furthermore, systems, no matter how complex, still need humans to run them. Though AI systems, such as chat bots, can be fine-tuned to evolve with new information, they are not foolproof, says Sickinger. Cloud-based technologies offer pros and cons, and cloud-based data must be protected from hacking.

That does not mean we can be complacent. In each revolution, it has been survival of the fittest – those who adapt and learn new technology will continue working, asserts Sickinger.

That seems to be the definitive lesson of 4IR. Constant change requires constant vigilance and a willingness to evolve with it. Ultimately, it is the responsibility of discerning and creative human beings to harness this revolution’s growing power and release its great promise.

Nancy Kirsch, a freelance writer in Providence, writes frequently for Bryant University.

People Performance Productivity

IN VOLATILE
BUSINESS CLIMATES

BY STEPHEN KOSTRZEWA





In his 30 years with HP, **Todd Gustafson '86**, the President of HP Federal LLC and Head of US Public Sector at HP Inc., has witnessed a world of change in the technology industry. "The single biggest change that I've seen is that the pace of innovation used to be measured in years," he says. "Today we measure that pace in months, and it's likely that in the not-too-distant future we'll measure it in days."

"When I was a senior at Bryant, I remember looking at computers and thinking this is unbelievable. Look at what these things can do. I remember just being blown away," Gustafson recalls. "And as I reflect back now, 30 years later, it's mind-boggling what's happened since."

Gustafson is describing the advent of the Fourth Industrial Revolution (4IR), a transformative era of emerging technologies, globalization, and worldwide disruption that is poised to completely upend how we live and work.

Preparing for this new future, and the jobs that it will offer, means learning new skills, adopting new mindsets and, above all, adapting to the unknown.

Certain Uncertainty

Bryant Associate Professor of Management **Diya Das, Ph.D.**, teaches her students to prepare for an unsettled future, one that is wildly different from what we've seen before. "We're entering a phase where the way we knew the world works, the way we knew workplaces are organized, is going to completely change," she says.

She points to the words of Microsoft CEO Satya Nadella, who recently told employees, "We respect innovation, not tradition," as a sign of this future. "He said that tradition is a bad word in the contemporary world because you can't sit back and say, oh, this is how we've done things for the last 100 years and this is how we're going to do for the next 100 years," she explains.

"It doesn't work like that anymore. "There will be a need for people who can survive, manage, and lead under conditions of uncertainty," she says. "The skill set in demand is the ability to change, the ability to feel, the ability to try, and the ability to be OK with ambiguity."

Gustafson's perspective is aligned to this, noting it takes work to keep up with the pace of innovation, even at a leading technology company like HP. In his business, "Only the paranoid survive," he says, citing the words of Intel Founder Andrew Grove. "In order for us to continue to be successful in the marketplace, we must constantly leverage what our founders did, which is all about innovation and finding new ways to deliver value to our customers."



“Today customers’ expectations are that they want everything, anytime, anywhere.”

BRENDA GALGANO '91
Executive Vice President and
Chief Financial Officer at
The Vitamin Shoppe

Mixing Machines and People

“Amazon.com has really raised the bar for our entire industry,” says **Brenda Galgano '91**, Executive Vice President and Chief Financial Officer at The Vitamin Shoppe, a leading retailer of vitamins, supplements, and sports nutrition that has both an online and brick-and-mortar presence. “Today customers’ expectations are that they want everything, anytime, anywhere.”

In order to thrive in a competitive marketplace and an ever-changing landscape, businesses need to find something that sets them apart. The Vitamin Shoppe relies on a mix of analytics and the human touch. Highly trained health professionals, equipped with smart tablets that allow them to access large amounts of information about the Shoppe’s more than 8,000 products work with customers and help them find solutions that are right for them. They are backed-up by big data analytics that help keep track of consumer trends and what their customers like, providing best-fit solutions for both in-store and online shoppers.

“We are using technology as well as really smart people to analyze that data on what customers are buying and draw business insights about how to best serve those customers,” says Galgano.

For Gustafson, that sort of big data analysis will drive the future. “When you think about the power of big data and cloud computing, the challenge won’t be a lack of information available, but what you do with that information,” he notes. “I think that will be the true test over the next 10 years and will determine the tools we need, to develop to take advantage of those capabilities. It won’t be about what you know, but how you synthesize it.”

Editor’s note: In early June, Brenda Galgano resigned from The Vitamin Shoppe to become Senior Vice President and Chief Financial Officer at Perdue Farms.

Building Something New

Andrew Lenti '97 is helping to build the tools that will make that synthesis easier. As Co-founder and CEO of TOPP Tactical Intelligence Ltd., a European operational excellence consulting firm, he works to provide customized software solutions that assist companies in the end-to-end management of the performance of Technology, Organization, People, and Process (TOPP). This is done via the installation of a continuous digital discipline of cost saving, risk reduction, and talent enrichment built on the fundamental principles of Lean and Lean Six Sigma.

He sees a future of possibility in the technological advances the Fourth Industrial Revolution will bring. “Yes, I do believe the robots are coming,” Lenti states. But, he tells us, we should not be afraid.

The rise of automation will free people, he says, to do what they do best. “We as humans need to start understanding our value-add is collaboration,” says Lenti. “Our value-add is problem solving and with technology where it is today, we are only limited by our imagination.”

Our strength, he says, is inventing something new, a skill that’s becoming increasingly valuable. “Maybe 15 years ago, 20 years ago, when there was something that needed to be done, something that needed to be solved, there was a book or a job manual where you could turn to someone who had done it before you. All you had to do was find that resource,” says Lenti. “But now, the beauty of the situation, and I’m living this firsthand, is you can go make it yourself.”

That means having the tools to innovate. Das says that tomorrow’s workforce will be tasked with rapidly

learning and discarding new competencies to stay relevant. “The computer language you learned is going to become obsolete,” she states. “The work that you were doing may be easily replaced by some artificial intelligence machine. So we are looking at workforces that are constantly updating themselves and constantly learning.”



“Our value-add is problem solving and with technology where it is today, we are only limited by our imagination.”

ANDREW LENTI '97
Co-founder and CEO at
TOPP Tactical Intelligence Ltd.

“Because technology is changing so quickly, you want to make sure that employees can continue to be most effective and efficient with the technology that’s available,” Galgano concurs. “You want to ensure that they continue to get the right training.”

It also means developing an ability to see the bigger picture. “You can’t just be really good at your own job,” says Gustafson. “If you can’t pivot to your left, pivot to your right, and look behind you on a constant basis, then you are going to miss what’s happening around you.”

The Human Factor

Our humanity, Das suggests, may ultimately be the most irreplaceable tool of them all. She references a Bengali expression “Manus Kawra,” or “becoming human,” that describes a process of learning empathy, of developing a sense of the world. “The more we are overtaken by machines and engineering, we will be in the danger of not understanding its full implications,” she says. “We must develop critical thinking and ethical reasoning skills, as well as our capacity to imagine.”

That makes hiring a diverse workforce, with diverse perspective, all the more important, Gustafson believes. “What diversity brings to the table is different types of thinking, different approaches to solve problems,” he says. “It challenges conventional wisdom and, frankly, just makes us stronger. It also truly reflects the global society we operate within. As a company that does business all over the world, it’s important we understand and reflect our customers and partners.”

That goes hand-in-hand with a need to work together. “Strong collaboration and teamwork is really important,” says Galgano. “You don’t work by yourself in an office or a cubicle these days. You’re working very closely with other people.” In the end, Lenti argues, technology will remain what it has always been, a tool – one, ideally, that makes lives easier. “The person should not work for the software,” says Lenti. “The software should work for the person.”

When the mix of human and machine is right, he says, it can make a big difference. “By improving the tools people use, we’re making companies work better. We’re helping employees sleep better at night when they think about going to work, and we’re making clients happier with the service they get.”

Stephen Kostrzewa is a writer for University Relations.

We must develop critical thinking and ethical reasoning skills, as well as our capacity to imagine.

DIYA DAS, PH.D.
Bryant Associate Professor of
Management



PHILANTHROPY IN ACTION



Philanthropy provides critical resources for academic excellence throughout the University, including in the School of Health Science's Physician Assistant Studies program.

Capital Campaign Continues to Break Records With Goal Increased to \$100 Million

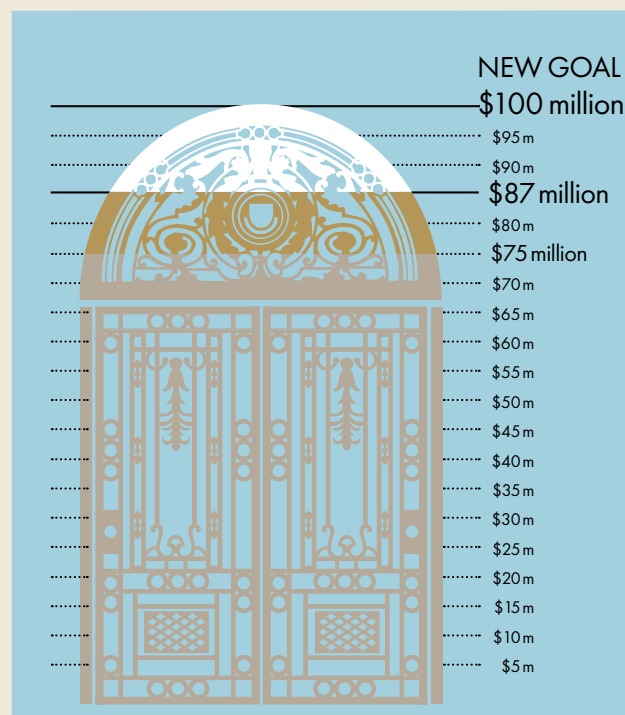
Bryant's historic capital campaign, *Expanding the World of Opportunity: The Campaign for Bryant's Bold Future*, continues to exceed all records for philanthropy as the University advances toward an ambitious new goal of \$100 million. The campaign has consistently generated an average of \$1 million a month in revenue over each of the last three years, and so far more than \$87.5 million has been raised in investments that are propelling Bryant's steady ascent to new levels of excellence.

Since the launch of this comprehensive campaign, more than 20,500 alumni, trustees, parents, friends, faculty, students, and staff have expressed support for the University's vision through their participation. The combined impact of their gifts – small and large – is transformative.



David C. Wegrzyn '86,
Vice President for
University Advancement

Campaign gifts have benefitted student scholarships as well as Bryant's nationally ranked academic and student life programs, providing world-class educators that enrich learning in addition to new facilities and technology. Funds to further enhance academic excellence and provide increased financial aid resources remain crucial campaign goals in the last stretch of our efforts to make a Bryant education possible for those talented students who will benefit most from the exceptional experience that the University offers.



If you haven't yet made a donation to become an active participant in this historic campaign, please consider making a gift now to show your support for our vision and progress. Gifts of any amount matter and will help us get to our goal. Please contact a gift officer at 877.353.5667 or visit bryant.edu/giving to give online today.

Inaugural Giving Day at Bryant an Unprecedented Success

For 1,863 minutes, in recognition of Bryant's founding year, the entire Bryant community was "All In" like never before. The University's inaugural Giving Day, held April 25–26, made history by generating an unprecedented number of philanthropic gifts in support of Bryant's

ing student scholarships, the Intercultural Center (ICC), Study Abroad programs, a facilities Residence Hall Renaissance; and the NCAA Division I Bryant Bulldogs Athletics programs.

With giving from coast-to-coast and around the world, Bryant's "All-In" Giving Day spanned 37 hours across four time zones. The focus of the event was to generate participation at all levels among all donor constituencies, and to raise awareness for the University's growing culture of philanthropy. The total number of gifts raised through the effort was 1,923, more than triple the previous record for the number of gifts the

Bryant community has generated in a single event. Beyond breaking all records for individual giving, the event contributed to unprecedented levels of support from Bryant staff, faculty, alumni, and students. A \$100,000 challenge grant from **Joe '80 and Kathi (Jurewicz) '81 Puishys**, brought the total funds raised to \$372,000.

President Machtley, who was himself "all in" and actively contributed to the effort's momentum by encouraging real-time social media engagement, commented, "I am proud of the extraordinary success of our All In for Bryant campaign, which was dynamically executed to achieve and surpass our goal of 1,863 gifts in 1,863 minutes. Our alumni, parents, trustees, friends, faculty, staff, and students contributed in an unprecedented and powerful way."

David C. Wegrzyn '86, Vice President for University Advancement, noted, "From our founding, an abiding all-in spirit has energized the entire Bryant community and inspired us to excel. Bryant's successful Giving Day has marked a moment of thanksgiving for members of the community, and as we reflect on all that our Bryant experience has made possible, both individually and collectively. Bulldog pride is at an all-time high."

If you haven't yet made a donation to Bryant's historic capital campaign, please consider making a gift now to show your support for our vision. Gifts of any amount matter and will help us reach our goal.

Please contact a gift officer at 877.353.5667 or visit bryant.edu/giving to give online.



capital campaign, ***Expanding the World of Opportunity: The Campaign for Bryant's Bold Future***, and the vision of President Ronald K. Machtley.

Individual giving during the event surpassed all previous single-day participation records, with funds raised for a range of Bryant special initiatives includ-

The late Alan E. Lang '52 and Doris A. (Bombard) Lang '52



Throughout his life, **Alan Lang '52** spoke with gratitude about Bryant University. He met his wife, **Doris A. (Bombard) Lang '52**, as a student on the East Side campus and they married shortly after graduation.

It was also a Bryant contact who referred Alan for a position at Providence Paper – a job that launched his career in the paper manufacturing industry that spanned more than three decades.

While Alan's career trajectory took him to Madison, CT to lead and eventually own Chatfield Paper, "Our mother was the CEO of their life," notes daughter Jennifer Rowan. They became active alumni and generous supporters of the University, with Alan serving on Bryant's National Alumni Council and as chairman of Bryant's annual giving fund in 1967. He was honored with the Distinguished Alumni Award in 1994.

The Langs extended a lifetime of Annual Fund and Bryant Leadership Council

giving with a \$93,000 gift disbursed from a Charitable Remainder Trust after Alan's death in April 2018. The funds were presented to the University on behalf of their parents by Jennifer and her sister, Susan Lang.

"My parents always talked about how they both went to Bryant and how great it was," recalls Jennifer. "Bryant ultimately meant so much, especially to my father, because he came from really nothing and worked very hard in school. When Dad got to Bryant he knew this was his opportunity to get an education and start his career. He attributed much of his success to his foundation at Bryant and the contacts he made there."

Adds Susan, "I think part of the reason for

continued on page 24

continued from page 23

giving to Bryant was Dad's gratitude and part of it was to ensure that others would have that same opportunity. It was very important to him to provide young people with opportunity" – a commitment also reflected in Alan's support for the Boy Scouts and Rotary International.

"Dad always said college is a place to make friends, shape your future, and get a great education," says Susan, while Jennifer notes that her parents' first gifts to her infant daughters included Bryant sweatshirts. Kayla, now a high school junior, accompanied her mother and aunt to Bryant and enjoyed a campus tour – a first step, perhaps, toward fulfilling one of her grandfather's fondest wishes.

Senior Class Gift Endows Scholarship

Inspired by their own life-changing experiences, this year's Senior Class contributed to an endowed study abroad scholarship that will help more students take advantage of international experiential learning opportunities.

"Participating in the Senior Class Gift is a great way to remind students about what Bryant University has given to them," said **Jordon Pierre '18**, who together with **Molly Gearan '18**, co-chaired the Senior Committee. Over the last 10 years, the Senior Class Gift has raised more than \$315,000 toward scholarships and other educational aid at Bryant.



Class of 2018: It's not too late to donate to the Senior Class Gift! Go to opportunity.bryant.edu/seniors2018 to give today and help make study abroad a reality for more Bryant students.



Bryant Fund | INVEST IN EXCELLENCE

The Bryant Fund is the University's most important source of annual philanthropic funding, providing a crucial resource.

Gifts to the Bryant Fund provide direct and immediate support for Bryant's top priorities, **creating the opportunity for students to learn, to explore, to compete, to lead, and to excel.** The power of the Bryant Fund comes from thousands of gifts working together to have a transformative impact every year, and gifts of any size make a difference.

When Bryant's historic capital campaign concludes, you'll want to have been a part of making history. Show your Bulldog pride and support Bryant's vision for the future.

Visit bryant.edu/giving to make a gift online and learn more about how you can become involved.



Fifteenth Year of Fundraising Will Chip in to President's Scholarship Fund

The **President's Cup Golf Tournament**, now in its 15th year, raised critical funds for the President's Scholarship Fund. Awarded to academically outstanding students with financial need, the President's Scholarship has benefited hundreds of students since it was created in 2005. The popular tournament provides an important financial contribution; as of last year, it had raised nearly \$1.3 million in support of the fund, which now totals more than \$6 million.

"Bryant's President's Cup Golf Tournament is an opportunity to bring alumni and friends of Bryant together. The event raises significant financial resources that help make a Bryant education possible for those who will benefit from it the most."

DAVID OLNEY '82, Tournament Co-Chair

A sold-out field of 128 golfers teed off on June 25 at the Newport Country Club.

A team of dedicated volunteers and generous sponsors come together each year to create the banner event, which also includes a post-tournament reception, a silent auction and a live auction. Guests enjoyed the auctioneering stylings of President Ronald K. Machtley, as he injected energy into the evening's festivities to help raise money for an important cause.

Prizes of valuable sports tickets and memorabilia, theater and dance tickets, restaurant gift certificates and more are all kindly donated by University alumni, parents, partners, and supporters.

To donate to the President's Cup Scholarship please contact
Bryant Fund Director Stephen Luttge
401.232.6442 • sluttge@bryant.edu

PHILANTHROPY IN ACTION

A New Approach to Spring Break Encourages Students to Learn by Giving

Spring break community service: fun and fulfilling

Many students seek the sun and fun during spring break, but some undergraduates at Bryant University have been doing something very different with their down time each year: helping those in need by participating in a program called Alternative Spring Break.

The program, started three years ago, was made possible by **George Agostini**, Chairman and CEO of Agostini Bacon Construction, and his wife, **Mary**. The family gift funds a program, events, and services that help Christian and Catholic students deepen their faith through service, spiritual development, and educational programming.

These goals are important to the Agostinis, a deeply faithful family that has developed a strong bond with the University community over several years. The family's philanthropic engagement with Bryant has also provided scholarships for students with financial need.

Students used their innovation skills on the 2018 trip to Pittsburgh, PA in March. At Cribbs for Kids, an organization focused on infant sleep safety, the volunteers packed information and gift kits for new parents. Before getting to work, the students analyzed and refined the packing process. They assembled 5,000 kits in one day – more than any other volunteer group in the organization's history.

Each year, the program sends a group of about 15 students to a different U.S. destination, where they spend time at a variety of charitable organizations. The 2018 trip also included time spent at Little Sisters of the Poor and the Boys and Girls Club. When the work was done, students also visited local Pittsburgh-area museums and enjoyed lunch at the renowned Primanti Bros. sandwich shop.

"Mr. and Mrs. Agostini have changed my life, as well as the lives of all Alternative Spring Break participants at Bryant," said **Catherine Benetti '18**. "They are genuine in striving to make the world a better place. Through their selfless giving, they have challenged every participating student to look beyond themselves, and look forward to a better future."

The Agostinis are gratified that the program has such a profound effect on the



Thobani Nxumalo '19 shows off some of the 5,000 boxes assembled at Cribbs for Kids in Pittsburgh, PA.

students. Following each trip, an evening dinner and reception give the program participants time to reflect on their experiences and talk about what they learned.

"That's the beauty of it," said George Agostini, recalling the moving student feedback from the last three years. "It would be a wonderful world if everyone cared about one another. These young men and women return having experienced a change – they want to go out and improve the world, and what more could you ask for?"

To learn more about dedicated funding for educational opportunities at Bryant, contact a gift officer at 877.353.5667 or visit bryant.edu/giving to make a gift online today.

ACADEMIC EXCELLENCE



Our distinguished faculty of accomplished teachers, scholars, and mentors educate and inspire students to discover their passion.

Faculty-in-Residence Program Connects Students with Industry and Artistic Leaders

As many educators—and learners—as-
sert, students benefit when theory and
practice intersect. That's why in Bryant's
classrooms you'll find faculty who have
academic credentials plus real-world ex-
periences that help students apply theory
in ways that prepare them for success.

The faculty-in-residence program was
developed with the same approach to
learning in mind. The program offers
students the opportunity to learn and
connect with senior business executives
and seasoned creative practitioners, and
is "a critical component of academic
excellence at Bryant," says Provost and
Chief Academic Officer **Glenn Sulmasy,
J.D., LL.M.**

**"The faculty-in-residence bring a
practitioner's expertise to new
learning opportunities, allowing
students to pursue their intellectual
curiosity and become well-prepared
for a career."**

Current faculty-in-residence include
Kevin Maloney, Ph.D., P'16, an accom-
plished scholar and finance industry

executive serving as a Visiting Professor
of Finance; **John Young**, former Chief
Analytics Officer at Epsilon who is the
Executive-in-Residence in the Informa-
tion Systems and Analytics Department;
and **Matthew Neill Null**, the University's
first Writer-in-Residence and award-
winning author of the novel *Honey from
the Lion*. Their applied perspectives also
help develop curricula and innovative
programming.

Maloney and Young teach and mentor
students in the new fixed income track
in Finance and the new program in Data
Science, respectively. Null teaches creative
writing in the English and Cultural Studies
Department, and organizes literary events
on campus.

"This is where a Bryant education is
different," says **Madan Annavarjula,
Ph.D.**, Dean of the College of Business.
"The executives-in-residence program
is another example of how our business
education is very student-focused and
value-enhancing. It's where the classroom
meets the corporate world."

Notes **Bradford Martin, Ph.D.**, Dean of
Bryant's College of Arts and Sciences,
"Null has enhanced our arts programming
for students, highlighting our students'
creativity and desire to participate in the
arts and creative writing, and our tre-
mendous faculty that reflect our academic
excellence."

**Industry and creative
expertise helps students
cultivate in-demand skills**

650 % GROWTH

Data scientist roles have grown more
than 650% since 2012, according to
LinkedIn's 2017 U.S. Emerging Jobs Report.

\$100 TRILLION

The fixed income market now exceeds
\$100 trillion, which is larger than the
global stock market.

TOP 3 SKILLS

By 2020 creativity will be one of the top
three most in-demand skills, just behind com-
plex problem-solving and critical thinking,
according to the World Economic Forum.

Benefits of the Bryant Experience

A recent survey by the Office of Planning and Institutional Research and the Amica Center for Career Education shows an impressive return on investment for a Bryant education. The knowledge rate for this survey is 90 percent, which means 90 percent of the students surveyed responded. That level of accuracy gives us even greater confidence that the Bryant experience works.

99%
EMPLOYED

Of Bryant's Class of 2017 graduates, 99% were employed or in graduate school within six months of graduation

\$59k
SALARY

Median starting salary of Bryant's Class of 2017

94%
AGREE

Of Bryant's Class of 2017 graduates, 94% agree that Bryant prepared them well for success

Read what members of the Class of 2018 are saying about how investing in a Bryant education leads to great jobs at bryant.edu/news

Bryant Scholars Program Helps 'Best and Brightest' advance their academic and research careers

Fulbright and Truman Scholarships may be within reach for some of Bryant's highest-achieving students participating in the Bryant Scholars Program for Distinguished Scholarships, which is sponsored by the Office of the Provost. With the support and guidance of deans and faculty who are members of the Bryant Scholars Review Council, the candidates pursue a path that prepares them to compete for these esteemed awards. As members of the program, "students develop as independent thinkers ... and develop close relationships with faculty members outside of the classroom," explains Associate Professor of English and Cultural Studies **Jeffrey Arellano Cabusao, Ph.D.**, the program's director.

Vivian Tejada '17 has been awarded a prestigious Fulbright English Teaching Assistantship to teach in Brazil. Tejada, an Economics major who concentrated in International Political Economy and minored in Spanish and Business Administration, is Bryant's second Fulbright Award winner in two years, following in the footsteps of **Tiffany Venmahavong '18**, who last year was awarded a Fulbright English Teaching Assistant Scholarship and is currently the Program Director for the American Center in Vientiane, Laos.



The Bryant Scholars Review Council includes deans and faculty who provide resources, support, and guidance to students seeking awards that require institutional support. Among the Review Council members is Communication Lecturer **Susan Baran**, center.



Student Success Programs Impact GPA

At Bryant's Academic Center for Excellence (ACE) and Writing Center, which is celebrating its 20th year at the University, professional staff members, certified peer tutors, and expert faculty work with students to support their progress through tutoring and learning labs in many subjects. Students who visit the center three to five times in a semester have a half point higher GPA, according to recent research.

"ACE and the Writing Center have helped me immensely since coming to Bryant," says **Meaghan Mahoney '19**, a Human Resources Management major. "It's a student success program that everyone can benefit from – especially students transitioning from high school to college."

Distinguished faculty retire after devoting a collective 247+ years to Bryant

Outstanding faculty have always played a critical role in Bryant's success and in the success of its students. This year, eight award-winning distinguished faculty members who exemplify academic excellence and have inspired generations of Bryant students to excel are retiring.

COLLEGE OF ARTS AND SCIENCES



Professor of English and Cultural Studies
Tom Chandler, M.F.A.
(28+ years)



Professor of Mathematics
Chester Piascik, M.S.
(48+ years)



Lecturer of Science and Technology
Julia Crowley-Parmentier, Ph.D.
(14+ years)

Make a gift in honor of a faculty member who changed your life. Contact a gift officer at 877-353-5667 or visit bryant.edu/giving to make a gift online today.

COLLEGE OF BUSINESS



Professor of Finance
Betty Yobaccio, D.B.A.
(26+ years)



Professor of Finance
Hsi-Cheng Li, Ph.D.
(49+ years)



Professor of Information Systems and Analytics
Hal Records, Ph.D.
(28+ years)



Associate Professor of Management
Angela Wicks, Ph.D.
(15+ years)



Professor of Marketing
Charlie Quigley, Ph.D.
(34+ years)



National Award Honors Librarian's Role in First-Year Gateway



For her leadership in multiple initiatives that served to embed information literacy skills and student success skills into Bryant University's First-Year Gateway—an innovative, nationally recognized first-year program, **Laura Kohl**, Director of Library Services, has won the FYE Innovation Award. The award, which recognizes first-year librarians who bring novel approaches to improving outcomes for new students through first-year experience programs, is sponsored by Credo, an information skills solutions provider, and Case Western Reserve University.

Paid Undergraduate Research Positions Offer Graduate-Level Opportunities

Every summer the University offers undergraduate students the invaluable opportunity to conduct research experiments alongside their professors, assisting them in their quest for new discoveries, as part of the Rhode Island Summer Undergraduate Research Fellowship (SURF) program.

"This is truly graduate-level research that not many undergraduates get to experience," says Associate Professor of Science and Technology **Christopher Reid, Ph.D.**, who led a team of students testing new types of antibiotics in the program.

Students conduct research in projects supported by the Rhode Island IDEa Network for Biomedical Research Excellence, National Institutes of Health, and more. They also present their findings at the annual Rhode Island SURF Conference.

Conducting methodical and intensive research cultivates a deeper involvement in the science.

"The advantage of work like this is that, going forward, it sets them up very well for graduate school and their eventual careers," says Reid.



Work conducted by Summer Undergraduate Research Fellows "sets them up very well for graduate school and their eventual careers," says Associate Professor of Science and Technology **Christopher Reid, Ph.D.**

Supply Chain Management Practicum Saves Millions For Global Companies

Global Supply Chain Management is a dynamic, comprehensive program of study that provides students with distinctive real-world experience that culminates in the senior-year Capstone Practicum.

In this course, majors work as members of a team collaborating with a business or organization to help develop solutions to some of the industry's biggest challenges, including logistics, inventory management, transportation, vendor contracts, data management, and analytics.

SOME HIGHLIGHTS:

- In 2017, recommendations made by students working with Barrett Distribution Centers delivered a projected \$322,000 return on investment through the use of robotics at one of its facilities.
- In 2015, a student's team developed a sophisticated algorithm to help FGX International with inventory planning. FGX modified the algorithm slightly and implemented it with one of the company's major retail customers, with remarkable success.
- Key Container, Inc., purchased new routing software on its student team's recommendation. The new technology yielded savings in both mileage and number of stops.

The course was first offered in 2009; since then, students' recommendations have resulted in millions of projected and actual savings for companies, some of which are among the largest in the world.

Interested in having your company participate in Bryant's Supply Chain Management Practicum program? Contact Dean of the College of Business Madan Annavarjula, Ph.D., at mannavar@bryant.edu.

Bryant teams excel

During this academic year, Bryant students competed in regional, national, and international academic competitions successfully – and won – against Ivy League schools and other high-caliber competitors. To name just a few of the many victories achieved by our academic teams:

College Fed Challenge, Boston: Bryant competed against schools from around New England, coming in second to Harvard and outperforming Yale, University of Vermont, and Middlebury College. The faculty advisor for this year's team was Associate Professor of Economics **Aziz Berdiev, Ph.D.**

GAME Forum: At the Global Management Education (GAME) Forum, Bryant's Archway Investment Fund earned first prize in the category of multi-asset portfolios in the student-managed portfolio competition, coming in ahead of 75 universities including international teams. The faculty advisor for this year's competition was Professor of Finance **Asli Ascioğlu, Ph.D.**

National Financial Plan Competition: **Victoria Albanese '18**, advised by Lecturer in Finance **Mara Derderian**, won this year's competition held by the International Association of Registered Financial Consultants.

Visit www.bryant.edu for details and the names of students on Bryant's academic competition teams.

Bryant Joins Prestigious CFA Institute® University Affiliation Program



Bryant University has been accepted into the CFA Institute® University Affiliation Program, which positions students to earn the Chartered Financial Analyst® (CFA) designation, the world's most respected and recognized investment credential.

The affiliation program signals that Bryant's curriculum is aligned with accepted professional practices, and fully prepares students to sit for the CFA examinations.

Inaugural Teaching and Learning Summit Focuses on Innovation to Increase Value in Higher Education

While some of Bryant University's successful alumni and many on campus ponder the challenges and opportunities of the technology-driven Fourth Industrial Revolution, the Office of Faculty Development and Innovation brought faculty together to consider the benefits of "Teaching Naked" during the Inaugural Summit on Teaching and Learning.



Teaching Naked: How Moving Technology out of your College Classroom will Improve Student Learning is the title of the book Summit keynote **José Antonio Bowen, Ph.D.**, wrote about his own classroom model. It won the Ness Award for Best Book on Higher

Education from the American Association of Colleges and Universities.

A distinguished scholar in teaching and learning, Bowen, now president of Goucher College, shared with Bryant faculty his perspective that technology is a tool best used outside of the classroom to help students prepare for face-to-face – or "naked" classroom engagement with faculty and other students.

Technology, Bowen says, has fundamentally changed our relationship to knowledge in a way that increases the importance of critical thinking. When faculty redesign courses to take advantage of technology outside of the classroom, he says, they create more time for the in-class dialogue that makes the campus experience so valuable.

A collaborative exchange of ideas

The daylong conference, which also featured presentations, workshops, and roundtables, was designed to bring faculty in different disciplines together to exchange ideas, develop collaborations, and maintain a dynamic and innovative teaching climate,

"Innovation is an integral part of our teaching and learning at Bryant University. This conference and so many other programs and initiatives at Bryant affirm our mission to educate innovative leaders for the future."

Glenn Sulmasy, J.D., LL.M.
Provost and Chief Academic Officer

noted Director of Faculty Development and Innovation, **Edward Kairiss, Ph.D.**

"Innovation is an integral part of our teaching and learning at Bryant University. This conference and so many other programs and initiatives at Bryant affirm our mission to educate innovative leaders for the future," says Provost and Chief Academic Officer **Glenn Sulmasy, J.D., LL.M.** "In addition to being informative and educational, the Summit is also a celebration of what we do best at Bryant."

Bryant Faculty Honors

Each spring, Bryant faculty honor their peers for excellence in teaching, research, mentoring, and for outstanding service. Recognition by one's faculty peers is among the highest honor that can be bestowed in an academic community.

The Faculty Forum honors included:

EXCELLENCE IN TEACHING AWARDS

Susan Baran, Communication Lecturer

Mara Derderian '93, MBA, Finance Lecturer

OUTSTANDING SERVICE

Jeffrey Cabusao, Ph.D., Associate Professor of English and Cultural Studies

Richard Glass, Ph.D., Professor of Information Systems and Analytics

EXCELLENCE IN RESEARCH AWARD

Crystal Jiang, Ph.D., Associate Professor of Management

EXCELLENCE IN RESEARCH AND PUBLICATION AWARD

Christopher Reid, Ph.D., Associate Professor of Science and Technology

OUTSTANDING MENTOR AWARD

Sam Mirmirani, Ph.D., Professor of Economics

Associate Professor of Management **Crystal Jiang, Ph.D.**, received the first award for Outstanding International Business Research Performance during the May 17 Faculty Forum. This \$5,000 award was established through the generosity of an anonymous donor in support of the University's commitment to recognize academic excellence. Jiang's research article, "Examining the Complementary Effect of Political Networking Capability with Absorptive Capacity on the Innovative Performance of Emerging Market Firms," was published in the *Journal of Management*.

Our highly regarded faculty are crucial to academic excellence

at Bryant, and their expertise is sought by media from around the world. **Michael Gravier, Ph.D.**, Associate Professor of Marketing, focuses on logistics, supply chain management, strategy, and international trade.

Is Your Technology Stuck in the Last Industrial Revolution? *It's Time To Stop Focusing on the Third Industrial Revolution and Start Focusing on the Fourth!*

BY MICHAEL GRAVIER

Technology represents the largest uncertainty for which most companies do not have a strategy—yet the right strategy turns uncertainty into opportunity.

For example, with technology, Walmart turned the uncertainties of retail procurement and logistics into an empire, Amazon turned customer order uncertainty into the basis of its mission – “Earth’s most customer-centric company.” Google

one of the long list of retailers that has recently gone bankrupt was digitized and “connected.”

The next ten years will see rapid progress in a variety of technologies, yet the technology that holds the most promise is 3D printing. 3D printing will transform supply chains by virtually eliminating obsolescence and pipeline inventory, which is why companies will invest quickly to develop this technology. The upshot will be the dissolution of the current leaders of the global economy with their long supply chains that are too costly and unresponsive compared to the new generation of companies that will be smaller, organized for rapid reconfiguration, and far lighter on capital requirements.



famously turned the mass of Internet chaos into actionable information for other companies.

These companies reflect the earliest transition from the Third Industrial Revolution that focuses on digital inter-connectivity to the Fourth Industrial Revolution that focuses on combining technologies across all arenas: digital, physical and biological. Many companies are still stuck in the Third Industrial Revolution, with prognostications of digitizing and integrating supply chains. The problem is that digitization has become the price of entry—nearly every

Some explain away the failure of digitally connected companies by saying that they weren’t connected to customers. There is certainly truth to the assertions that companies fail at connecting in a human way with customers, yet the successful trailblazers of the Fourth Industrial Revolution do more than humanize customer relationships: they blur the lines between the physical and virtual.

It’s time to stop focusing on the Third Industrial Revolution and start focusing on the Fourth!

This article was reprinted with permission of Supply Chain Management Review.

Exploring the Fourth Industrial Revolution

Earlier this spring, Bryant President **Ronald K. Machtley** and Finance Professor **Hakan Saraoglu, Ph.D.**, examined the challenges and opportunities of the Fourth Industrial Revolution during a talk sponsored by Academic Affairs.

There are many competing ideas about how to be successful in the Fourth Industrial Revolution. One model suggests that it requires a breadth of knowledge in different areas as well as a depth of knowledge in an area of expertise. Saraoglu argued, however that “this is not enough. One has to have meta meta cognition.” Employees of the future need to be able to understand, evaluate, and redefine the rules.

Through rich discussions 20 years ago among faculty and staff, Saraoglu said, Bryant correctly focused on the most important traits needed for success in the Fourth Industrial Revolution: character and self-management. “This is part of the meta,” he noted, a self-regulating manager with ethics and respect who can understand the complexities of the connections linking complex networks and systems.

The Fourth Industrial Revolution has some serious implications for us, Machtley said. How are we going to embed the interaction of human intelligence with artificial intelligence?

Machtley said he is approaching the Fourth Industrial Revolution by considering how we think about educating students. “What skill sets should we be thinking about to make sure that our students will be the ones who enter the workplace and say: “Okay, we’re ready to deal with this!”

[Read more at bryant.edu/news](http://bryant.edu/news)

Bryant's innovative academic programs, including Research and Engagement Day, celebrate scholarship and innovative thinking.

Above: Research and Engagement Day keynote speaker Rebecca Nugent, Ph.D., shared her insights of how Data Science will revolutionize the world.

Sharing New Ways of Looking at the World

Research and Engagement Day 2018 featured more than 90 projects and sessions, including explorations of:

Artificial Intelligence

Digital Storytelling

Big Data Analysis

The International Steel Trade

Chinese Literature

Environmental Policy

The Ethereum Blockchain

Sustainable Business

The Rohingya Genocide

An App-A-Thon where students brainstormed ways to enhance campus life

Now in its seventh year of highlighting academic excellence, Research and Engagement Day shone a spotlight on the collaboration between faculty and students in their research and creative endeavors. In lieu of classes, faculty and staff, as well as graduate and undergraduate students, spent the day sharing, discussing, and learning from one another's work, exemplifying the collaborative and path-breaking education Bryant is known for. The day-long symposium culminated a week devoted to scholarship and innovative thinking.

This year's keynote speaker was **Rebecca Nugent, Ph.D.**, a Teaching Professor as well as Associate Department Head and Director of Undergraduate Studies in the Department of Statistics at Carnegie Mellon University. In her presentation Nugent discussed the rise of Data Science as a field that now touches all other disciplines and called for all of us to seize the opportunity to become data scientists within our own fields.

She noted that Bryant is "way ahead of the curve," when it comes to Data Science. "You guys have this amazing thing where all of your degrees are interdisciplinary.... If anything, the field is trying to catch up to you. The field is trying to match what you do," Nugent said.

"At Carnegie Mellon, where I work, we pride ourselves on being deeply interdisciplinary," she told the audience. "Understanding people and how they make decisions - those are the people who are going to rise to the top in about 10, 15 years."

Nugent's selection as the keynote demonstrated Bryant's commitment to the education of the whole person in a technology-driven workplace and to an educational process that prepares students to rise to the challenges of the Fourth Industrial Revolution. "Dr. Nugent's work embodies the spirit of Research and Engagement Day," says Provost and Chief Academic Officer Glenn Sulmasy, J.D., LL.M. "Her talk provides us with a new way of looking at the world that inspires us to do great things."

Business You Can Believe In

The Portfolio Managers of Bryant's student-run **Archway Investment Fund** (AIF) know that it's not enough to make money, your investments should match the values of the fund, and of its managers.

"The numbers can never tell you the complete story," notes Archway Portfolio Manager **Pallak Bhandari '18**. "It also matters that you support what you believe in."

As co-head of the Archway's Environmental, Social, and Governance (ESG) committee, Bhandari attended the 28th annual SRI Conference on Sustainable, Responsible, Impact Investing with Professor of Finance and AIF advisor **Asli Asciglu, Ph.D.** The conference brought together 800 professionals, activists, and thought leaders to share new ideas on responsible investing – who welcomed Bhandari's unique voice and experience.

"After every session was over, Professor Asciglu and I discussed what we had learned and how we can take it back to the fund," says Bhandari. "It was phenomenal."

Keep up with Bryant's Archway Investment Fund at aif.bryant.edu.



Portfolio Manager Pallak Bhandari '18 helped the Archway Investment Fund make investments that matter.

A Great Solution Begins with an IDEA

In the IDEA (Innovation and Design Thinking for All) program, students find answers to big problems. The rigorous three-day boot camp immerses the entire first-year class in the design thinking process and prepares them to analyze, create, and test their ideas as they develop the skills of innovators. This year's students tackled issues ranging from addressing hunger in the community to enhancing the fan experience for visitors to the Patriots Hall of Fame to reimagining supermarkets.



Think Tank: A Part of the Team!

The Data Science and Applied Analytics students of Bryant's Think Tank help the University's football team stay ahead of the game. Founded by **Elena Grigeevich '18**, the group researches team tendencies and meets weekly with the coaches to help the Bulldogs in planning their next moves.

"Analytics has become a huge part of football around the nation," says Head Football Coach **James Perry**. "It's a way we can gain an edge in how we make decisions."

The Think Tank's work is a win-win, notes **Richard Glass, Ph.D.**, Professor of Information Systems and Analytics. "The students learn about analytics and athletics benefits by increasing performance."



As a student, **Elena Grigeevich '18** met with Coach **James Perry** to discuss new ways to win. As a graduate, Grigeevich is an Analytics Apprentice with the Baltimore Ravens.

Building Innovation

President Ronald K. Machtley and Kip Ellis of EYP Architecture & Engineering, the lead designer for Bryant's award-winning Academic Innovation Center, took part in a panel about creating learning facilities that inspire innovation at the 2018 annual meeting of the Association of American Colleges & Universities.

"What are the 'wow' outside of the box ideas, and how do they work in the room?," Machtley remembered asking as he recounted the thought process behind the building which involved incorporating both design thinking and input from faculty, designers, students, and staff.

"Buildings are relevant to the places and culture they belong," Ellis noted. "If the narrative story and the vision of the building align..., I think it's a mutually positive thing."



As both a culmination of and a catalyst for Bryant's mission to reimagine higher education, the Academic Innovation Center inspires student to excel with features like:

An **Innovation Forum** that provides an ideal space for sharing new ideas and galvanizing creativity;

Both **Flat and Tiered Classrooms**, equipped with the latest technology, that reinforce a variety of teaching and learning models;

Breakout Rooms that encourage collaboration and brainstorming.

Innovative Healthcare Leadership Graduate Certificate prepares versatile professionals

Bryant University's new Innovative Healthcare Leadership Graduate Certificate offers a solid foundation in the leadership skills and best practices required for today's healthcare professionals and provides an in-depth study and analysis of the contemporary challenges facing the healthcare industry.

Offered through the University's Executive Development Center and School of Health Sciences, the program includes courses on Design Thinking, Healthcare Law and Ethics, Healthcare Finance, and Advanced Practice Clinician (APC) Organizational Management.

"The Innovative Healthcare Leadership Certificate program offers a dynamic curriculum that prepares emerging leaders to shape the future of our healthcare system."

Carol DeMoranville, Ph.D., Associate Provost

For more information, visit edc.bryant.edu/course-catalog-2017-2018.htm

TEDxBryantU Inspires Innovation

The inaugural TEDxBryantU event brought the Bryant University community together to share ideas close to their hearts and spark deep conversations about innovation.



Learn more about the inaugural TEDxBryantU event at youtube.com/user/BryantUniv

"Interacting with students, professors and alums brings together a group that teaches and learns from each other."

Presenter **John Boccuzzi Jr. '90**

"An event like TEDx really challenges attendees to think about how they can be innovative in their own lives."

Presenter **Melissa Gurzenda '21**

"We're looking at innovation not just from a 'business standpoint' or a 'liberal arts standpoint,' but from all viewpoints."

TEDx organizer **Samantha Scoca '18**

Reimagining Possibilities with 3D Printing

Bryant's 3D printers are more than a useful tool. They also offer students experience with a new production method poised to revolutionize a wide range of fields. Using a computer model as its guide, 3D printing enables the production of complex shapes using less material than traditional manufacturing methods, making the creation, prototyping, and production processes far more accessible.

"This is a disruptive technology that's going to change everything," says **Ryan Harris '18**, who recently led an informational session that both showed students how to use the printer and offered a look into how the technology has evolved. "I'm glad that Bryant's investing in technologies like this, and programs like Data Science, that will be so important to the future."



Spreading Social Change, One Marketplace at a Time



The Social Change Marketplace has grown from a class project to an annual event featuring more than 20 vendors, and has expanded beyond the Bryant campus to other cities, campuses, and corporations, including Fidelity.

"Every year, it amazes me how far the marketplace has come," says event organizer **Brianna LaGuardia '18**, "and it's really exciting to see where it's going. Everyone we've talked to, everywhere we've gone, is excited to help make a difference."

Brianna LaGuardia '18 and Associate Professor of Sociology **Sandra Enos, Ph.D.**, arranged the 2018 Social Change Marketplace.

GLOBAL PERSPECTIVE



Bryant students from diverse class years, racial and cultural backgrounds, majors, minors, and social groups come together for the annual Extravaganza.

College of Business Dean Receives 2018 International Educator of the Year Award



"Since 2006, Bryant has been delivering cutting-edge, highly ranked, and sought-after International Business education because of the excellent faculty who have worked tirelessly to help the program and our students achieve success."

Madan Annavarjula, Ph.D.
Dean of the College of Business

College of Business Dean **Madan Annavarjula, Ph.D.**, was honored with the 2018 International Trade Educator of the Year Award from NASBITE (North American Small Business International Trade Educators) International, a leading U.S. organization supporting practice, education, and training in the field of global business.

"I am honored to receive this recognition on behalf of our International Business faculty," says Annavarjula. "Since 2006, Bryant has been delivering cutting-edge, highly ranked, and sought-after International Business education because of the excellent faculty who have worked tirelessly to help the program and our students achieve success."

Annavarjula came to Bryant University in 2006 and established the Bachelor of Science in International Business Program, which today is ranked No. 3 in the country by *USA Today/College Factual*.

Award-Winning Extravaganza Brings Together the Bryant Community

Not many programs have the ability to embody the Bryant community the way Extravaganza does. The award-winning multimedia fashion show — the culmination of Bryant's celebration of Black History Month — is produced each year by the Multicultural Student Union. Extravaganza "is critically important to the University community," says **Kevin Martins**, assistant director for the PwC Center for Diversity and Inclusion. "More than 80 students come together from various class years, racial and cultural backgrounds, majors, minors, and social groups," he says. The cast includes athletes, members of Bryant fraternities and sororities, and commuter and international students.

"I am passionate about social justice and awareness, and the fact that this combines the two in one of the biggest events on campus is really special to me."

Katherine Henao '18,
co-director of Extravaganza

International Business Practicum Navigates the World

Bryant University's top-ranked International Business Practicum prepares students for the business world by having them serve as consultants with real-world companies interested in expanding their business into new areas. The students identify opportunities and develop market entry and expansion strategies by using the team building, foreign language, analytical thinking, problem solving, and communication skills they've developed at Bryant. "The practicum becomes an actual consulting firm," notes Associate Professor of Finance and International Business Program Coordinator **Andrez Ramirez, Ph.D.**

The projects vary according to the needs of the business, from helping Hanna Instruments break into the Russian market, to identifying applications for smart textile firm Propel LLC's damage-resistant Steam Suit, to investigating blockchain technology for jewelry manufacturer and marketer Richline Group.

"We get to work with real clients in ways that will actually affect their businesses," says **Noah Hale '18**, who helped Guill Tool & Engineering explore expansion into China. "It gives you a really strong footing in the business world while you're still in college."



"The practicum becomes an actual consulting firm."

Andrez Ramirez, Ph.D.

Associate Professor of Finance and
International Business Program Coordinator



*Would your company benefit from participating in Bryant's International Business Practicum program? Contact Dean of the College of Business **Madan Annavarjula, Ph.D.**, at mannavar@bryant.edu.*

Chinese New Year

For the 12th consecutive year, Bryant University's U.S. China-Institute and the Confucius Institute hosted Rhode Island's largest Lunar New Year celebration. More than 400 people were on hand for the cultural showcase. "We are so proud to have this long tradition on our campus where students, staff, and faculty celebrate this thousand-year-old Chinese holiday with the general public in southern New England," said Vice President for International Affairs **Hong Yang, Ph.D.**

Study abroad is a transformative learning experience. Your gift supporting a study abroad scholarship could help a deserving student expand his or her global perspective. Contact a gift officer at 877.353.5667 or visit bryant.edu/giving to make a gift online today.

MBA Students Learn from Top Businesses in Germany

For 44 MBA students, a 10-day, three-city journey to Germany helped to expand their understanding of the interconnectedness of world economies and cultures.

The trip was part of the MBA program's Global Immersion Experience (GIE), a three-credit course that introduces students to the economic opportunities and challenges of doing business abroad.

The group visited Frankfurt, Munich, and Heidelberg and toured industrial trailblazers in each city. The itinerary included a visit to Frankfurt's Lufthansa Systems, the technology division of the world's leading air freight carrier, where the students discussed the company's approach to innovation. They also took a behind-the-scenes tour of the Frankfurt airport.

"From the people I met, the cities and sights I saw, and the innovative businesses I was able to visit, this was a truly enlightening and worthwhile trip," says **Mallory Rousseau '11, MBA '18**.



BULLDOG PRIDE



Bryant's highly competitive Division I athletics program is raising the University's national profile while rallying the entire Bulldog community.

Bill Smith named a winner of the Under Armour AD of the Year Award



"Bill Smith is the consummate Athletic Director and leader: smart, hardworking, thoughtful, compassionate and competitive."

Ronald K. Machtley, Bryant President

Bryant University Director of Athletics **Bill Smith** has been named one of the 28 winners of the Under Armour AD of the Year Award, the National Association of Collegiate Directors of Athletics (NACDA) announced recently.

Smith, who is in his 12th year at Bryant, is one of four athletic directors, make it from Football Championship Subdivision to be recognized. He is joined by Thomas Beckett from Yale, Vicky Chun from Colgate, and Ingrid Wicker McCree from North Carolina Central.

"What a wonderful achievement for Bill Smith," Bryant University President **Ronald K. Machtley** said.

At Bryant, Smith has guided the Black & Gold through the transition to Division I

and has crafted the department into one of the best in the Northeast Conference. Under his watch, the Bulldogs won back-to-back NEC Commissioner's Cups in 2012-13 and 2013-14 and have won 38 NEC Regular-Season and Tournament Championships.

In addition, the Black & Gold has thrived in the classroom under Smith's watch. This past fall, Bryant student-athletes posted a 3.19 cumulative GPA, the best in DI program history. The Bulldogs have also led the Northeast Conference in Graduation Success Rate and Academic Progress Rates awards in each of the last four years, with over half of the varsity programs earning APR recognition this past year.

Bryant's football team will play on a new artificial turf and lighted field this fall, making Bryant the first of Rhode Island's Division I programs to play home games on artificial turf with the option of playing night games.



Grasso: “The Future of Bulldog Men’s Basketball is Very Bright”

Jared Grasso brings 16 years of experience in Division I coaching in the Northeast to his new job as Bryant’s head basketball coach. His goal, he said, is to build the Bulldogs into a championship team.

“We’re going to be the hardest working team in the country, bar none,” said Grasso, who comes to Bryant after eight seasons at Iona, where he helped the Gaels to unparalleled success.

President **Ronald K. Machtley** and Director of Athletics **Bill Smith** announced Grasso’s hiring April 2. “Jared has an incredible record of commitment to recruiting exceptional athletes who can compete on the floor and in the classroom,” said Machtley. Smith added: “I feel that Jared will give our program an energy boost, and I’m so excited to have him on our sideline.”

Grasso, 37, is the eighth men’s basketball coach in Bryant University’s history, taking over for Tim O’Shea, who retired after leading the Bulldogs for 10 seasons.



NEC Champions

For the first time in program history, the women’s swimming and diving team won the Northeast Conference championship. The Bulldogs finished first in the four-night meet, totaling 793 points, besting second-place Wagner by 55 points.



“I have never been prouder of a group of girls in my 20 years of coaching. This team is so resilient and passionate and to be able to win this is an incredible feat.”

Coach Katie Cameron

Highlights:

The Bulldogs ended the meet just how they started it: winning gold in a relay and icing the Bulldogs’ first conference championship.

Bryant became just the third team in the NEC meet’s history to win all five relays and the first since 2008.

The Bulldogs broke 10 school records in the meet and three Northeast Conference Championships meet records.

Team Nicole

Demonstrating her remarkable Bulldog spirit, **Nicole Salzano ’18**, who is recovering from a stroke suffered at the NEC Championships, received a standing ovation at Commencement as she returned to graduate with her class. Her teammates –and the Bryant community – continue to support Nicole, including through fundraising for Team Nicole.



100 Bulldogs named to Northeast Conference Academic Honor Roll

One hundred Bryant student-athletes were named to the Northeast Conference Academic Honor Roll, including 22 who were named to the NEC’s Commissioner’s Honor Roll.

The NEC Academic Honor Roll consists of student-athletes who have maintained a cumulative grade point average of 3.20 or above with 765 fall student-athletes qualifying for the distinction in the fall of 2017. Of those 765 student-athletes, 241 were named to the Commissioner’s Honor Roll, an accolade that recognizes those who have maintained a GPA of 3.75 or above.

Keep up with the latest Bulldog news and schedule information at bryantbulldogs.com

COLLEGIAL COMMUNITY



Our collegial, student-centered community, including Wellington Wealth Management alumni participating in a Smart Women in Finance panel in Boston, forges lifelong connections through a powerful network of more than 45,000 alumni around the globe.



"We wanted to find another bulldog who represented our student body: courageous, polite, with lots of love, and this is a dog that I think will do just that."

Ronald K. Machtley,
Bryant President

Tupper II Debuts as Bryant's Newest Mascot

A cheering crowd of hundreds of students, faculty and staff greeted Tupper II, the University's 12-week-old English bulldog mascot at his red carpet debut on April 12th in the arms of President Ronald K. Machtley.

Kati C. Machtley joked with the crowd that the pup drew a larger crowd than she and President Machtley did when they first arrived at Bryant 22 years ago.

"When we went out to look for a mascot," President Machtley said, "we wanted to find another bulldog who represented our student body: courageous, polite, with lots of love, and this is a dog that I think will do just that," he said. Tupper II, the newest member of the Class of 2022, was bred in Maryland and, the President said, "has all the qualities and traits of the best damn bulldog in the country."

Tupper II is a gift to the Bryant community from President and Mrs. Machtley. His home care provider is Krupp Library Manager of Borrower Services **William Doughty and his family**. Bryant Trustee **Joseph F. "Joe" '80 and Kathryn A. "Kathi" (Jurewicz) '81 Puishys** have generously provided resources for Tupper II's care.

Follow Tupper II:

Twitter: @BryantTupper

Facebook: BryantUniversityTupper

Instagram: BryantUTupper

Alumni Engagement Day:

Powerhouse Keynotes and Inspiring Alumni

One of the world's leading experts in behavioral finance and socially responsible finance, and an award-winning leader in wealth management and technology were featured Alumni Engagement Day keynotes. Alumni Engagement Day also highlighted the expertise and experiences of some of the University's most successful alumni. Archway Investment Fund program students hosted the 13th annual Financial Services Forum, a culmination of their work managing a fund of about \$1.78 million.

John Nofsinger, Ph.D., the William H. Seward Endowed Chair in International Finance and Professor of Finance at the University of Alaska Anchorage, focused on the psychobiology of investing, which brings finance and psychology together and applies that knowledge to the world of investing. Author of *The Psychology of Investing*, Nofsinger noted. "The market's performance may cause positive or negative emotions in the general investment public."

During the Women in Finance forum, keynote **Cheryl Nash**, President of Investment



"The stories they told and the advice they gave was really inspirational. Events like today's panel show students like me how accessible the alumni are and how much they truly want to help them out."

Rachel Shaw '18

Services at Fiserv, declared, "There has never been a better time for women to go into financial services."

A Peterson Institute report found that 30 percent female representation on boards can increase company profits by six percent, she noted, and a case study showed

that more diverse teams make better decisions 87 percent of the time. "Diversity and inclusion, having both men and women in executive level positions," she said, "is a clear link to success."

Nash also joined the panel of **Jaime Lannon Diglio '00**, Sales Director for Financial Services, Microsoft; **Jessica (LaRoche) Pouliot '07**, Director of Cambridge Associates LLC; and **Staci Rezendes '16**, a Private Wealth Management Client Associate at J.P. Morgan, and shared advice for students starting out.

The alumnae credited their Bryant education with helping them build a foundation for success and encouraged students and young professionals to constantly build on their skill set.

[Read more at: Bryant.edu/news](https://bryant.edu/news)



Engaging High-profile Artists and Speakers

Students, faculty, and staff engaged with artists and speakers who shared their talent, expertise, and inspiration in a variety of venues this spring.

They included:

Former Patriots wide receiver **DANNY AMENDOLA** discussed the character of success at the championship level during a moderated question and answer presentation sponsored by the Student Programming Board.

Keynote speaker at the seventh annual Bryant University Northeast Entrepreneurship Conference **STEVE FORBES**, chairman of Forbes Media, addressed the current economy and provided insight for business growth.



Grammy and Tony Award-winning jazz giant **Dee Dee Bridgewater** performed classics and songs from her newest album, *Memphis... Yes, I'm Ready*, as part of the President's Cultural Series.

German political anthropologist **DOMINIK MÜLLER, PH.D.**, a visiting fellow at the Harvard Law School's Islamic Legal Studies Program: Law and Social Change, discussed "The Many Islams of Southeast Asia."

Pulitzer Prize-winning poet **GREGORY PARDLO** read from his work and discussed his newest publication, *Air Traffic: A Memoir of Manhood and Ambition in America* with an audience including students writing memoirs.

Women's Summit 2018

A sellout crowd of more than 1,000 women and men from throughout the region participated in the 21st Women's Summit®, "Rise to the Challenge & Reach New Heights."

This year's three powerful keynote speakers were self-made media mogul **Nely Galan**, Rent the Runway Co-founder and CEO **Jennifer Hyman**, and Founding Director of The Good Life Initiative **Brigid Schulte**. The 2018 Bryant University Women's Summit New England Businesswoman of the Year award was presented to **Suzanne Bates**, CEO of Bates leadership development firm.



The event also featured a power plenary session, 24 breakout sessions, panel discussions, and a networking reception. Some 35 presenters focusing on specific areas of personal and professional development such as finance, personal branding, entrepreneurship, technology, and career

"So if I, in my lifetime, can be self-made from nothing, all of you have no excuse. You can do it, too."

Nely Galan, the former president of entertainment for Telemundo, an Emmy-winning producer of hundreds of TV shows, and now president and CEO of multimedia company Galan Entertainment.

advancement led these breakout sessions.

The Women's Summit®, directed annually by **Kati C. Machtley**, is one of the most highly sought-after educational events in New England and has sold out every year since it began in 1997.

World Trade Day 2018: Technology in Global Trade



Hope Global CEO and Bryant University Trustee Cheryl Merchant '12H received the John Hazen White, Jr. Lifetime Achievement Award, which recognizes outstanding contributions to promoting international trade and collaboration.

More than 500 regional industry leaders and business executives discussed innovations in manufacturing including robotics, drones, and other technological advancements at the 33rd Annual World Trade Day: Technology in Global Trade.

"The goal of this World Trade Day was to bring together experts and leaders to share knowledge, vision, and opportunities for growth and success in the global marketplace," said **Ray Fogarty '79**, director of the Chafee Center for International Business at Bryant University.

Keynote speakers included **Joe Brusuelas**, chief economist at RSM International, a global network of independent audit, tax, and consulting firms and **Sudhir Jha**, senior vice president, global head of product management and strategy at Infosys, a global leader in technology services and consulting.

Degrees Awarded at Bryant University's 155th Commencement ceremonies

IN MAY, MEMBERS OF OUR CLASS OF 2018 COMPLETED THEIR UNDERGRADUATE AND POST-GRADUATE STUDIES IN THE ARTS AND SCIENCES AND IN BUSINESS. AT THE UNIVERSITY'S 155TH COMMENCEMENT CEREMONIES they were awarded a Bryant University diploma, which has more value now than at any time in our history, and joined a powerful, global network of alumni who are inspired to excel and have distinguished themselves as leaders in their organizations and communities.



The Honorable **Elaine L. Chao**, United States Secretary of Transportation delivered the Commencement address for undergraduate students on Saturday, May 19, and was awarded an Honorary Doctor of Business Administration. Honorary degrees were also conferred on **Jonathan D. Fain**, Chair of the Board and Chief Executive Officer of Teknor Apex Company, who received an Honorary Doctor of Business Administration degree, and **Beverly E. Ledbetter**, Vice President and General Counsel for Brown University, who was awarded an Honorary Doctor of Laws degree.

Earlier that week, on Thursday, May 17, **Sandra Glaser Parrillo**, President and Chief Executive Officer at Providence Mutual Insurance, delivered the address at the Graduate Programs Commencement ceremony and received an Honorary Doctor of Business Administration.

ACCOMPLISHED ALUMNI



Bryant graduates, part of a powerful network of more than 45,000 alumni around the world, are making a difference in their fields and in their communities.

1976

MICHAEL DECATALDO '83 MST, of Cranston, RI, was one of seven alumni appointed to the board of directors of the Northern Rhode Island Chamber of Commerce. He is a Managing Partner at Sansiveri, Kimball & Co., LLP.

MARGARET FRENCH-BELTIS, of Harwich, MA, was named Chief Financial Officer of Latham Centers, Inc., a residential care, education, and treatment center for children with special needs. Prior to joining Latham Centers, her career included financial consulting and professional coaching.

1978

ERNIE ALMONTE '85 MST, '09H,



of Barrington, RI, was named to the executive committee of the Northern Rhode Island Chamber of

Commerce. He is a former member of the Bryant University Board of Trustees and currently serves as a partner at RSM US LLP.

1980

DAVID LUCIER, of Cranston, RI, was one of seven alumni named to the board of directors of the Northern Rhode Island Chamber of Commerce. He is the president of Lucier CPA, Inc.

1983

DAVID FONTAINE '94 MBA, of Harrisville, RI, was one of seven alumni appointed to the Northern Rhode Island Chamber of Commerce's board of directors. He is a partner at Marcum, LLP.

GARY S. GILLHEENEY MBA, of Cumberland, RI, was appointed to the Massachusetts Biotechnology Council board of directors. He is the CEO of Organogenesis, a leading regenerative medicine company. For his work at Organogenesis, he was previously recognized as an Entrepreneur of the Year by Ernst & Young.

1986

JOSEPH SABETTA, of Johnston, RI, was one of seven alumni named to the board of directors of the Northern Rhode Island Chamber of Commerce. He is a director at Citrin Cooperman.

DAVID WEGRZYN, of East

Greenwich, RI, was one of seven alumni appointed to the board of directors of the Northern Rhode Island Chamber of Commerce. He is the Vice President for University Advancement at Bryant University.

HONORABLE FRANK WILLIAMS MST, '04H, of Hope Valley, RI,

a former Chief Justice of the Supreme Court of Rhode Island, addressed the graduates of Mississippi State University as the 2018 undergraduate commencement speaker. He was awarded an honorary Doctor of Public Service degree by MSU.

1987

RICHARD KRUPSKI MBA, of Rehoboth, MA, was named Vice President and Consultant of Employee Relations at Hilb Group, a leading insurance company. He previously held leadership roles at Blue Cross & Blue Shield of Rhode Island.

1988

JANET (RAYMOND) BARATTINI, of Osterville, MA, and her husband, Peter, recently celebrated the accreditation of their business, Home Sitters Inc., by the National Home Watch Association for the fifth year. Home Sitters offers property care services to homes throughout Cape Cod.

1989

BRENDA (LAVIGNE) BURDICK, of Adams, MA, joined the Massachusetts College of Liberal Arts' Board of Trustees. She is the Senior Manager of Marketing and Public Relations at General Dynamics Mission Systems.

1990

KENNETH R. BURNETT, of North Scituate, RI, was promoted to Senior Vice President, Director of Commercial Relationships at BankNewport. He previously served as the organization's Senior Vice President, Manager of Commercial Lending.

Share your news about professional and educational accomplishments at bryant.edu/alumni, email alumni@bryant.edu, or call 877-353-5667.

ROBERT CALISE, of Cranston, RI, was named the Managing Director of Employee Benefits at The Hilb Group of New England, a commercial insurance company. He serves on the Blue Cross & Blue Shield of RI broker advisory board, the United HealthCare of New England broker advisory board, and the Rhode Island Business Healthcare advisors' council.

1991

STEFAN THIELEN, of Revere, MA, was named Director of Strategic Relationships at FinMason, an international fintech firm and investment analytics provider. He holds a master's degree in finance from Northeastern University.

1992

BRYAN LARSON, of Granby, CT, was promoted to Senior Vice President of Finance and Administration at Kaman Distribution Group, the distribution segment of Kaman Corporation. He joined Kaman in 2005 and previously served as the Executive Director of Corporate Development.

1993

GUSTAVE (GUS) KEACH-LONGO, of Hartford, CT, was named President and CEO of The Towers, an apartment facility and assisted living community in New Haven, CT. He has a master's degree in health administration from Rensselaer Polytechnic Institute and a Ph.D. in human development and family studies from the University of Connecticut. He also is an Adjunct Instructor in the Human Services Department at Tunxis Community College.

1994

BRIAN SINKIEWICZ, of Boston, MA, was named senior vice president of the airborne solutions business unit at Elbit Systems of America, a defense and homeland security organization. His experience includes work with Raytheon, Textron Systems, and Datum, Inc.

THE CHARACTER OF SUCCESS

Kevin Mentzer '91 prepares students for an unknowable future

After graduating from Bryant with a concentration in Computer Information Systems, Assistant Professor **Kevin Mentzer '91, Ph.D.** held several senior information

up-to-the-minute courses, exploring innovative new tools and technologies, and helping drive his department's decision-making are a welcome change from the corporate sector.

able programming in multiple languages," he explains. "I tell my students, 'My job is to prepare you to handle whatever tool is thrown at you, while acknowledging that you will have no experience with that tool.'"

With strong student interest in Bryant's new Data Science concentration, Mentzer concurs

With open source tools disrupting and challenging leading



"Data has exploded; some of the old technologies weren't a good fit to analyze these data."

technology positions and founded his own IT company. Then, he returned to his first love – academia.

"I always wanted to come back to Bryant and teach; the energy of students is invigorating," says Mentzer. Designing

with Harvard Business Review, which called it "the sexiest job in America" in 2016. With data science, he says, companies bring in new data streams – like social media – to broaden the scope of data being evaluated.

How does Mentzer prepare students for an unpredictable future? "I prepare them for change; we want students to graduate from Bryant comfort-

technology companies, Mentzer says, "Our goal is to get students prepared for whatever will come next." To that end, Mentzer is delighted to engage students in his research project evaluating how individuals use block chain technology: Is it just a small sub-community of computer "geeks" or is the community actually growing as the number of block chain technology applications grows?

1995

DAVID MCLAUGHLIN, of Braselton, GA, was appointed Chief Financial Officer of Hiscox, an international specialist insurance company. He previously held senior finance roles at Fiserv, Bank of America, and Delta Airlines.

1996

ANTHONY BOTELHO MBA, of Greenville, RI, was one of seven alumni appointed to the board of directors for the Northern Rhode Island Chamber of Commerce. He is the President and CEO of Freedom National Bank.

JASON M. JOLIN '97 MBA, of

Douglas, MA, was appointed Chief Financial Officer and Senior Vice President of Navigant Credit Union. He has more than 20 years of experience in the finance industry and previously served as the Strategic Planning Director at Citizens Financial Group.

RONALD VIEN MBA, of

Westport, MA, was selected as the Division Technical Director of the Naval Undersea Warfare Center Division Newport. He has served there for more than 30 years, most recently as the head of the Sensors and Sonar Systems department.

1997

JENNIFER PARKHURST, of Smithfield, RI, was named Executive Committee Member-at-Large for the Northern Rhode Island Chamber of Commerce. She is a Human Resource Director at Fidelity Investments. In 2011, she was awarded the Young Alumni Leadership Award by Bryant University.



2003

PAUL J. CHOQUETTE, JR. '04H, of Carrabassett Valley, ME, joined the advisory board of Teach for America RI. He also is Vice Chairman of Gilbane, Inc., where he previously served as CEO.

2006

SANDRA CANO, of Pawtucket, RI, was elected to the state Senate for Rhode Island District 8 in an April special election. She was also recently recognized with the Barbara Burlingame Award from the Northern Rhode Island Chamber of Commerce for her contributions to the business community. She is the Assistant Vice President of Community Development at Navigant Credit Union and was a two-term Pawtucket City Councilor.

ALIMAMY D. "JUNIOR" JABBIE '07 MBA



of Providence, RI, was promoted to president and CEO of Baneker Industries, Inc. He was selected for this role by Cheryl

Watkins Snead, former Vice Chair of the Bryant University Board of Trustees and Founder, President, and CEO of Baneker, before her passing in early 2018. Jabbie previously served as the organization's Executive Manager of Corporate Operations and Executive Manager of Business Development and Customer Relationships. He was also one of seven Bryant alumni appointed to the board of directors of the Northern Rhode Island Chamber of Commerce.

JOSEPH MACEDO MBA, '07 MSIS

of Portsmouth, RI, was appointed Director of Human Resources at Meeting Street, which provides educational, therapeutic, and developmental services to children with disabilities and special needs. He previously held positions with LIN Media, Lifespan, and Brown University.

JUSTIN M. MEDEIROS, '08 MBA

of Bristol, RI, was promoted to Vice President, Assistant Controller of BankNewport. He previously served as an Accounting Manager and Officer at the bank.

2008

RYAN J. CURLEY, of Portland, CT, was featured in a Middletown Press story noting that halfway through his term, the state's youngest Town Clerk is revamping the office. Curley previously served on the town's Board of Selectmen for four years.

2009

SCOTT CONGDON, of Foxboro, MA, won the 2018 Attleboro Area Golf Association Championship Tournament. He helps manage his family-run business, Congdon Auto Center.

MICHAEL MORGAN '10 MBA

of New London, CT, was named the Head Girls' Basketball Coach at Ledyard High School in Ledyard, CT. He most recently was a Behavioral Specialist for New London public schools.

2010

AVNI JHUNJHNUWALA, Avni Jhunjhnuwala, of Hong Kong, is the founder of Ekoshiki, which creates Furoshiki, a reusable alternative to wrapping paper. Using only 100 percent cotton, biodegradable products, she hopes to reduce waste created by wrapping paper.

Give and Receive

Invest in Bryant and receive dividends for life!

Rates are on the rise and you can turn underperforming assets, such as stock or cash in a savings account or CD, into a gift to Bryant that will also provide you with income for life.

For the first time since 2012, ACGH rates are increasing. Effective July 1, 2018, sample rates for a life annuity:

Age	Annuity Rate
65	5.1%
70	5.6%
75	6.2%
80	7.3%
85	8.3%
90	9.5%

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Provide regular, fixed, guaranteed income for your life and/or the life of your spouse

Take an immediate charitable income tax deduction

Receive a portion of each annuity payment tax-free

Benefit from favorable capital gains treatment if funded with appreciated securities

Enjoy membership in Bryant's 1863 Society, knowing that you are helping to ensure Bryant's legacy

For more information, a confidential conversation, or to make your gift, please contact Executive Director of Development Ed Magro, J.D., at 877.353.5667 or emagro@bryant.edu.

Visit www.plannedgiving.bryant.edu for more information on Bryant Charitable Gift Annuities, to learn more about other estate planning and gift planning options, read selected estate planning articles, and download free estate and gift planning guides.

JASON THRESHER, of West Suffield, CT, qualified for the Professional Golfers' Association (PGA) Tour Latinoamerica after finishing in the top ten at the PTLA qualifying tournament in Florida. He was inducted into the Bryant University Athletics Hall of Fame in 2017.

2012

ANDREW PLANTE, of Coventry, RI, joined People's Credit Union as Assistant Controller. He has more than nine years of banking experience, including knowledge in financial reporting, annual budget preparation, and loan portfolio management.

2013

WHITNEY ROGERS, of Tyngsboro, MA, was named the Head Women's Soccer Coach at Fitchburg State University. She previously coached at Mount Saint Mary College and for the Olympic Development Program in Massachusetts.

2014

KEVIN B. FOWLER, JR., an



Entrepreneurship major and four-year member of the football team at Bryant, received his Juris Doctor

degree in April from California Western School of Law in San Diego, CA. He served as a Judicial Extern for John A. Houston, a Senior United States District Judge of the United States District Court for the Southern District of California, and as a Judicial Intern for Thomas Rebull, a Florida Circuit Court Judge. Fowler also was a Clinical Legal Intern at New Media Rights, a nonprofit, independently funded program of California Western School of Law, which provides legal services, educational resources, and public policy advocacy for creators, entrepreneurs, and internet users.

CRAIG SCHLITTER, of Hopkinton, MA, began his fifth season of playing professional baseball, joining the Hartford Yard Goats.

2015

JENNIQUA BAILEY, of Bloomfield, CT, was named the Girls' Basketball Junior Varsity Coach at Northwest Catholic High School in West Hartford, CT. She was the Captain of Bryant's DI Women's Basketball Team during her senior year.

DYAMI STARKS, of Duluth, MN, founded Starks Basketball Academy, a non-profit organization dedicated to training athletes of all ages and backgrounds. He recently returned to Duluth, his hometown, after playing professional basketball in Australia, Kazakhstan, Turkey, and Latvia.

2017

EVAN COOK, of Cumberland, RI, is a Marketing Coordinator for Trifecta Network. He covers the Pawtucket Red Sox as a beat reporter and appears as a guest on Trifecta Networks podcasts.

JAMES MARLEY, of Belchertown, MA, leads Hyperion Systems, a solar construction company founded by his late father, David Marley. He was inspired by his studies abroad in Spain to work with his family's company to improve sustainable farming and renewable energy systems.

VIVIAN TEJADA, of Los Angeles,



CA, where she is a Coro Fellow in Public Affairs, has been awarded a prestigious Fulbright English

Teaching Assistantship to teach in Brazil. Tejada, an Economics major who concentrated in International Political Economy and minored in Spanish and Business Administration, is Bryant's second Fulbright Award winner in two years.

A Providence native, Tejada earned several honors from Bryant, including the Social Entrepreneurship Award, the Women's HERstory Award, and the Dr. Martin Luther King Jr. Leadership Award.

THANK YOU

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JENNIFER HYMAN

Co-Founder/CEO
of Rent the Runway,
Co-Founder of Rent the
Runway Foundation

JODY URQUHART

Motivational Speaker,
Coach, Facilitator,
Author

NELY GALÁN

Self-made Media Mogel,
Author, Founder of the
Adelante Movement

BRIGID SCHULTE

Founding Director of
The Good Life Initiative,
Director of the
Better Life Lab, Author

SPECIAL THANKS to the sponsors and supporters of the Women's Summit® at Bryant University. Because of your generosity we welcomed close to 1,100 attendees to campus on March 16. The Women's Summit is the largest and longest-running educational conference for women in Rhode Island. At Bryant we are proud of the University's commitment to the education, empowerment, and advancement of women through the years.

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IN MEMORIAM

DOROTHY (REED) CRAWLEY '37
December 29, 2017

C. HARRY JOHNSON '38
December 13, 2016

HAZEL (STONE) CHASE '41
April 2, 2018

JEAN (HELM) ATWOOD '42
January 22, 2018

MIRIAM (ASSIRAN) WARSHAW '42
February 25, 2018

LUCILLE (PARENT) CARNEY '45
June 19, 2016

MARGARET (SPARROW) CRONAN '45
January 21, 2018

LOUISE (WILKINSON) DRISCO '45
December 19, 2017

LUCY (KEVORKIAN) HAMALIAN '46
February 2, 2018

ANN (FLYNN) LANGWELL '46
November 10, 2015

ELENA H. PILLONI '46
February 4, 2018

JOSEPHINE (KORKUC) IWUC '47
March 19, 2018

EDWARD S. ANGELL '48
January 7, 2018

STANLEY BERNSTEIN '48
December 6, 2017

GERALDINE (ALLEN) BOSCALIA '48
November 26, 2017

CHARLES L. FIELDS '48
June 18, 2016

JOAN (CARROLL) MAHONEY '48
September 22, 2016

JULIE (CRUESS) MOOY '48
April 1, 2018

RAYMOND WASSER '48
December 22, 2017

WALLACE J. CROOKS '49
January 2, 2018

RALPH J. DEANGELIS '49
February 2, 2018

JOHN H. DONOVAN, SR. '49
December 12, 2017

ELMER H. KIONTKE '49
February 15, 2018

CHARLES LAMBROS '49
January 22, 2018

FRANK WALSH '49
February 10, 2018

DONALD J. WILDENHAIN '49
January 13, 2018

AMERICO J. BONOMO '50
February 12, 2018

PAULINE (BIRON) CARROLL '50
December 15, 2017

BURTON G. HAWLEY '50
November 29, 2016

JOHN F. PARKS '50
November 23, 2017

JEAN M. DEPASQUALE '51
December 8, 2017

CARMINE FORLINGIERI '51
February 26, 2018

MARY (BAGGAN) MADIGAN '51
April 15, 2018

PATRICIA (HULATT) BOWEN '52
February 24, 2018

ROGER P. DONOGHUE '52
February 24, 2018

COLONEL JAMES F. DUNN, JR. '52
April 4, 2018

JAN P. HOLSCHER '52
October 3, 2015

ROBERT A. IANNOTTI '52
April 17, 2018

ALAN E. LANG '52
April 3, 2018

ELEANOR (FRY) LYNCH '52
January 7, 2018

JANET (STEINER) JARNES '53
September 30, 2017

JOSEPH C. GRANT '53
August 13, 2017

JANE (PHAIR) RIVAS '53
February 28, 2018

ELEANOR (FALLON) BAIROS '55
February 23, 2018

R. DONALD BLACKBURN '55
December 14, 2017

J. PARKER SCOTT '55
January 30, 2018

S. PATRICIA (GUZEWICZ) SEIDEN '55
March 25, 2018

ELEANOR (SORENSEN) WEST '55
February 5, 2018

MARY (CARPENTER) CROCKETT '56
February 23, 2018

STANLEY J. KESTYN '56
April 12, 2018

EDWARD C. WEYGAND '56
January 28, 2018

HELEN (URQUHART) JAMES '57
July 17, 2017

JAMES MAHON, JR. '57
January 21, 2018

ROLAND L. THERIAULT '57
December 28, 2017

DIANNE (DIAS) RITZ '58
March 15, 2016

LOUIS W. WEIDMAN '58
February 25, 2018

WILLIAM H. AYDELOTTE '59
October 3, 2017

PAUL V. DELOMBA '60
February 16, 2018

JANICE (MARINARI) SOUZA '60
January 25, 2018

DONALD E. TRUCHON '61
May 23, 2017

PATRICIA (LIGEIRO) BOURNE '62
February 12, 2018

ROGER R. CHAMBERLAND '62
March 16, 2018

WILLIAM L. BUSH '63
May 18, 2015

DONALD F. O'LEARY '65
March 27, 2018

LOUIS A. LONGO '66
October 22, 2015

DOUGLAS H. MOODY '66
December 17, 2017

ANTHONY DEQUATTRO '67, '74 MBA
March 7, 2018

ROY E. JONES III '68
March 7, 2018

J. RYDER KENNEY '68
January 18, 2018

DAVID ROME '68
February 4, 2018

DOROTHY (BRAYTON) WATERMAN '69
December 30, 2017

JOHN M. D'AMICO '71
December 19, 2017

LAWRENCE P. MCMANUS, JR. '71
January 17, 2018

RANDALL R. LEWIS '73
December 13, 2017

ELLIOTT P. SHYER '73
December 29, 2017

PAUL J. TAGLIANETTI '73
October 22, 2017

MAURICE J. LAPIERRE '74
April 26, 2015

FRANCIS P. SPILLANE '74
June 6, 2017

DONALD B. HARGER '75
February 1, 2018

SUSAN (CENCAK) SASTER '75
January 30, 2018

JOSEPH SOUSA '76
January 18, 2018

DENNY CANESTRARI '77, '85 MST
February 15, 2018

ANTHONY MARCHETTI '77 MBA
January 21, 2018

KATHI (LUNDGREN) FARRINGTON '78
February 16, 2018

STANLEY SCOVISH '78
March 9, 2016

MARIAN (RANSOM) MANNION '80
January 21, 2018

WAYNE D. LIMA '81 MBA
April 6, 2018

STEVEN G. RAHL '82 MBA
February 27, 2018

MARY (BARONE) LEAVITT '87
January 10, 2016

LORI (NELSON) SAWTELLE '91
March 23, 2017

DAVID B. KAPLAN '93
February 11, 2018

DAVID R. CANTIN '94
January 9, 2018

MICHAEL K. FORGATCH '94
March 25, 2018

CHRISTOPHER G. KUTH '95
March 26, 2018

DARREN M. SCARAMELLA '99
February 9, 2018

TODD J. YOUNGS '03 MBA
January 13, 2018

CHRISTOPHER G. BUSHNELL '13
April 16, 2018

DAVID K. MCLEAN-SHINAMAN '16
March 3, 2018

Please note this list includes notices received by April 25, 2018 as reported by family members, newspapers, and other sources.

BURTON L. FISCHMAN, Ph.D., a Communication Professor Emeritus of Bryant whom alumni honored with the Distinguished Faculty Award in 1984, died April 1, 2018, in Mundelein, IL. He was 87.



Professor Fischman's inspiring 35-year teaching career at Bryant began on September 1, 1966, and ended when he retired on July 31, 2001. He also served as an advisor for Bryant Hillel, the world's largest Jewish college student organization.

The recipient of many awards in leadership, education, and public speaking, Professor Fischman was a respected author, a consultant to more than 100 different businesses, governmental agencies, and professional associations, and a motivational speaker to Fortune 500 companies. He was a passionate organizer, leader, mentor, and trainer in the Federation of Jewish Men's clubs for almost 50 years.

Born in Newark, NJ, he was a U.S. Army veteran and a graduate of Curry College who received a Master of Arts degree from Seton Hall University and went on to earn a Ph.D. from the University of Connecticut in 1971.

He is survived by his wife of 58 years, Rhoda, two daughters, and three grandchildren. A son, Harris, predeceased him.



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