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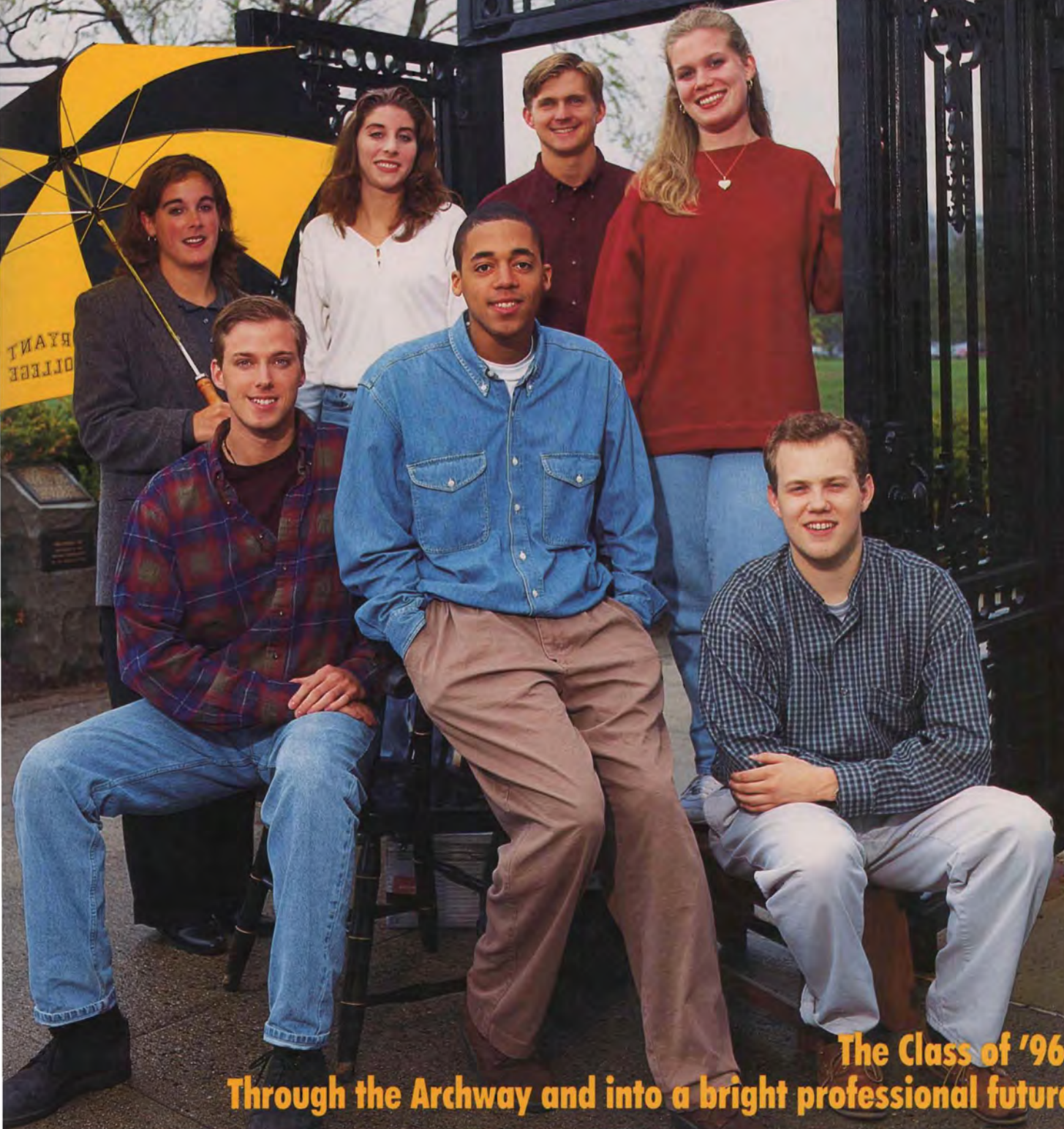
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BRYANT REVIEW



**The Class of '96:
Through the Archway and into a bright professional future**

PRESIDENT'S PERSPECTIVE

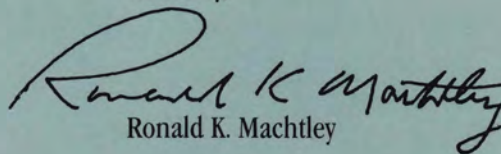


In this issue of the *Bryant Review* we look back at a year of accomplishments. The individuals profiled are stellar representatives of a strong community. My family and I are proud to be among you. This magazine also affords us an opportunity to bid farewell to President and Mrs. Trueheart, to recognize the strides that Bryant College made during Bill's tenure, and to say thank you to Interim President Dolph Norton for his year of leadership.

The developments described on these pages, and many others, form our foundation for the future. As we move forward together, I will value your input – your experiences from the past and your ideas about our opportunities. Please take an active role in your college.

In next summer's issue of the *Bryant Review*, and in the ones to follow, we will proudly highlight many more accomplishments and achievers. I hope you will be one of them.

Sincerely,


Ronald K. Machtley

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Bryant College is an independent institution of higher education dedicated to the preparation of leaders in business and related fields for success in their personal and professional lives. The College offers full- and part-time undergraduate studies leading to BS and BA degrees, full- and part-time MBA programs, an MSA degree, an MST degree, and a Certificate in Advanced Graduate Study (CAGS). The College provides business outreach services through the Center for International Business and Economic Development (CIBED).

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BRYANT REVIEW

SUMMER 1996

THE TRUEHEART TENURE IN REVIEW

During President William E. Trueheart's tenure, Bryant made significant strides and undertook important initiatives. The College attained accreditation by the prestigious AACSB, increased the number of full-time faculty by 55 percent, achieved a greater diversity of faculty, students, and staff, and launched the Center for International Business and Economic Development.

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TICKER TAPE

Steve Sutton, KPMG Peat Marwick Distinguished Visiting Professor of Accounting, presented a paper on "The Impact of Time Pressure and Group Support Systems" at the Mid-Year Conference of the Auditing Section of the AAA in San Antonio. Steve also co-authored a paper titled "Instructional Case Using the NAARS Database: Resolving Revenue Recognition Issues at Carefree Enterprises," which was accepted for future publication in *Issues in Accounting Education*. In February he served as co-chair of the third annual Accounting Information Systems Research Symposium held in Phoenix, co-sponsored by the Information Systems' section of the American Accounting Association. Steve was a founding co-chair of the symposium. He has also co-authored a paper titled "Performance Measures to Improve Internal Audit Productivity and Quality," which has been accepted for publication in *Internal Auditing*.

CIS Professor Ken Sousa '87MBA conducted sessions on "Careers in Computer Information Systems" at Our Lady of Fatima and Riverside Junior High School. He talked with students about career options and educational requirements in the information systems field.

English Professor Stan Kozikowski's essay, "Frost's 'After Apple Picking and God's Judgment'" has been accepted for publication in *The Robert Frost Review*.

English Professor Jeannette White has had two articles accepted for publication: "Caribbean Revolutionaries: Trinidad's C.L.R. James and Cuba's Nicolas Guillen" in *C.L.R. James Review*, and "Shakespeare's Titus Andronicus," in the *Explicator*.

ANGELOU CAPTIVATES BRYANT AUDIENCE



It was an evening to remember. Nationally renowned author, poet, and playwright Maya Angelou dazzled a sell-out crowd at her March 25 campus performance. The author sang, read from her works of poetry, and shared life experiences to a spellbound sell-out crowd during "An Evening With Maya Angelou," sponsored by the Office of College Relations. The evening was one of many Women's History Month events held on campus in March.

Ms. Angelou spoke eloquently of her belief in the importance of poetry and literature in modern life. She urged Bryant students to go to the library, read, and seek out the works of little-known poets. "There's a world of difference between being educated and being trained," she said. "The most noble cause in the world is the liberation of the mind and spirit – beginning with your own."

The recipient of numerous awards and honors including nominations for the National Book Award and the Pulitzer prize, Ms. Angelou is best known for her autobiography "I Know Why The Caged Bird Sings." She was Inaugural Poet for President Clinton in 1993 and won a Grammy for "Best Spoken Word Album" in 1994.

RISBDC REORGANIZES AND LAUNCHES NEW CENTER

The Small Business Development Center (RISBDC) at Bryant, which helps small businesses get started by providing their owners with free advice on everything from business plans to finances, recently underwent a reorganization and took part in an exciting initiative.

The RISBDC restructured in early spring in an effort to better respond to its clients' needs. Under the new arrangement two RISBDC staff members work out of various Chamber of Commerce offices on a rotating basis, along with account executives from the Rhode Island Economic Development Corporation (EDC).

RISBDC Director Doug Jobling believes this new approach provides "one-stop shopping" for businesses that need services from all three organizations – the Chambers, the RISBDC, and the EDC. The reorganization also gives the RISBDC a stronger partnership with the state's Chambers.

In May, the RISBDC joined Hospital Trust National Bank, The Providence Plan, the Rhode Island

Economic Development Corporation, and the Small Business Administration in launching a new comprehensive business center serving disadvantaged neighborhoods in Providence. The new organization, known as the RISBDC Enterprise Community Business Information Center, is only the second one of its kind in the nation. The Center emphasizes service to small minority-owned businesses and will be administered by Bryant. It offers free access to hardware, software, books, and publications to help entrepreneurs plan a business, expand an existing one, or venture into new business arenas.

"This is an exciting new approach to provide comprehensive services to the Enterprise Community's business operators," Doug says. "We can offer a small business owner services from soup to nuts – from writing a business plan, to getting professional consulting from C.P.A.s or faculty at Bryant."

COAST-TO-COAST COMMUNICATIONS

Management Professor Hinda Pollard and students in her graduate-level labor relations class recently participated in a video conference discussion with Michael Damer, manager of community relations and general affairs at New United Motor Manufacturing, Inc. (NUMMI) in Fremont, California. The coast-to-coast communications between the Ocean State and the Golden State took place with help from technology available at the new NYNEX Telecommunications Center Bryant College.

Hinda has been researching NUMMI since the early 1980s and finds it a good case study for her classes in labor relations. "NUMMI is an extremely well-run, innovative company," says Hinda. "I'm glad my students had this opportunity to actually meet and talk with one of the people responsible for the labor practices we've been reading about in class."

NUMMI was founded as a joint venture between General Motors and Toyota. The company boasts an innovative, unorthodox union-management relationship that emphasizes team production, continuous improvement, and job security.

Michael told the Bryant students that a commitment to a company's employees pays off in the long run. In 1988, for instance, sales at NUMMI declined 30 percent, yet the company maintained its workforce at the same levels as before the downturn. The union, meanwhile, participated equally with management in efforts to cut costs and improve vehicle quality. As a result, employment at the plant has risen from 2,500 to 4,500 positions, says Michael.

One by one, the Bryant students spoke face-to-face with Michael, peppering him with questions drawn from their classroom collective bargaining discussions. They wanted to know about union demands, what voice the union has in production and design, and much, much more. After the video conference ended, the students returned to a more traditional setting — the classroom — to discuss what they'd learned.

STUDENTS ADVOCATE ELECTORAL REFORM

Students in one of Professor Marsha Pripstein Posney's political science classes hit the books and the streets this semester. It was all part of an experiential course she created titled "Theory and Practice in Politics: Electoral Systems and Electoral Reform." Students in the course developed and implemented a public outreach program to gain support for electoral reform.

The class studied alternatives to the "single member district plurality (SMDP)" system currently used in the United States for presidential, congressional, and gubernatorial elections. They also explored alternatives to SMDP practiced in democracies around the world including proportional, preferential, approval, and cumulative voting systems.

"Educators have long realized the benefits of experiential learning. In the political science field, it has been difficult to develop 'hands-on' courses without involving students in partisan politics," says Marsha. "This course enables Bryant students to gain practical experience in politics and enhance their commitment to democracy and civic involvement without partisanship."

Marsha notes that students were enthusiastic about their outreach activities which included developing and distributing leaflets at various sites throughout the community, writing letters to the editor, and attending the Brown Forum on American Politics. They also demonstrated their commitment: even though the course is over, many are continuing to work on the project.

The class also sponsored the April 2 appearance of John Anderson, a former Congressman (R-Illinois) who ran as an independent candidate for president in 1980 and is a leading advocate of electoral reform. His talk, "Blame the Voting System: How Changing Electoral Laws Could Reform American Politics," focused on methods for changing the electoral system to allow greater opportunities for independent candidates and "third parties" to be elected.

Marsha says that the course will be offered again in the fall semester just in time for the 1996 Presidential elections.

TICKER TAPE

Bryant faculty and staff recently participated in a focus group for the Rhode Island English Language Arts Framework project "Literacy for All." The project aims to establish standards for English language in Rhode Island Schools and is affiliated with Goals 2000. Bryant participants in the focus group included Trish Avolio and Peter Zollo of The Learning Center, and Humanities Professors Pedro Beade and Joe Urgo, Management Professor Lori Conkley, and English Professors Mary Prescott and Jeannette White.

Management Professor Tim Brown was awarded a Distinguished Professor Fellowship for the International Intermodal Expo, which he attended in Atlanta in March.

Humanities Professor Joe Urgo has been invited to join the faculty at the Seventh Annual International Willa Cather Seminar in Winchester, Virginia, in June 1997. Joe also delivered a paper entitled "Migration, Declaration, Nation: The United States as a Destination Culture," in April at the British Association for American Studies Annual Conference at Leeds University.

Economics Professor Bill Sweeney spoke about the Rhode Island economy at the April 18 "Learning For Life" program, an educational and cultural program for persons of retirement age in the Blackstone Valley area.

Psychology Professor Ron Deluga's paper, "Relationship Among American Presidential Charismatic Leadership, Narcissism, and Rated Performance," has been accepted for publication in *The Leadership Quarterly*.

SENIOR CITIZENS' PROM



Prom night is always a big event. And Bryant's third annual Senior Citizens' Prom was no exception. The popular springtime affair, sponsored by the Student Senate, attracted a sell-out crowd of 145 local senior citizens who came to dance the night away.

Ladies were presented with corsages and escorted to the South Dining Hall by tuxedo-clad Bryant students. Throughout the evening there were raffle prizes donated by area restaurants and business. And in between dances, prom-goers stopped to have souvenir photos taken. About 200 students donated a meal from their meal plan to supplement the cost of the dinner, which was served by Bryant students and staff.

Sean Connolly '96 and Mary Pitino '96 served as co-chairs of this year's Senior Citizen Prom. "This evening was a great opportunity for people our age and seniors to interact," Mary says. "It's a lot of fun and we attract many people who are young at heart."

GOING FOR THE GOLD AT BRYANT

The Special Olympics tradition continued this spring on campus, as the College hosted the 16th annual Northern Rhode Island Special Olympics. More than 700 athletes and student volunteers gathered to participate in the event.

This year's theme was "Go for the Gold," and the athletes more than met the challenge by competing in the wheelchair slalom, softball throw, and standing and running long jump, among others. To add to the festivities a number of Bryant teams and organizations held demonstrations. The cheerleaders, dance team, Karate Club, and basketball and soccer teams were among those who added their enthusiasm and expertise to the day. The Bryant Bulldog was also seen prowling around Olympic Town, where guests could try laser karaoke, make ice cream sundaes, finger paint, color, decorate T-shirts, or sit in a police car or fire engine.

John Mazza '96 served as games director of the Special Olympics for the second year in a row. Gregory Potamis '96 and Olga Perez-Bonnely '99 were assistant directors.

SENATOR PELL HONORED



Senator Claiborne Pell '62H, who will be retiring from the Senate later this year, was honored with Bryant's first Lifetime Achievement Award for his unique contributions to society and higher education. President William E. Trueheart presented Senator Pell with a crystal statue during Commencement.

Elected to the Senate in 1961, Senator Pell's distinguished career has been characterized by his zeal for serving others and his tireless advocacy for higher education. He wrote the legislation that created the Basic Educational Opportunity Grants that Congress named "Pell Grants" in 1980, making higher education accessible to students from all economic backgrounds. Senator Pell was principal Senate sponsor of a 1965 law that established the National Endowment for the Arts and the National Endowment for the Humanities. Prior to his tenure in the Senate, he served in a variety of posts in the United States Foreign Service and in the State Department in Washington. His international experience and perceptive insights have made him an invaluable counselor to several presidents, and a respected Senate leader on foreign policy, as well as domestic issues. This award commemorates Senator Pell's lifetime of service and his lasting legacy of learning.

HONORARY DEGREE RECIPIENTS — THE ESSENCE OF LEADERSHIP

Bryant's 1996 honorary degree recipients are leaders distinguished in their fields. Whether their energies have been directed to banking or retail or the law, all have exhibited the vision and commitment that have made them leaders of their generation. As such they serve as perfect models for Bryant's most recent graduates, who aspire to be the business leaders of their generation.

George E. Bello '58 is executive vice president, controller, and board member of Reliance Group Holdings, Inc., a major insurance company based in New York City which employs 9,300 people in 250 separate locations and has assets surpassing \$10 billion dollars. Prior to joining Reliance Group in 1968, Mr. Bello held controller, auditing, and accounting positions with McCall Corporation, American Tobacco Company, and Continental Baking Company. He has been a board member for Zenith National Insurance Corporation, United Dental Care Inc., and Horizon Mental Health Management Inc. Mr. Bello is a former member of Bryant's Board of Trustees. He received the Bryant College Distinguished Alumni Award in 1984.

Robert Holland, Jr., president and chief executive officer of Ben & Jerry's Homemade, Inc., spoke at the 25th Graduate School Commencement Exercises. Before joining the Vermont-based ice cream corporation, Mr. Holland previously served as chair and chief executive officer of Rokher-J, Inc., a New York-based holding company participating in business development projects and providing strategy development assistance to senior management of major corporations. He is a board member of Mutual of New York, TrueMark Manufacturing Company, and Frontier Corporation. Mr. Holland serves as chair of the Board of Trustees of Spelman College and as a trustee of Atlanta University Center.

Frederick C. Lohrum is chairman, president, and chief executive officer of Rhode Island Hospital Trust Bank, a wholly-owned subsidiary of the Bank of Boston Corporation. He formerly served as chair, president, and chief executive officer of Bank of Boston Connecticut and the chair and president of BancBoston Leasing, Inc. Active in many professional and community organizations, Mr. Lohrum is a board member of the Coalition for Community Development, the Greater Providence Chamber of Commerce, the Rhode Island Public Expenditure Council, Rhode Island Hospital, United Way of Southeastern New England, Business Volunteers for the Arts, and the Trinity Repertory Company. In 1995 he received the Felix Miranda Humanitarian Award from the National Conference of Christians and Jews.

The Hon. Bruce Marshall Selya has been Judge for the United States Court of Appeals for the First Circuit since 1986. Prior to that he served as U.S. District Judge for Rhode Island. A member of the Rhode Island, American, and Federal Bar associations, Judge Selya is an adjunct professor of law at Boston University School of Law, guest lecturer at Harvard Law School and New York University Law School, and chair of the Rhode Island State/Federal Judicial Council. Former chair of the Bryant College Board of Trustees, he is the chair of Lifespan Health Systems, and serves on the Dorcas Place Advisory Board, an organization that assists women in need. Judge Selya is the recipient of the 1988 Louis D. Brandeis Medal for Distinguished Legal Service.

Marcy Syms is president and chief operating officer of Syms Corporation, founded in 1958 by her father Sy Syms, and one of the first stores to offer designer and name-brand clothing at substantially lower prices than conventional stores. The company now operates in 38 stores in 16 states, and employs 3,000 people. Ms. Syms is a board member of Midlantic Bank and the National Association of Women Business Owners, an advisory board member for the National Association of Female Executives, MasterMedia, Inc., and The Empower Program, and a trustee of the Stern College for Women. She also writes a column for *Family Business Magazine* and is the author of *Mind Your Own Business* and *Keep It in the Family*.

Wayne P. Yetter '73MBA, president and chief executive officer of Astra Merck Inc., was featured speaker at the 133rd Undergraduate Commencement Exercises. He was responsible for planning and building the \$1.5 billion dollar pharmaceutical company, a rapidly growing four-year old 50/50 joint venture subsidiary of Merck & Co. and Astra AB, of Sweden. Mr. Yetter joined the Merck organization in 1977 and served in a variety of positions there, including three years as vice president for the Far East/Pacific in Merck's Human Health Division, overseeing key businesses in Australia, New Zealand, Korea, Thailand, Hong Kong, Taiwan, Singapore, Malaysia, Indonesia, the Philippines, and China. He is a board member of the National Pharmaceutical Council and the American Digestive Health Foundation, and he sits on the associate member board of the National Wholesale Druggists' Association. Mr. Yetter was the recipient of the 1995 "Man of the Year" award by the Crohn's and Colitis Foundation of America.

President William E. Trueheart also received an honorary degree. See related story, page 12.

Winning Ways

BY NICKI TOLER

Athletic competition requires physical ability, good instincts, discipline, and persistence. Several players from 1995-96 exemplify these winning qualities.

LIZ DAVIES: OVER THE TOP

Women's basketball star Liz Davies '96 made Bryant history this spring when the six-foot center from Andover, MA, became the College's first woman to break the 2,000 point mark. The big event came in the form of an eight-foot jump shot during the NE-10 Conference semifinals against Bentley College.

But Liz's contributions go far beyond her ability to break records. "It doesn't matter how many points she scores," says Women's Basketball Coach Mary Burke. "Just having her on the floor means so much to this team. There may be players who are bigger than Liz or faster, but no player is going to work harder than her."

Liz, a finance major, has worked hard since her freshman year. In her first collegiate game she scored 28 points and pulled down 18 rebounds. Even when an injury early in her junior year forced her to miss the entire preseason schedule, Liz fought back to lead the Lady Bulldogs to capture the Eastern Collegiate Athletic Conference (ECAC) championship.

Liz's hard work and hustle will serve her well in the future. She is likely to continue setting records.

JEROME GRIER: COMEBACK KID

Throughout his life, senior guard Jerome Grier has stared adversity in the face and come out a winner. "He's a survivor," says Men's Basketball Coach Ed Reilly. "He's had some tough times, and he has battled through them all."

In his freshman year, Jerome tore up the NE-10, averaging 15.2 points a game. Off court, however, he was struggling. At the beginning of his sophomore year, he bottomed out academically and was suspended indefinitely from Bryant. "I wasn't applying myself," he says now. "It wasn't that I couldn't do the work."

Jerome was allowed to return to the College on the condition that he maintain a 3.0 grade point average. He did. "I just started taking advantage of what is available at Bryant," he says.

Adversity struck again in Jerome's junior year when his teammate, roommate, and best friend, Omar Shareef, was killed in a car accident. Jerome was devastated. "We were like brothers. When I came back to school and he wasn't there anymore, the room seemed so empty."

It wasn't the first loss he had suffered. When he was in the sixth grade his older sister Cynthia was murdered. "She meant everything to me," Jerome says. "She made me play ball, do my homework, make my bed. It's been tough without her."

But Jerome has persevered. As a senior he became the 22nd player in Bryant history to surpass the 1,000-point mark. And in May, he became only the second person in his immediate family to graduate from college.

NOEL WATSON: A FINE BALANCE

It all started at the YMCA for Noel Watson '97. "It was just me and my mom, so after school I would go to the Y and shoot basketballs until she picked me up," says this accounting major.

All those after-school hours paid off. Noel is Bryant's "go-to man," the basketball player called in when the pressure is on and a winning shot is needed. Known for his all-around game, Noel is equally adept at going to the basket as he is at shooting the outside jump shot. "I think that is one of my strong suits, the ability to mix it up," says Noel, who averaged close to 17 points and 4 assists a game this season, and led the Bulldogs in rebounding.

He likes to think of himself as a student of the game, but with his 3.36 grade point average Noel is quite a student off the court as well. Despite a demanding schedule, he also tutors fellow players. And for the past two summers, Noel interned at Arthur Andersen & Co. in Hartford. He plans to become a CPA.

"Noel is a terrific example of a true student-athlete," says Coach Ed Reilly. "He works as hard on court as he does in class."

Noel credits his mother for providing encouragement. "She comes to all of my home games, and she is always the loudest one in the stands," he says. "She has been my backbone forever."

Long-term View, Short-term Job

BY ELIZABETH S. KELLY



The organization could be large or small, non-profit or for-profit, it really doesn't matter. Either way, the issues and objectives are basically the same for the leader in a time of transition. James A. "Dolph" Norton knows this first-hand. An experienced leader, Dolph served as interim president of Bryant College for the 1995-96 academic year.

"There are three 'Cs' in an interim presidency," Dolph says, speaking from his experience. "They are: calming, continuing, and correcting. You have to give people the sense that the world is not in turmoil or that the turmoil is manageable; you have to be sure that the organization continues to focus on what's important; and you have to take day-to-day opportunities to improve the options for your successor."

At Bryant, Dolph has achieved all three objectives. His personal style is amiable, so the "calming" aspect of the job seems to come easily. Getting the organization to focus on what's important, "continuing," is relentless work that he does well. But it is the "correcting," within the context of improving options for his successor, where Dolph excels. The appointment of Ron Machtley mid-way through Dolph's year at Bryant accentuated the need to work within the context of the future.

"You have to have a long-term view of your work," Dolph says. "You have to recognize that you will not be here to complete what you start. But then that's true beyond being an interim, that's true in life."

His view is not only long-term, it is also holistic. Dolph hopes this approach will continue long after he has said his

goodbyes. "If I have a legacy at Bryant I hope it will be that everybody here, particularly faculty, would accept responsibility for the whole organization, not just their part. One reason I like working with trustees is that they have to be responsible for the whole organization."

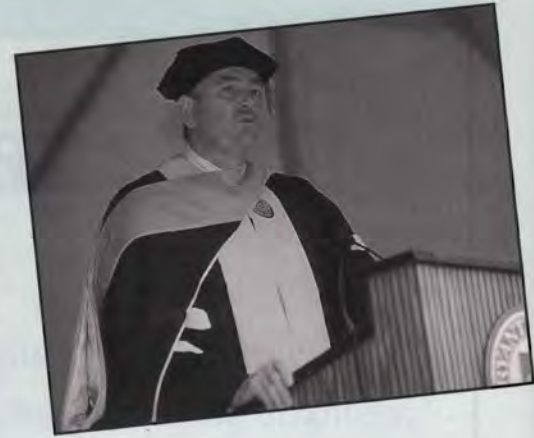
Dolph knows a way that others can do the same – by becoming what he calls a Shadow Board. "I hope that the faculty will move this year to becoming a Shadow Board, taking the same issues that the Board of Trustees does and giving their input. This would lead to changes in pedagogy, it would lead to

more efficient learning, and it would lead to a more energetic campus." He has facilitated the process by making previously confidential information about Bryant readily available to the college community. It is a beginning.

"The frustrating part of an interim job is that there are some changes you would like to make, but you just don't have the time to make them," Dolph says. "There are times that the problem can't wait. You have to make choices about the things that are going to be your priorities. You have to do that quickly and throughout. And then some things are a priority whether you want them to be or not, like fund raising."

"I like fund raising," he adds quickly. "It's a way to bring people together." And that's something that Dolph does very well. Perhaps it's his amiable nature coming into play again.

Dolph demonstrates that a temporary appointment does not equal a detached approach. "You have to get deeply enough involved personally in the organization so that it matters what you do," he says. Dolph did become deeply involved, and the college community is grateful. ▲



COMMENCEMENT A FOCUS

Graduates of the Class of 1996 received some parting advice during commencement ceremonies this year: focus on values. Keynote speakers at both the undergraduate and graduate ceremonies sounded this theme.

Robert Holland Jr., president of Ben & Jerry's Homemade Inc., addressed the crowd at the graduate school commencement. Companies should be "value-led, not value-driven," he said. While businesses need to do well in terms of sales, profits, and stock prices, they should also help others. As an example, he cited Ben & Jerry's, which works closely with a company in New York that hires the homeless and has helped workers build houses.

The next day, Wayne P. Yetter '73MBA, president and chief executive officer of the pharmaceutical company Astra Merck addressed the undergraduates. "The greatest tool that you will carry with you throughout your career is a seemingly simple thing we call values," he said. "Your integrity. Your honesty. Your concern for and interest in other people. Your sense of personal commitment and responsibility." While these qualities may seem insignificant, "values drive people and values drive companies."

This was the 133rd undergraduate commencement at Bryant, and the final one for President William E. Trueheart. John E.

(Jack) Callahan, chair of the Board of Trustees, praised President Trueheart for his visionary leadership and presented him with an honorary degree. President Trueheart, in turn, presented Senator Claiborne deB. Pell with the Bryant College Lifetime Achievement Award.

Many students also won awards in recognition of superior academic performance or service to the College. Others achieved their own "personal best" by overcoming odds in order to graduate. Michael Kosior became the first blind student to graduate from Bryant, yet he is someone who will be remembered for his abilities rather than his disability. The computer information systems major will be attending graduate school in the fall at the Massachusetts Institute of Technology. Jeannine Rogers, who graduated summa cum laude with a degree in accounting, once thought she'd never finish school. She had to drop out of Bryant in the early 1980s because the coursework was too hard to juggle with her family responsibilities. Jeannine returned to Bryant in 1988, and

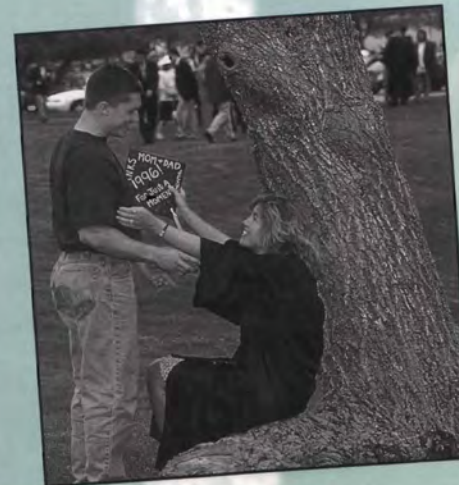


'96 — ON VALUES

when she accepted her diploma at Commencement, both of her children were there to root her on. They will undoubtedly continue to encourage her as she begins a new career as portfolio administrator at State Street Bank in Boston.▲

See page 5 for a story about the honorary degree recipients.

Written by Ann MacDonald from reports by Bob Jagolinzer and David Polochanin of The Providence Journal.



ALUMNI WEEKEND

BY NICKI TOLER



The 1996 Alumni Reunion Weekend held in June had something for everyone. Those who attended could spend an afternoon on the links, browse the shops in Newport, or work out in the Jarvis Fitness Center. And there was plenty for the children to do as well.

For many, Saturday morning's breakfast with Bryant's next president, Ronald Machtley, was a highlight of the weekend. This was the president-elect's first alumni event and the breakfast gave alumni the chance to meet him and hear his ideas for Bryant's future.



It was also a time to honor the winners of the 1996 Alumni Achievement Awards. Ray Iannetta '71, co-founder of Key Tech, Inc., and Poly-Flex Circuits, Inc., received this year's Distinguished Alumnus Award for his outstanding professional achievements. (See related story, inside back cover.) James Arsenault '86, the CEO of Atlas Company of Boston, received the Young Alumni Leadership Award. Lucille Gotsell Killiany '46, chair of the 50th class reunion and long active in the Alumni Association, received the Nelson J. Gulski Service Award. And Mathematics Professor Phyllis Schumacher received this year's Distinguished Faculty Award in recognition of her professional accomplishments, devotion to teaching, concern for students, and constructive influence on students' personal and professional lives.



Honoring Bryant's past is also a big part the annual alumni celebration. At a luncheon for the Class of 1946 on Saturday, former



Alumni Weekend had something for everyone, from old friends reuniting to a baby meeting the Bryant Bulldog for the first time. Among the highlights: Marguerite Sullivan Lennon '16, enjoying her 80th reunion, talked to Carol Word Trueheart (second from top, right); and Bryant's newest president, Ronald Machtley, met one of the pillars of the College, Nelson Gulski '26 (third from top, right).

1996 –

Make it happen

Dean Nelson Gulski '26 presided over the induction of the golden anniversary class into the Loyal Guard. Members of the 50th reunion class also received a souvenir membership booklet, profiling members of their class, a Loyal Guard pin, and a personalized membership certificate. Autographed history books were given to those alumni celebrating milestone reunions. As always, honoring these dedicated Bryant alumni was a special and moving event.

The food was a big hit this year – from the down-home “Way Out West Barbecue” on Friday night to Saturday evening’s “Candlelight Cafe.” And alumni showed they still know how to have a good time: the Class of '86 enjoyed a Caribbean Beach Party and cookout; the Class of '71 reminisced during their 25th Class Reunion Retrospective; and the Class of '91 revisited the festivities of Senior Week – complete with a pig roast and bonfire.

In addition to all the weekend’s social events, the Saturday workshops were popular with this year’s attendees. Many chose to go back to school for a few hours by attending the Humanities class team-taught by English Professor Pat Keeley and Social Science Professor John Jolley. And throughout the weekend there were lots of fun activities for the children – from craft workshops and magic shows, to movies and storytelling.

The weekend’s final event was an elegant champagne brunch with Bryant faculty and staff – a perfect way to catch up with some very important people who are part of Bryant’s past and future. It was a fitting way to end a perfect weekend.▲



During William E. Trueheart's tenure as president, Bryant made enormous strides as an institution.

DEDICATED SERVICE

BY NICKI TOLER

Commencement '96 included the usual degrees – master's, bachelor's, associate's – and one special one. On that day President William E. Trueheart received an honorary degree in recognition of his dedication to Bryant College. In 15 years he served as president, executive vice president, and trustee. In recognition of his leadership, the trustees voted to name him President Emeritus once his own presidential term ends.

Under President Trueheart's leadership, Bryant enriched its academic curriculum, increased the number of faculty by 55 percent, and attained accreditation by the prestigious American Assembly of Collegiate Schools of Business (AACSB). Bryant students can now complete a major in international studies and study Chinese; or major in management and minor in biotechnology. Students here have more choices, more chances to contribute, more ways to see the world.

The College is also more diverse. During President Trueheart's tenure, the percentage of minority faculty and staff doubled, and the number of non-white students enrolled has nearly doubled. The Office of Multicultural Student Services has become a vital addition to campus life.

So has technology. Bryant students have greater access to sophisticated facilities and technology. When they enter the marketplace, Bryant graduates are not just computer literate, they are fluent in this essential language.

► In a series of events this spring, the entire Bryant community bade President William E. Trueheart good-bye and wished him well. Students, faculty, and administrators came together to greet President Trueheart and his wife, Carol Word Trueheart, at a reception in the Rotunda (top photo); the Board of Trustees acknowledged his many contributions with a standing ovation at a trustee dinner (middle photo); and College alumni reminisced with him during Alumni Weekend.

President Trueheart encouraged the College to reach out to the community – and to the world. Through Project Venture, the College’s early intervention program for local multicultural junior high school students, Bryant gives young people opportunities they might never have imagined otherwise. The Center for International Business and Economic Development (CIBED) was established to promote business opportunities throughout the region by combining the resources of the College’s five business outreach centers.

As committed to fiscal health as he was to academic excellence, President Trueheart secured the College’s solid financial foundation. Under his leadership, the endowment grew from \$33 million in 1989 to \$60 million in 1995.

President Trueheart’s tenure has been defined by ambition and high standards. His leadership of a dedicated faculty and staff, talented students, and loyal alumni has brought the College to new heights. ▲



During the Trueheart era, Bryant gained accreditation at both the undergraduate and graduate levels from the American Assembly of Collegiate Schools of Business (AACSB). Only 17 percent of the schools of business in this country share this distinction. AACSB accreditation required that Bryant revamp its curriculum and hire a significant number of faculty with doctoral degrees. These faculty members are superb scholars who are well respected in their fields, as exemplified by the following.

A WINNING COMBINATION

BY PHYLLIS WALDMAN

At first glance, Management Professor Robert Conti and English Professor Terri Hasseler do not have much in common. Bob, who just won a Fulbright award, is a leading authority on a production strategy created by the Japanese; Terri has a background in feminist theory and women's literature. Yet, like their colleagues in the business and liberal arts faculties, both exemplify the combination of scholarship and professional expertise that Bryant seeks in its professors.

For Bob, Bryant is a second career. At the age of 59, just when professional and personal success would have afforded him the chance to retire, Bob earned his doctorate in production and operations management and labor relations. After 35 years in business and industry, he was ready for a new challenge.

He has found it at Bryant, where he joined the faculty in 1991. "Bryant is the ideal school for teaching," Bob says. "There's strong support for your work, an outstanding management department, especially in terms of capabilities, great teachers, excellent researchers, and energetic students. It's a wonderful group of people to work with!" Such enthusiasm and excitement infuse everything he speaks about, from the most technical of ideas, to the most personal. Perhaps that's part of the reason that Bob was named "Outstanding Professor for 1993-94" by the Bryant Graduate Student Association, and why he is such a popular guest lecturer to organizations around the world.

Bob is a recognized authority on the applications of Just In Time (JIT) production systems, a strategy designed by the Japanese to



▲ "At Bryant, everyone tries to respond positively and creatively to new ideas," notes English Professor Terri Hasseler. "At another institution, the reaction might be 'here are all the reasons why your idea won't work.' Here it's 'let's see how we can make it work!'"



▲ "My second career has been as rewarding as my first," Management Professor Bob Conti says. "Teaching has exceeded all of my expectations!"

make manufacturing more efficient and result in a higher volume of production. He first applied this manufacturing strategy at the Pennsylvania company he co-founded, Follett Corporation, a manufacturer of commercial appliances. The JIT system includes an emphasis on production teams and greater employee participation. Implementing JIT increased productivity at Follett three-fold between 1970 and 1980.

In addition to speaking about JIT and other topics at seminars and professional meetings, Bob has been published in such academic journals as *New Technology, Work, and Employment*, and the *Journal for Quality & Participation*. In recognition of his scholarship and expertise in manufacturing, Bob was recently awarded a Fulbright grant. He will spend the fall semester as a Fulbright lecturer at the University of Malta, where he will teach students in the undergraduate honors classes and in the MBA program. Afterwards he returns to Bryant. "My second career has been as rewarding as my first," Bob says. "Teaching has exceeded all of my expectations!"

English Professor Terri Hasseler has just joined the Bryant faculty this year, but her experience has been just as positive. "I enjoy Bryant because I'm able to teach courses on a wide variety of subject matters," she says. In the last academic year, Terri taught *Women Writers and Post-Colonial Literature*, and in the fall will be teaching *British Literature of the 1890s*.

This fall, she will be one of a six-professor team teaching a new Liberal Arts Seminar on the subject of community. Terri credits the College for encouraging this sort of cross-disciplinary approach to learning. "At Bryant, everyone tries to respond positively and creatively to new ideas," she notes. "At another institution, the reaction might be 'here are all the reasons why your idea won't work.' Here it's 'let's see how we can make it work!'"

Over the next year, Terri will be working with other faculty to encourage a more sustained use of writing in all disciplines. "The idea is not to ask students simply to write more, but to ask them to write better," she says. "We want to introduce them to the different types of writing that characterize each academic discipline. Sociologists have a very different way of presenting material than accountants do, for instance." Terri believes this will enhance Bryant's new curriculum, which already encourages cross-disciplinary thinking. "There certainly seems to be a widespread interest at Bryant in breaking down boundaries between disciplines," Terri says. "Writing assignments related to each discipline will not take away from course content, but rather will enhance the content. Students will become more critical in their thinking and more engaged with the subject matter."

In their own ways, Bob and Terri exemplify the commitment to scholarship and the professional expertise Bryant seeks in faculty. It is a winning combination.▲

One of the most significant initiatives of the Trueheart era was the creation of the Center for International Business and Economic Development. CIBED consists of five corporate outreach programs: the Center for Management Development, the Rhode Island Small Business Development Center, the Rhode Island Export Assistance Center, the Institute for Family Enterprise, and The World Trade Center Rhode Island. Each of these programs boasts many success stories; Two Hands, Inc. is just one of them.

A RESOURCE FOR RHODE ISLAND

Through CIBED, Bryant College has entered into a number of partnerships to facilitate business development in the state. The most recent of these was forged with the Rhode Island Economic Development Corporation (RIEDC), a quasi-governmental organization founded in 1995. RIEDC has big ambitions: by the year 2000, it wants to establish Rhode Island as the state with the most supportive and competitive business environment in the Northeast.

Towards that end, RIEDC is working with the private sector at every level from policy development to implementation; reducing regulatory, tax, and operating cost barriers to business growth; and targeting investment by identifying and supporting the most promising industries.

RIEDC was the key player in the negotiations that brought Fidelity Investments, the world's largest mutual fund company, to Rhode Island. Fidelity is constructing a regional center across the street from the Bryant campus and expects to employ as many as 2,500 people.

Other coups are sure to follow. And Bryant, through CIBED and its partnership efforts, is sure to play a role. ▲

LENDING TWO·HANDS®



BY KAREN D. CALLAN

Linda Brunini and Jon Zucchi may have named their jewelry and giftware business Two Hands, Inc., but its success is due to a lot of heart.

Already partners in International Etching, Inc., a photo-etching business that designs and manufactures private label decorative metal products for the jewelry and giftware industries, Linda and Jon founded Two Hands in 1992. The colorful products designed and manufactured by Two Hands evolve from the uninhibited imaginations of disabled and disadvantaged children. The company provides a theme, such as initials or fairy tales, and then shapes the children's thoughts and drawings into workable designs.

This collaborative spirit has been a hallmark of Two Hands since its inception. Both Linda and Jon wanted to expand their original business beyond manufacturing into retail. Already equipped to produce jewelry, they chose to add a colorful, whimsical product line. When art director David Campbell suggested involving children, Linda remembered once working with special needs children through music therapy.

As the team's ideas jelled, Linda saw an opportunity to fulfill a longstanding personal objective. "I wanted to do something that would touch people and change lives," she says. "And I'm fortunate to have a partner who encouraged me in something I felt was so important," she says.

Armed with a business plan, they approached longtime acquaintance Erwin Robinson, a program manager for the Rhode Island Small Business Development Center (RISBDC), one of the five outreach programs that comprise Bryant's Center for International Business and Economic Development (CIBED). Created in 1992 during President Trueheart's tenure, CIBED offers consulting, training, and informational services for businesses and other organizations.

"We knew what we wanted, but thought we should run our business plan by experts," Linda says. Erwin suggested two consultants – one in manufacturing

and the other in accounting. Linda is thankful he did. "Even though our businesses would share equipment, Two Hands needed start-up financing. Our consultant recommended seeking much more than we were asking for and he was 100 percent on the mark. We would have needed additional funding, which is difficult for a new business to obtain," Linda says. "The RISBDC was our partner in launching the business and has been there for us ever since. It's an invaluable resource. I often advise other small business owners to call the RISBDC."

But even with the best of advice, small businesses sometimes go up in smoke. For Linda and Jon, that was the case – literally. Shortly after Two Hands shipped its first orders, the plant erupted in flames, destroying every piece of machinery. Tempted to just walk away, the partners decided that much like the children who inspire them, they must move forward in spite of formidable obstacles. And with the support of the SBA, their bank, and their staff, they did just that.

With the company rebuilt and retooled, Linda and Jon returned to what they know best – designing and manufacturing jewelry and giftware. And they've done it well. They now boast a retail base of more than 1,000 department stores nationwide. By adding two divisions, Feet First and Silver Linings, the partners plan to expand into new markets and offer additional products. The company's balance sheets chart this growth: in 1995, earnings totalled \$1.73 million, up from \$1.2 million the year before.

But Two Hands' success is indicated by more than profits. In keeping with the company's charitable mission, each year one percent of its net sales is contributed to a variety of non-profit organizations that assist disabled, disadvantaged, and seriously ill children. In 1995, such groups shared more than \$17,000.

Linda and Jon's efforts have earned them many honors, including being named the 1995 Rhode Island Small Business Persons of the Year. They received national recognition in Washington DC and met President Clinton as a result.

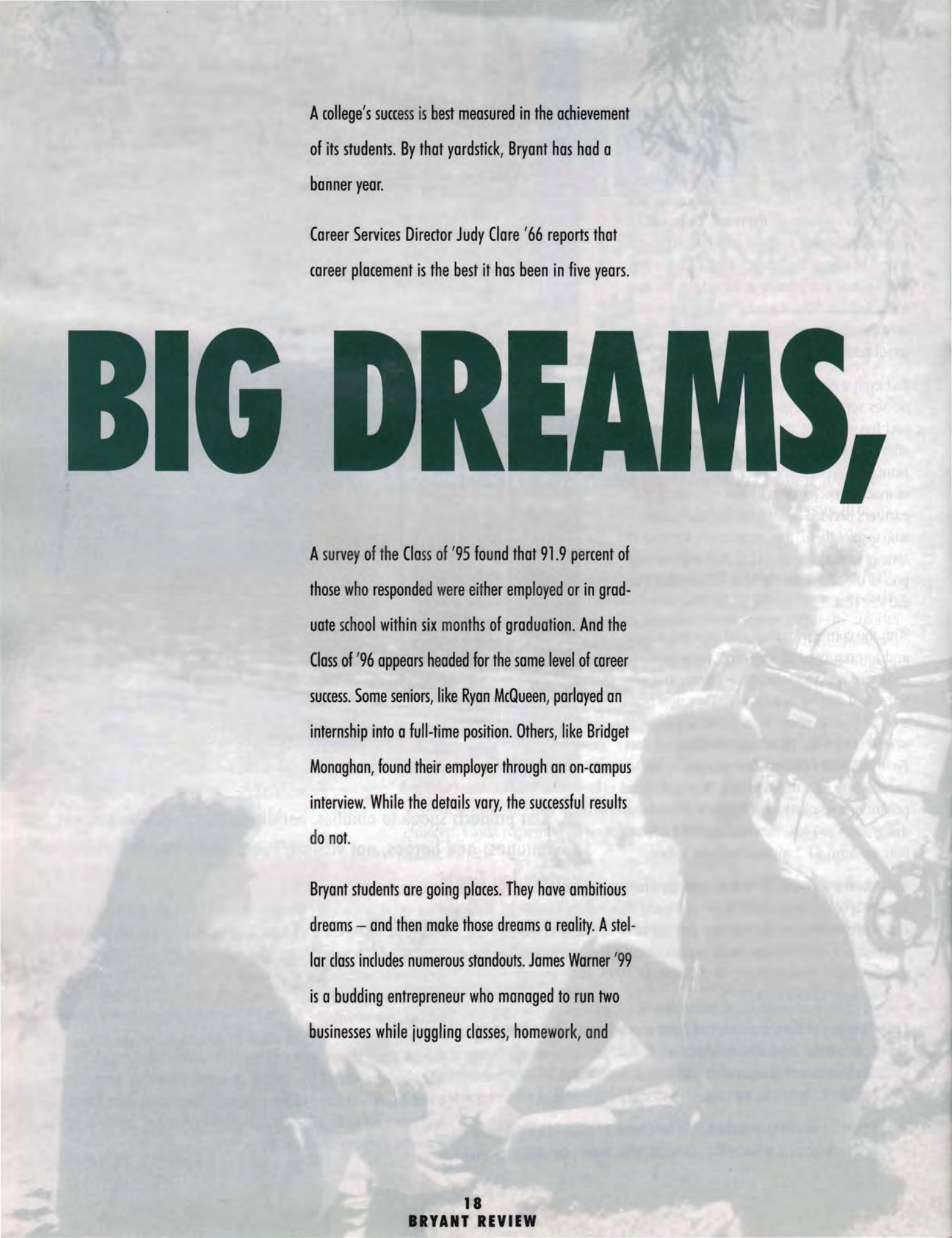
While grateful for such awards, Linda and Jon also measure their success by children's smiles. The children who inspire the com-



▲ "Our products speak to abilities, not disabilities; advantages, not disadvantages; and heroes, not victims," says Linda Brunini, shown with partner Jon Zucchi.

pany's designs visit the plant and see their ideas become real products. "It's so exciting to see their reactions. They feel a real sense of accomplishment," Linda says. "Our products speak to abilities, not disabilities; advantages, not disadvantages; and heroes, not victims."

Heroes don't always wear capes and fly effortlessly through the air. The children behind Two Hands' products show that some heroes come in second-hand clothes, struggle to express their thoughts, and move about by wheelchair. But when they tap into their imaginations, they too can soar. ▲



A college's success is best measured in the achievement of its students. By that yardstick, Bryant has had a banner year.

Career Services Director Judy Clare '66 reports that career placement is the best it has been in five years.

BIG DREAMS,

A survey of the Class of '95 found that 91.9 percent of those who responded were either employed or in graduate school within six months of graduation. And the Class of '96 appears headed for the same level of career success. Some seniors, like Ryan McQueen, parlayed an internship into a full-time position. Others, like Bridget Monaghan, found their employer through an on-campus interview. While the details vary, the successful results do not.

Bryant students are going places. They have ambitious dreams — and then make those dreams a reality. A stellar class includes numerous standouts. James Warner '99 is a budding entrepreneur who managed to run two businesses while juggling classes, homework, and

extracurricular activities. Myron Gorham '99 is finishing his first novel and planning a nine-volume work — all while carrying a full course load. "Things don't happen unless you believe in them," Myron notes. "You have to believe in yourself."

BIG RESULTS

Bryant students are also flexible. Some rework their dreams, and still come out on top. Roman Pavlik '96 once thought about joining the pro circuit in tennis. This top-ranked player certainly has the talent, but after touring as an amateur for more than a year, Roman decided the life of a tennis pro wasn't for him. Instead, this President's Scholar has accepted a job as a computer consultant, and tennis will become his avocation, not his vocation. He has no regrets. "I gave tennis everything for a year and a half. Now there's a whole new world I'm looking forward to."

These students and many others personify the College's mission of educating the next generation of leaders — in business and in the world. ▲

Some people wait a lifetime to pursue their dreams. But two Bryant freshmen couldn't wait. Myron Gorham is an aspiring novelist; James Warner is a budding entrepreneur. Both know what they want in life, and they're going after it – even while carrying a full load of courses and adjusting to college life.

PURSUING THEIR



▲ **“When you start a business, if you have a problem, you have to solve it or find a way around it. That’s what I’ve always done,” James Warner ‘99 says. “I adapt; I roll with the punches.”**

Over the past year, James and his partner ran an advertising agency and a community newspaper in their hometown of Madison, Connecticut. James operated out of his Bryant dorm room, but became anything but a hermit. He also served as a peer educator, Orientation leader, Parents’ Weekend volunteer, and a freshman representative to the Student Senate, among other activities.

The juggling act is business as usual for James, who launched his first venture in the fourth grade. He and his partner, Ryan Duques, went into business transferring Super 8 home movies to videotapes. Their “studio” was the Warner family basement, with the blinds drawn tight against the light and the radio playing loudly in the background.

The two have continued as business partners. Today their company, Shore Marketing, handles the advertising needs of a number of clients and publishes a community newspaper. *The Source* is distributed free to Madison’s 8,000 households. “We planned to have an eight-page debut issue,” James says, “but we had too many advertisers. We had to go to a 12-page paper.” The second issue, increased to a 28-page broadsheet, includes the “Shoreline Menu,” an insert that advertises food from restaurants in and around Madison.

James attributes his success to two factors: building relationships and a sound business strategy. “I make friends, and I try to keep them,” James says. He also focuses on the positive.

“When you start a business, if you have a problem, you have to solve it or find a way around it. That’s what I’ve always done,” he says. “I adapt; I roll with the punches.”

Originally planned as a quarterly, *The Source* recently became a monthly because of the strong response by advertisers. James and Ryan have hired an editor, a sales manager, and several writers and sales representatives. The two plan to put *The Source* on the Internet this summer, and turn it into a bi-weekly by January. Who knows what next year will bring?

DREAMS

Myron Gorham is a different sort of dreamer. Five years ago, he was one of 64 seventh-graders in his junior high school selected to participate in a program sponsored by the I Have a Dream Foundation. This nationally acclaimed organization promises to pay all college costs for any student participant on the condition that they finish their high school education. Myron did that and more. He earned a perfect 4.0 grade point average in his senior year in high school and was named the Foundation’s “Dreamer of the Year.”

Myron could have attended any college in the country. He chose Bryant. “After I took the SATs, I received information from a lot of different schools,” he says. “I was interested in a good business education that would challenge me and start to prepare me for the business world through opportunities that go beyond the classroom. I thought that would make the transition from school to work easier.” Myron plans to major in computer information systems – and to continue pursuing his real passion, writing.

He has been writing short stories for years. Disgusted by the fights and shootings in his neighborhood, Myron would retreat after school to the sanctuary of his home, where he wrote stories and poetry. At Bryant, he embarked on his first novel, a contemporary tale of good and evil set on a college campus. Throughout his first year at the College, he wrote an average of 30 pages a week.



▲ “Things don’t happen unless you believe in them; unless you can imagine them happening,” says Myron Gorham ’99. “You have to believe in yourself.”

When the novel is completed, Myron will concentrate on getting it published. And he is already planning his next project, a nine-volume saga about destiny. “Things don’t happen unless you believe in them; unless you can imagine them happening,” he says. “You have to believe in yourself.”

Two young men with something in common: they’ve made their dreams come true. ▲

Written by Nicki Toler and Ann MacDonald with reports by Don DeMaio and Marie Marchese.

POPULAR ACHIEVERS

BY PHYLLIS WALDMAN

"David and Josh make such a wonderful team," says Hannah Smith Hodgson, program manager for Junior Achievement. "They have so much character! Their style is natural, very friendly, polite, and funny."

For two years, Bryant seniors David Suaviso and Josh Dickinson won the respect of classroom teachers, and the admiration of many girls and boys. They were volunteer educators for the Junior Achievement Program in Rhode Island. With a distinctive flair, the two friends taught business programs to the sixth grade class at the Raymond C. LaPerche School in Smithfield.

"David and Josh make such a wonderful team," says Hannah Smith Hodgson, program manager for Junior Achievement. "They have so much character! Their style is natural, very friendly, polite, and funny."

That was intentional. "We tried to make the experience a lot of fun for the kids," David says. "One week I'd be the straight guy and Josh would be the funny guy, then the next week we'd switch." But it was Josh who became a sixth-grade heartthrob. "We received thank-you letters from the students that started 'Dear Josh and David,' not 'David and Josh,'" recalls Josh. "That's when we figured it out."

The two Bryant students thought it was important to establish a connection with the children. "When I was in high school we had a Junior Achievement volunteer who was a business person," Josh says. "Although he was really good, I think the kids really liked the idea that we were closer to their age." Hannah agrees. "There's an immediate connection between college students and young kids," she says. "The kids see them as role models and relate to them as older brothers and sisters."

With help from volunteers like Josh and David, the Junior Achievement Program reaches about 8,600 students a year in Rhode Island. The program's mission is to educate and inspire young people to value the free enterprise system, understand business and economics, and to be workforce-ready. The Junior Achievement program is offered in public, private, and parochial schools.



▲ “As teachers we learned to communicate more efficiently and effectively,” says David Suaviso ’96, left, with Josh Dickinson ’96. “It’s a great way to develop public speaking skills. And it’s a good feeling knowing that you’ve helped someone else.”

Hannah says Bryant not only sends more volunteers than any other college, it also sends the best. The College’s students are “absolutely reliable and dependable,” she says. “They know how to work well in teams.”

Josh and David certainly do. Once a week for five weeks, they presented the lesson plan created by Junior Achievement. The program, tailored to grades K-12, has a curriculum that is a perfect match for Bryant students. “They already have a business orientation and have an interest in the curriculum,” Hannah says of the Bryant volunteers. “They find this a fun way to break up their routine.” David agrees. “I think it’s a great partnership. Since Bryant is a business school, the material we’re teaching is what we already know.”

In fact, David believes so strongly in the program that he has recruited other Bryant students as volunteers. And he also

shared his views earlier this year during a round-table discussion with Junior Achievement’s Board of Directors.

Now that graduation is behind them, both Josh and David are facing futures that will take them far away from the LaPerche Elementary School. David has been hired as an account representative by U.S. Robotics. Although the company is based in Skokie, Illinois, David will cover the tri-state territory of Connecticut, New Jersey, and New York. Josh has joined a Connecticut accounting firm, Mishball, Carp & Neidermeier, P.C.

But although this dynamic teaching team may be breaking up, both David and Josh plan to remain volunteers with Junior Achievement. “As teachers we learned to communicate more efficiently and effectively,” David says. “It’s a great way to develop public speaking skills. And it’s a good feeling knowing that you’ve helped someone else.” ▲



READY FOR A NEW GAME

When Roman Pavlik '96 finished his junior year at Bryant, he felt torn. Recruited to the College for his academic prowess, he was awarded a full-tuition Presidential Scholarship and made the Dean's List every year. Future business success seemed assured for this computer information systems major.

But his talents extended beyond the classroom. Roman was also a star athlete on the tennis court. The NE-10 Player of the Year for three consecutive years, his coach considered him the best tennis player in Bryant's history. Deep down, Roman wondered if he had what it takes to become a pro.

In the summer of 1994, Roman took a leave of absence from Bryant to find out. "You can't give 100 percent to both tennis and school," Roman says. "I needed a chance to reevaluate my life and do what I love most, play tennis."

He trained for six months with a coach in Prague, where he was born. Then he traveled to tournaments in Czechoslovakia and

have to play at 8 a.m. I really admire how anyone can do it day-in and day-out."

But it wasn't for him. "To do well, you have to sacrifice everything for tennis. I wasn't ready to take that next step." He also worried about what he would do when he got older. "I talked to guys who were 35 or 36. Their tennis career was about over and they were wondering what to do. It's scary for them."

Roman knew what to do. He returned to Bryant, where he finished his tennis career the way he started: undefeated. In his final year, he captured the Rolex Division II East singles championship, his fourth consecutive singles title in the Northeast-10 Conference, and his third straight doubles championship. He was also named NE-10 Player of the Year for the fourth time. Thanks in large part to Roman's contributions, the Bryant tennis team also did well, finishing first in the NE-10 regular season and second in the tournament. Roman is now ranked number six nationally by the Intercollegiate Tennis Association, and number four by USTA/New England.

"There's a whole new world I'm looking forward to. That's something I have learned to handle — changes," says Roman Pavlik '96.

As a new graduate, Roman is ready to compete in a new game: the world of business. He is spending the summer in Boston, training with a computer consulting firm. In September, he'll join the company's Tampa, Florida office. Roman plans to continue playing tennis, but says it will have to be on weekends or after work. It won't be his major focus any more.

"When I got back to school, everything fell into place. I was completely at ease with myself," Roman says. "I gave tennis everything for a year and a half. After playing on the satellite circuit I was exhausted. Now I'm at peace with myself. I gave it my best shot and I got to experience it."

Now he is concentrating on making the transition into the working world. "There's a whole new world I'm looking forward to. That's something I have learned to handle — changes."

Whatever game he chooses, Roman is sure to be a success.▲

By Ann MacDonald with reports by Don DeMaio and Mike Szostak of The Providence Journal.



Egypt before joining the satellite tour in the United States, which took him to California, Connecticut, and Hawaii. The pace was grueling and relentlessly challenging. "It was tough," Roman says. "You have to win a lot of matches to get enough points to make a jump in the computer rankings." He also came to appreciate how focused the pros have to be. "There's a lot of traveling. You can lose a match at 7 p.m., drive six hours to the next tournament, arrive at 2 a.m. and then



A LEGACY

BY PHYLLIS WALDMAN

Photos above, left to right:

"I never really expected to get so involved," says Joe Finocchiaro '96.

"I hope to be a strong voice on behalf of the students," Michelle Jaccodine '96 says.

"The more involved I am with programs, the better I do academically," says Chris Warner '96.

Outside the classroom and sometimes behind the scenes, three inexhaustible members of the Class of '96 left their mark at Bryant. Joe Finocchiaro, Michelle Jaccodine, and Chris Warner each contributed to the Bryant community in their own unique way, but their collective presence will be felt for some time to come.

Joe Finocchiaro transferred to Bryant as a second-semester freshman, but it did not take him long to get involved. While pursuing a dual major in marketing and communications, he juggled a dizzying array of extracurricular activities. Elected as a representative to the Student Senate in his freshman year, Joe became treasurer the following year and president in his senior year. He has been an Orientation leader, a volunteer to both the Special Olympics and the Muscular Dystrophy Association, and a student representative to Bryant's Presidential Search Committee.

But all work and no play? Not at all. Joe was also instrumental in starting the new campus coffeehouse, The Junction, which officially opened in May. Joe did everything from menu planning to fund raising. And he has been a regular participant in Bryant's Senior Citizens Prom, sponsored by the Student Senate and held for the



and learned so much about the College, from its history to who is in charge of various activities. There were only about a dozen of us at Orientation, and everyone's so energetic and eager. And I loved helping the freshmen and their parents." In her new role as a Bryant trustee, Michelle will continue helping Bryant students and parents for some time to come.

Like Joe and Michelle, Chris Warner has also made a name for himself at Bryant. Yet he traces his eventual success to an initial failure. "The first thing I tried for when I arrived at Bryant was a seat in the Senate," he says. He didn't get it, but Chris now views his defeat as a turning point. "I realized it was my own fault, because I hadn't done enough advertising. I learned from that experience that things aren't just given to you."

OF LEADERSHIP

last three years. "Even people in wheelchairs get out on the dance floor," he says. "Seeing smiles on the faces of senior citizens is great. They send us such nice thank-you letters."

In view of all these activities, only one person seemed shocked when he was named Student Leader of the Year: Joe himself. "The award came as quite a surprise," he says. "But then I never really expected to get so involved!"

The involvement will continue for Michelle Jaccodine, who just began a three-year term in May as Bryant's second recent graduate trustee. Michelle joins Dianne Kan '95, the board's first recent graduate trustee, in this prestigious position. Michelle is honored to have been selected. "I hope to be a strong voice on behalf of the students," she says. "I want to work with Dianne to convey to the other trustees what it means to be a Bryant student today."

A double major in management and marketing, Michelle is well-known on campus for her achievements as a representative to the Student Senate, as a student operations manager at The Bryant Center, and as past president of the Student Programming Board. "But the highlight of my Bryant career was working as an Orientation leader," Michelle says. "I formed great friendships

Chris went on to become a champion of social issues on campus. While attending a conference as a representative of Bryant's Peer Educator Program, Chris first learned about "Drawing the Shades," a poignant and powerful theater production about sexual assault on campus. He was influential in bringing the play to Bryant, where it won the coveted "Program of the Year" Award. And in his senior year, Chris also served on the Student Senate, claiming the seat that had eluded him earlier.

This management major has also been actively involved in residence hall life for all four years at Bryant, from hall government president in his freshman year to resident assistant in his junior and senior years. He also served as president of BACCHUS, the college alcohol education program, and as chair of the senior class gift effort. All the while, he earned consistently high grades. "The more involved I am with programs, the better I do academically," Chris says, "because I have to manage my time better."

For these three extraordinary campus leaders, the more they do, the more they excel. The more they give, the more they get back. Joe Finocchiaro, Michelle Jaccodine, and Chris Warner, by managing their time, their studies and their lives, have managed to leave a legacy of leadership that will long honor their alma mater. ▲



ON THEIR WAY

BY MARIE S. MARCHESE

Bryant's most recent graduates have now put their college years behind them. But their professional life is just beginning.

The College's most recent annual survey found that 91.9 percent of those graduates who responded said they were either employed or enrolled in graduate school within six months of graduation. And with good reason. The Office of Career Services begins working with students during their freshman year, and continues right up until graduation – and beyond. With a diverse and ever-changing menu of offerings, from internship opportunities to on-campus recruiting, from special programs such as Dining Etiquette to workshops on resume writing and interview preparation, Career Services is a valuable resource. So it is no surprise that many recent graduates who have landed their dream jobs credit Career Services for helping them.

◀ **1996 graduates Gerald Cooper, Michelle Osborne, Ryan McQueen, Bridget Monaghan, Scott Kauffman, Elizabeth Moos, and Ben Jordan.**



Bryant's most recent annual survey found that 91.9 percent of those graduates who responded said they were either employed or enrolled in graduate school within six months of graduation.

"I couldn't ask for a better opportunity," says Scott Kauffman, a finance major now with Goldman Sachs in the Big Apple. "I'm surrounded by top-notch people. I can learn from them and decide exactly where in the company I want to be."

Scott started in the company's Partners Capital Division on May 28. He is responsible for providing net worth statements and executing special projects for the hundreds of partners who together form Goldman Sachs. "The company has a terrific reputation in business," Scott says. "This is exactly what I wanted."

Judy Clare '66, director of Career Services, provided Scott with a contact in New York that led to his first interview with the investment giant in its New York offices. "I interviewed on a Thursday," Scott recalls. "The next day, they made me an offer!"

Like Scott, Bridget A. Monaghan snagged the job she wanted, with the company she wanted, and in the city she wanted – Boston. Bridget will live in Beantown while commuting to TJ Maxx headquarters in Framingham, MA., where she'll participate in the Corporate Executive Training Program.

"I knew I really wanted to work for TJ Maxx," says Bridget, "and from day one I said I wanted to live in Boston." A marketing major whose favorite classes were in retail management, Bridget liked the message she heard when a TJ Maxx representative recruited on-campus. "The company's career path is very structured, and there's opportunity for moving up."

An on-campus interview also helped management major Ben A. Jordan connect with his future job. Last fall he interviewed with Daly & Wolcott, a Providence-based software company. In preparation for the interview, Career Services staff helped him with his resume, provided him with information about how to research Daly & Wolcott, and videotaped a mock interview with Ben. "Recruiters want to know what you know about their company," says Ben. "I'm glad I was prepared."

The company offered Ben a job as a programmer/analyst who will work with integrated management software in client/server systems. "It was a huge relief to accept their offer at Christmas!" Ben says. "I haven't had to worry much since then." He is spending the summer in Maine before reporting in September for a 10-week training period with his new employer.

While Ben and Bridget credit Career Services for providing on-campus interviews, other students benefitted from different programs. Elizabeth Moos, a management major, and Michelle Osborne, an accounting major, both benefitted from going through mock interviews. Elizabeth learned to hone her communications skills. "They told me it was important to keep my answers fresh, but consistent." Michelle felt more confident after the practice. "I learned how to sell myself to a potential employer."

Both women began their jobs in June. Elizabeth embarked upon an 18-month training program as a Professional Development Program Associate in CIGNA's Retirement & Investment Services Division in Hartford, CT. She liked what she learned about her future employer when a company

representative visited Bryant. "The training program rotates assignments," she notes. "You learn everything about the company's operations from the bottom up."

Michelle is working as an internal auditor with insurance giant Liberty Mutual of Boston. She credits the Bryant curriculum for helping prepare her for the world of work. "My major, accounting, is so precise. It's a black-and-white way of viewing things," Michelle says. "But I also minored in psychology, which focuses on the gray areas of life. It was a good mix."

Another student, Gerald Cooper, credits Career Services for being available at the beginning of his job search and at the end. "When I first started my job search, they looked over my resume and cover letters, and told me what companies were looking for," Gerald says. Later, he valued the chance to discuss competing job offers with Career Services staff.

Gerald accepted a position with the Wall Street offices of Bankers Trust Company in New York City, across from the World Trade Center. He'll start his career in the bank's Global Financial Management Training Program, an intensive 18 to 24-month program which will prepare him for a challenging position in finance, marketing, or operations. After training, the bank offers participants the opportunity to work in its New York office or to travel abroad to its offices in Hong Kong, London, and Tokyo.

That was a major selling point for Gerald, who was born in West Africa, lived in England, and has studied in Paris. He was interested in a position with the potential for travel. He also wanted to work for a world-renowned employer who would help him broaden his experiences.

"I was looking to go to Wall Street and this is the perfect opportunity," Gerald says. "The training program will give me the opportunity to see three sides of the financial services industry: finance, marketing, and operations."

For many students, an internship helps them find the right position. Each year, approximately 350 juniors and seniors gain valuable hands-on experience in this way. Some students find internships through Career Services, which posts about 200 listings per semester. Both paying and non-paying positions for academic credit are available.

For Ryan McQueen, an internship was his ticket to a job in the "real world." After completing a summer internship with Retailer Financial Services, a unit of GE Capital Corporation in Stamford, CT, Ryan received a job offer. After graduation, this double major in Marketing and Finance began a two-and-a-half year financial management training program with GE Capital.

"I really enjoyed the internship and learned a great deal about how financial reporting systems work," Ryan says. "By the end of the summer, I was offered an interview for a permanent position. That's exactly what I was hoping for."

In spite of their different backgrounds, majors, and career paths, these seniors share one thing in common: they are going places. Thanks to their talent and ambition, strong academic background, and a little help from their friends – in Career Services. ▲



**More than 300 companies
participated in Bryant's campus
recruiting program in 1995-96.
And more than 400 companies
and organizations post
internships every year.**

ALUMNI LEADERSHIP

NATIONAL ALUMNI COUNCIL PRESIDENT

Ernie Almante '78 'BSMST
Alumni Trustee

CHAPTERS

ATLANTA, GA
Noel Clark '90
Deb Friend '91
Steve Berman '68
David Goldstein '91

BOSTON, MA

Gene Duarte '87
Paul Kelly '88
Dave Normandeau '84
Nick Puniello '80
John Ragnoni '86

EAST COAST FLORIDA

Chris Behling '85
Natalie Hall '94

FAIRFIELD COUNTY, CT

John Bazzuzzi '90
Chuck Carboni '88
Lisa McGorty '90
Bob Perry '77

HARTFORD, CT

Sandy Aldieri '82
George Law '82
Wendy LaSchiava '82
Vicente Pina '88
Joyce Suleski '85

MARYLAND/DC/VIRGINIA

Don Irwin '89
Andy Pelletz '91

MIDWEST

Tom Galullo '85 (IN)
Borrry Sopurstein '71 (IN)
Dan Nehring '88MBA (KY)
Don Pfister '57 '61 (OH)

NEW YORK

Dave Goodman '89
Larry Jasper '91

PENNSYLVANIA/ SO. NEW JERSEY

Howard Jonas '85 (PA)
Deb Poznic '88 (PA)
John Skoglund '65 (NJ)

RHODE ISLAND

Crystal Pilon '89MBA
Jerry Kirkwood '61
Ray Grigolevich '91
Paul Capozziella '91

TEXAS

Gerry Berard '80 '95H
Michele Rendelro '92

1940

Alice (Durfee) Oates of Tok, AK, who served as chairman of rehabilitation for the Alaska Veteran of Foreign Wars Ladies Auxiliary, received a Rehabilitation Award at the National Ladies VFW Convention held in Arizona in August 1995.

1944

Avis L. Blackway of Orlando, FL, a Swansea, MA, resident until her retirement, was voted to honorary membership at the Joseph Case High School Scholarship Trust Funds, Inc., in Swansea, after serving as its trustee and clerk for many years, along with being a volunteer in several other community organizations.

1947

Betty (Munro) Welch of Fall River, MA, an executive vice president and business manager at the medical office of Truesdale Clinic, Inc., was elected president of the Board of Directors of the Bristol Community College Foundation in Fall River.

1949

Leland E. Andrew of Warwick, RI, a certified public accountant, was inducted into the Cranston, RI, Hall of Fame for his many years of service to the business world and to civic and religious groups.

1951

Richard W. Dyer of Southington, CT, was named assistant to the president at Briarwood College in Southington.

1955

Richard Connor of North Scituate, RI, was appointed by Rhode Island Governor Lincoln Almond as a commissioner to the Ethics Commission for a period of five years.

1956

Reva (Iba) Coleman of Waterford, CT, retired as administrative secretary with the Nuclear Information Services Department of Northeast Utilities in Niantic, CT.

1957

Sandra (Karouz) Barilla of East Providence, RI, retired as the high school guidance department secretary for the East Providence School Department after 22 years of service.

1961

Peter S. Rudd of Bonita Springs, FL, was named an associate at John R. Wood Realtors in Naples, FL.

1962

Bruce N. Schatz of Augusta, ME, managing partner in Schatz, Fletcher & Associates in Augusta, was honored as Business Person of the Year by the Kennebec Valley Chamber of Commerce in Maine.

1964

Paul A. Lussier of Southampton, MA, sold his company, Paul A. Lussier Real Estate, Inc., in Easthampton, MA, after serving as its president for 21 years.

1966

Joseph P. Hanley of Boonton, NJ, is vice president of First Fidelity Bank in Newark, NJ.

Edward R. Samuels of Newtown, CT, a vice president and general manager of Branson Ultrasonics Plastic Joining in Danbury, CT, was elected to the Board of Directors of the National Kidney Foundation of Connecticut and is also serving as the president of the Danbury Dialysis Fund, Inc.

1967

Susan J. Fowler of Wethersfield, CT, was named manager of retirement plans at Loctite Corporation in Hartford, CT.

M. Ronald Morneault of Mystic, CT, is celebrating the 25th anniversary of his men's clothing store, Tuesday's, in Hartford, CT.

Howard I. Paskow of Wallingford, CT, was appointed assistant principal at the Dr. Robert H. Brown Middle School in Madison, CT.

Laura (Mand) Shifrin of Townsend, MA, co-owner of Harbor Realty in Townsend, was elected president for 1996 of the Massachusetts Association of Realtors in Waltham, MA, and was also honored as a 1995 Gold Producer by the Northern Worcester County Board of Realtors.

1968

Robert V. Stutz of Maple Glen, PA, is vice president for the education and research division of Omnia Corporation in Philadelphia, PA.

1969

Francine (Spitzman) Fink of East Greenwich, RI, was promoted to director of the Center for Management Development at Bryant College in Smithfield, RI.

1971

Norman L. Belgarde '78MBA of Chepachet, RI, was appointed assistant vice president and controller with Allendale Insurance in Johnston, RI.

Richard D. Mercier of Port Washington, NY, was recognized by *Institutional Investor* magazine as a top rated analyst in the August 1995 issue.

Carl A. Winquist of Barrington, RI, retired as chief of police from the East Providence, RI, Police Department. Carl had been with the department for 33 years.

1972

John S. Ribezzo of Cranston, RI, a professor at the Community College of Rhode Island in Warwick, RI, was appointed secretary/editor of the two-year college section of the American Accounting Association, which is comprised of accounting faculty in higher education.

1973

Robert H. Brown of Cranston, RI, was promoted to major for the City of Cranston Police Department.

Miles M. Shanley of Providence, RI, was appointed vice president and chief financial officer for New England Motor Freight based in Elizabeth, NJ.

Steven M. Valenti of Dalton, MA, is the owner of Steven Valenti's Clothing for Men in Pittsfield, MA, and also at their new location in Lenox, MA.

1974

Edward A. Schultes of Sewell, NJ, is president of A. C. Schultes Motor and Pump Repair, Inc., in Woodbury, NJ, a new division of the family business, celebrating 75 years of quality service in the water well drilling business.



Mark Wolff of Bristol, RI, was named director of sales and marketing for the consumer products division at Teknor Apex Company in Pawtucket, RI.

1975



Robert A. DiCaprio of Cumberland, RI, co-owner of Images by Bob DiCaprio of Woonsocket, RI, won several awards at the annual convention of the Professional Photographers Association of Rhode Island.

1976

John P. Cole of Charlotte, NC, was promoted to senior vice president of BB&T, a subsidiary of Southern National Corporation based in Charlotte.



Kevin W. Heyde of Louisville, KY, was named vice president, director of international tax research and planning at Brown-Forman Corporation in Louisville.

1977

Denise (Caciagli) Moon of Westminster, CA, is a principal of Business Systems Specialties Inc., (BSSI) in Newport Beach, CA.

Joseph M. O'Connell of Ridgewood, NJ, was named senior vice president and chief information officer, responsible for the Information Technology Division with the John H. Harland Company based in Atlanta, GA.

1978

Dennis W. Moore of Cranston, RI, was selected as a participant in the Greater Providence, RI, Chamber of Commerce 1996 Class for Leadership Rhode Island.

1979

Dana P. Bengtson of West Chester, PA, is director of corporate accounts at Ryder Commercial Leasing & Services in West Chester.

Jeanne C. Salvucci of Wellesley, MA, was promoted to vice president of administration at Fallon Hines & O'Connor, Inc., in Boston, MA.

1981

Linda (Grace) Costellese of North Scituate, RI, is the director of New England Sales, Service & Telebanking Development for Retail at Bank of Boston in Boston, MA.



Janice (McClintic) Day of Attleboro, MA, joined Monti, CPA, in Providence, RI, as a principal to head the management consulting group.

John E. Hinds of Nashua, NH, is a flight paramedic with the Dartmouth-Hitchcock Air Response Team (DHART), a medical evacuation helicopter based in Lebanon, NH.

1982

Thomas J. Bottone of Greenville, RI, is a financial planner with Allmerica Financial in East Providence, RI.

Deborah (Mohrmann) Ferrigno of Killingworth, CT, was promoted to director of human resources for United Illuminating Co., in New Haven, CT.

Donna (Lavarini) Park of Yardley, PA, is an operations project manager for The Sports Authority, Inc., based in Fort Lauderdale, FL.

Mary (Smyth) Walsh of Enfield, CT, is a payroll manager for Big Y Foods in Springfield, MA.

1983

Carol (Pernorio) Balerna of Cranston, RI, was promoted to director of finance at Electric Boat in Groton, CT.

Jacqueline S. Basile of Falmouth, MA, was named branch administration officer at Falmouth Co-Operative Bank in Falmouth.

Richard Burlingame of Cranston, RI, was promoted to executive assistant to the vice president and comptroller of Eastern Utilities in Boston, MA.

Keith P. Graveline '86MBA of Cumberland, RI, is an account executive with The FIS Companies in Lincoln, RI.

Cheryl (Ruggiero) Reiff '90MST of Lincoln, RI, was promoted to senior tax manager with Kahn, Litwin & Co., Ltd., in Providence, RI.

Albert J. Taccone of Steubenville, OH, was named Dean of Business Technologies, Humanities, and Social Sciences at Jefferson Community College in Steubenville.

1984

Michael J. Doherty of Hadley, MA, was named executive director of Community Trust Inc., in Northampton, MA.

John J. Kilcoyne of Franklin, MA, was promoted to vice president of finance at Kenney Manufacturing Co., in Warwick, RI.

Donna M. Maxim of Marion, MA, is a senior accountant at Sippican, Inc., in Marion.

Karen (Muksian) Pitts '92MST of Warwick, RI, was appointed an economics teacher at Rocky Hill School in East Greenwich, RI.

Sheila (Gill) Pollock of Portsmouth, RI, was promoted to vice president and controller at the Bank of Newport in Middletown, RI.

William F. Walthouse III of Springfield, MA, was named DCO client service consultant in the pension management division at Massachusetts Mutual Insurance in Springfield.

1985

Patricia (Peterson) Adams of Cranston, RI, is a tax analyst at A. T. Cross Co., in Lincoln, RI.

Barry J. Clairmont of Pittsfield, MA, was named a partner in the certified public accounting firm of Riley, Haddad, Lombardi, and Clairmont in Pittsfield.

James E. Ibsen of Wallingford, CT, is a realtor in residential sales for H. Pearce Company of North Haven, CT.

David J. Macedo of Warwick, RI, was elected an accounting officer at Amica Mutual Insurance Co., in Lincoln, RI.

Theresa (Vinacco) Molloy of Providence, RI, was appointed assistant vice president-finance at Allendale Insurance in Johnston, RI.

Kathleen (Harvey) Raposa of Warren, RI, was appointed treasurer and tax collector for the Town of Warren.

IN SUPPORT

Almost 900 alumni have helped push the Congdon Challenge past the half-way mark. More than \$60,000 has now been raised towards the challenge's \$100,000 goal.

Under the terms of the challenge, George Congdon '63 has promised to match the gift of any alumnus or alumna who has not donated to Bryant in the past five years. To be eligible, donations must be received by December 31, 1996.

George proposed the challenge as a way to spur alumni giving at Bryant. And in the past few months, he has added several enticements.

People who work for companies with a corporate matching gift program, for instance, can now have their total gift matched by George. In that way, the Congdon Challenge will actually quadruple the original gift. For example, when a person donates \$50 and his or her company matches it; normally Bryant receives \$100. But since George is willing to match the combined pledge, Bryant would receive \$200.

George is also willing to match restricted gifts, those given for a specific use such as computers or athletics. In that case, the original gift will be used to support whatever the alumnus has designated, but George's matching portion will be unrestricted. Such undesignated gifts help fund financial aid packages, new computers, faculty development, and more.

The Congdon Challenge is a unique opportunity for alumni to help today's students. To become involved in the challenge, contact:

Jill Charpentier Nasoch '86

Director of Annual Giving

Bryant College

1150 Douglas Pike

Smithfield, RI 02917-1284

(401) 232-6252

Fax: (401) 232-6319

E-mail: jnosoch@acad.bryant.edu

ALUMNI TRANSACTIONS

1986

Richard J. Anzelone of Johnston, RI, and **Richard A. Merola** of North Providence, RI, opened a law practice, Anzelone & Merola in Providence, RI.

David A. Buteau of Blackstone, MA, is a materials manager at Mack Plastics Corporation in Bristol, RI.

Michael E. Criscione of Providence, RI, was promoted to senior associate with Lefkowitz, Garfinkel, Champi & DeRienzo, CPAs, in Providence.

Robin (Collin) Cutuli of Bristol, CT, was appointed a deputy assistant state's attorney for the Judicial District of Hartford/New Britain, CT.

James F. Gorham of Avon, CT, is an accounting manager with Executive Risk in Simsbury, CT.



Charles F. Hahn '90MST of Falmouth, ME, was promoted to principal at Baker Newman & Noyes in Portland, ME.

Thomas J. Mendillo of North Providence, RI, is an account executive with MUZAK of Needham Heights, MA.

Patrick S. Murphy of Worcester, MA, is a senior data analyst with Fidelity Investments in Marlborough, MA.

Jon K. Pilkington of Union, NJ, a senior software specialist with Cognos Corporation of Secaucus, NJ, is the recipient of the Cognos Direct Pre-Sales Software Specialist of the Year Award.

Wayne E. Schulz of Marlborough, CT, a senior consultant with Kostin, Ruffkess & Company, LLC, of West Hartford, CT, was appointed to the Editorial Advisory Board of the *Journal of Accountancy* where he will review technology related articles which are submitted for publication.

Michael T. Tousignant of Hope Valley, RI, was chosen as a participant for the Greater Providence, RI, Chamber of Commerce 1996 Class for Leadership Rhode Island.

1987

Eric J. Sigel of East Falmouth, MA, owner of Highway Pegs of Cape Cod, in Hyannis, MA, was selected to participate as a member of the Rotary Group Study Exchange Team in Sweden sponsored by the Rotary Foundation.



Karen (Sacco) Smith of Coventry, RI, was promoted to assistant vice president/assistant controller of The Washington Trust Company in Westerly, RI.

1988

Lisa A. Falvo of Rocky Hill, CT, received a master of business administration degree from the University of Hartford in West Hartford, CT.

Debbi-Jo Horton of Riverside, RI, was selected as the 1996 recipient of the Women in Business Advocate award given by the Rhode Island Small Business Administration.

Paul F. Kelly of Walpole, MA, was promoted to assistant vice president at BayBanks, Inc., in Burlington, MA.



Joseph J. Perl of Valparaiso, IN, was named assistant manager of Lincoln Mall in Matteson, IL.

1989

Nichole M. Graft of Shelton, CT, is a senior financial analyst with Elizabeth Arden in Stamford, CT.

Randi L. Hiller of Los Angeles, CA, is the casting director on the Dreamworks SKG film entitled *The Peacemaker*, which is being produced by Steven Spielberg and others in Universal City, CA.

Scott D. Knight of Lake Tahoe, NV, was promoted to corporate compensation and benefits manager at Fitzgeralds Hotels & Casinos in Reno, NV.

Reina M. Meucci of New York, NY, was promoted to senior merchandiser of footwear at Ann Taylor, Inc., in New York City.

1990

Blanca A. Alvarez of Dorado, PR, was appointed senior in the tax department of Ernst & Young LLP, in Hato Rey, PR.

Elizabeth A. Cimmino of Derby, CT, was named a senior accountant and financial analyst at Crown Theatres of South Norwalk, CT.

Leslie (Fay) Condon of Reading, MA, is a development specialist at EDP/Contract Services in Newton, MA.

Robert W. Dupre of Simsbury, CT, was promoted to senior cost analyst at Duracell Inc., in Waterbury, CT.

Michelle M. Duprey of Farmington, CT, opened a law practice specializing in employment law and disability civil rights in Farmington.

Bryan S. Gruttadauria of Franklin, MA, was named regional sales manager for Cavendish Farms of Milford, MA.

Dan A. Quarella of North Attleboro, MA, was appointed branch manager of Amwest Surety Insurance Co., in Quincy, MA.

Mary (Vogel) Schonberger of Midwest City, OK, was named coordinator of member services at OU Federal Credit Union for the University of Oklahoma in Norman, OK.

Diane M. Simpson of Johnston, RI, is manager of the student employment office at Johnson & Wales University in Providence, RI.

1991

Deborah (Travers) Abbott of Ashland, MA, was appointed controller at Brigham & Women's Hospital Anesthesia Foundation, Inc., in Boston, MA. Debbie also received a master of business administration degree from Clark University in Worcester, MA.

Sandra (Bastos) Bent of Woodbury, CT, was promoted to production planner at Heli-Coil in Danbury, CT.

Donald J. Desfosse of North Andover, MA, was named senior analyst at Raytheon Company in Andover.

Daryl F. LaFiura of Baltic, CT, was named a staff accountant with Cole, Frago, Cusick, Chestler & Co., LLC, of Wethersfield, CT.

Bonnie (Moore) Roop of Queensbury, NY, was promoted to classified advertising manager of The Post-Star in Glens Falls, NY.

1992

Karan L. Collins of Swansea, MA, was promoted to sales training manager at Automatic Data Processing in East Providence, RI.

Brian M. Condon of Reading, MA, was promoted to quantitative research analyst for Invesco Management and Research in Boston, MA. Brian also received a master of science in finance degree from Bentley College in Waltham, MA.

Joseph T. Culos of Middletown, CT, was named assistant vice president and branch manager for Citizens Bank in Clinton, CT.

Michael C. Ludwin of Meriden, CT, was named an investment advisor with Liberty Securities in Hamden, CT.

James E. Meegan of Warwick, RI, was named vice president of sales engineering in the plastics division at Fielding Manufacturing in Cranston, RI.

Dana (Steckman) Rachwal of North Brunswick, NJ, was promoted to branch manager at Fleet Bank in Roselle, NJ.

Cynthia J. Tarbell of Brighton, MA, was named director of communications of Boston University's Sargent College of Allied Health Professionals in Boston, MA.

1993

Michael E. Anderson of Cranston, RI, is a senior programmer/analyst at Citizens Bank in Riverside, RI.

Christine (Nelson) Rosenthal of Morrison, CO, was named a land use case manager for the Clear Creek County Bureau of Land Management in Georgetown, CO.

1994

Andrew D. Efron of Los Angeles, CA, was named a performance analyst at First Pacific Advisors in Los Angeles.

1995

Drew A. Diskin of Hamden, CT, was named a marketing specialist at Westbrook Technologies, Inc., in Branford, CT, maker of the File Magic document management software suite. In his previous position, Drew received the AT&T Global Information Solutions (NCR) 1995 Systemedia Rising Star Award for major account development and surpassing quota assignments for the first full year of employment.

Susan E. Kaminski of Canterbury, CT, was named business manager for Estee Lauder at Jordan Marsh in Waterford, CT.

Jason A. Puccio of Charlotte, NC, was named a marketing representative at General Investment & Development Co., in Charlotte.

Joyce (Laberge) Richards of Attleboro, MA, received the designation of CPA after successfully completing the certified public accountant's examination.

Stephanie K. Ruark of Brookline, MA, was named resident director and program coordinator at Newbury College in Brookline.

Michelle L. Vandusen of Great Barrington, MA, is an administrative assistant for the photography, media, and executive departments at R. T. Blass, Inc., in Old Chatham, NY.

GRADUATE TRANSACTIONS

1974

David F. Wall of Cumberland, RI, was appointed chief financial officer at Elizabeth Webbing Mills Family of Companies in Central Falls, RI.

1980

Robert A. Skurka of Seekonk, MA, was named director of commercial services at First Federal Savings Bank of America in Fall River, MA.

1981

Barbara (Widman) Winfield of South Lake Tahoe, CA, purchased the Tahoe Country Inn in South Lake Tahoe, where she is also a broker/ associate with Coldwell Banker Real Estate.

1982

Thomas S. Dawson of Norton, MA, is a sales representative with Rykoff Sexton in Norwood, MA.

Lowell S. Lisker of Warwick, RI, was promoted to vice president of engineering at American Insulated Wire Corp. of Pawtucket, RI.

1983

Gary S. Gillheaney of Johnston, RI, was selected to participate in the Greater Providence, RI, Chamber of Commerce 1996 Class for Leadership Rhode Island.

Il sok Koh of North Providence, RI, was appointed by Governor Lincoln Almond to the State of Rhode Island Health Services Council and also serves as a member of the Medical Examiners Commission for the State of Rhode Island Department of Health.

Chrysanthe Stamoulis of Barrington, RI, was selected to participate in the Greater Providence, RI, Chamber of Commerce 1996 Class for Leadership Rhode Island.

1984

James P. Barron of Linwood, MA, was promoted to senior accountant with Federal Deposit Insurance Corp., in East Hartford, CT.

Brian R. Hoyt of Lancaster, OH, is an assistant professor of business management and the director of the business management technology program at Ohio University in Lancaster.

1985

Jeanne B. Stowe of Warwick, RI, was promoted to vice president of program services at HMS of Newport, Inc., in Newport, RI.

1987

Richard H. Krupski of Barrington, RI, is president of Pro Mark Holdings, Inc., of Peacedale, RI.

1988

Joyce (Simard) Coffey of Warwick, RI, serves as the secretary for the Providence College National Alumni Association in Providence, RI.

1989

Gary M. Poirier of Springfield, MA, was named an agent service manager at Stearns & Yerrall Inc., of Springfield.

1992

Maria L. Andreano of Warwick, RI, was named brand manager at Swarovski Selection and Swarovski Signature Jewelry, a division of Swarovski America Limited in Cranston, RI.

Robert E. Baute CAGS of Warwick, RI, was appointed president and chief executive officer of Kent County Memorial Hospital in Warwick.

IN MEMORIAM

Rose (Place) Nitka '21	January 20, 1996
Anna (Kalunian) Messerlian '25	March 5, 1996
Tillie (Gerstein) Goldberg '26	March 19, 1996
Margaret (Carney) Gahan '27	April 15, 1996
Kathryn (Dill) Nugent '27	March 7, 1996
Dorothy E. Johnson '29	November 22, 1995
Frances Jones '33	January 17, 1996
Evelyn (Vigeant) Anderson '34	March 4, 1996
Clarence H. Rison '34	January 28, 1996
Elizabeth (Godwin) Freeman '37	January 25, 1996
William Aguiar '40	April 18, 1996
Ethel (Person) Seaton '40	November 20, 1995
Nancy (Villar) Cartier '42	February 4, 1996
Louis K. Simmons Jr. '43	September 11, 1995
Lois L. Wartman '45, '55	April 6, 1996
Barbara (Burkat) Fishman '46	December 22, 1995
William A. Bliven '47	March 30, 1996
Joseph A. Macari Jr. '49	April 19, 1996
Albert O. Putnam '49	December 7, 1995
Ethel (Dwyer) Heath '55	April 7, 1996
Robert J. Harrington '56	January 31, 1996
Ralph A. Petrarca '56	March 7, 1996
Beverly Gilman '57	March 27, 1995
Harry A. O'Neill '57	March 2, 1996
James J. Lazarou '58	April 12, 1996
Cynthia A. Riva '66	March 27, 1996
George J. Price '73	March 11, 1996
Aime J. Gamelin '74MBA	February 24, 1996
Hormidas A. Ledoux '74	April 7, 1996
Eugene N. D'Ovidio '77, '87MBA	April 12, 1996
Mike C. DaSilva '93	February 23, 1996
Christine J. Schroder '94	April 8, 1996
Allison J. Ardito '95	March 15, 1996

THREE GIFTED WOMEN LOST

Over the past few months the Bryant community has mourned the tragic loss of three gifted young women: Allison J. Ardito '95, Christine J. Schroder '94, and Penny M. Stone '99.

Allison J. Ardito died from injuries sustained in an automobile accident on March 15. Allison was a resident of Westfield, MA, and a district manager at Automatic Data Processing Company of Windsor Locks, CT. A marketing major, she was also a dedicated leader at Bryant who served as membership and pledge director of her sorority, Theta Phi Alpha. She was 23 years old.

Christine J. Schroder, also 23, was killed in a two-car collision on April 8. A resident of Middle Village, NY, Christine was district sales manager at the Royal Prestige in Westbury, NY. While a student at Bryant, Christine majored in management and served on the editorial board of *The Ledger* and on the Student Programming Board.

Penny Marie Stone, a finance major from Willimantic, CT, died on March 26 from complications related to an apparent food allergy. Although Penny was in her first year at Bryant, she had already distinguished herself as an outstanding leader and her influence was widely felt during her brief time at the College. She served as a Student Senator and was selected for the Senate's Ways and Means Committee and as Vice-Chair of Public Relations. Already selected as a Resident Assistant for next year, Penny was running unopposed for treasurer of the Student Senate. Her family joined a memorial service on April 1 in Janikies Auditorium.

Wills, Willingness, and Will Power

It is unlikely that you have ever heard anyone say, "I want to die without a will." That's because most people agree that having a will is a good idea.

Actually, no one dies without a will. The government has seen to that. Each state has "written" a general will that stipulates how our estates will be dispersed – if we fail to do this ourselves. The problem is, the state does not know our individual priorities and commitments.

A personalized will (or other transfer documents such as a living trust) is of great value. Not only does it provide peace of mind; it determines who will benefit from your estate and dictates who will handle your affairs.

The development staff at Bryant College has discovered that most of our friends and supporters are willing to consider including Bryant in their estate plans. They believe in our mission and want to invest part of their estate in our future financial health. The willingness is there.

Knowing the value of having a will and being willing to include Bryant is commendable . . . and appreciated. But good intentions alone will not bring the peace of mind a good will can produce. Nor do good intentions ensure a bequest to an organization you care about. What is needed is action. And what will help is will power.

Will power relates to your individual freedom to make choices about your own estate. But it also takes a certain amount of will power to develop and execute the legal document that makes those choices clear to your beneficiaries.

Exercise your own will power. Call your attorney and make an appointment. Fill out and send in the coupon below. If we can help in any way, contact Susan Goodwin in the development office at Bryant College at 401-232-6253.

Clip and mail

_____ Please send me suggested language for including Bryant College in my will.

_____ Please contact me to arrange a personal visit.

_____ Please send me free information about basic estate planning.

Name: _____ Phone number: _____

Address: _____

City: _____ State: _____ Zip: _____

Mail completed form to: Susan Goodwin, Office of Planned Giving, Bryant College, 1150 Douglas Pike, Smithfield, RI 02917

Ray Iannetta '71 was planning to take this summer off. But it hasn't quite worked out that way.

Earlier this year, Ray and his business partner David Durand sold their remaining interest in the two companies they founded: Key-Tech, Inc., whose manufacturing process is used to make nearly 70 percent of the computer keyboards in the world; and Poly-Flex Circuits, Inc., which introduced an efficient and environmentally friendly manufacturing process for printed circuit boards. Ray and David are now in negotiation with two small businesses for a venture that will be unveiled this fall. They are also coaching several small business owners and their international and domestic contacts to increase sales and lower manufacturing costs for these businesses.

In the meantime, Ray and his wife Sharon thought he would finally take his first real vacation in 15 years. Instead, Ray has been as busy as ever. He has been working out the details of his next business ventures while supporting his 25th reunion class effort to raise \$100,000 to enhance the International Trade Data Network (ITDN), a service of the Rhode Island Export Assistance Center. Classmate Russell Shippee has also been instrumental in this fund-raising effort to support the ITDN, which provides users in 20 states with information about exchange rates, economic and trade practices, export contacts, trade leads, and visa requirements.

Ray recently donated \$10,000 to the College to link every high school in Rhode Island to the ITDN. "Borders are becoming less important and business is becoming more international," Ray says. "We have to prepare our young people and encourage them to broaden their horizons." Ray also hopes that the ITDN will make these young people more interested in the economy. "Every decision we make in this country – about which politician to elect, or whether to raise taxes, or whether to expand a business – is in some way based on the economy," Ray points out. "Yet most high schoolers know very little about how the economy functions."

This latest gift is just one of many contributions Ray has made to Bryant over the years. In recognition of his achievements and his continuing commitment to the College, Ray is this year's winner of the Distinguished Alumnus Award. An unassuming man, Ray says much of the credit for his success goes to Bryant. He remembers in particular the impact of a class taught by Social Science Professor John Jolley. "We were discussing why the Soviet Union continued to occupy countries that clearly resented and resisted that occupation," Rays says. "The most obvious explanation was Soviet aggression. But there was something else at work: all of the occupied countries were located on the borders of the Soviet Union. So any future wars would be fought on the soil of these other countries, not on Russian countryside. The occupation protected Soviet interests and the Russian people."

This insight into mixed and sometimes hidden motives, gained more than 25 years ago in a social science class, has long influenced how Ray has approached business deals. "Whenever I'm negotiating with a business, I try to determine the real motive behind a position or stance. I ask a lot of questions and try to understand their position."

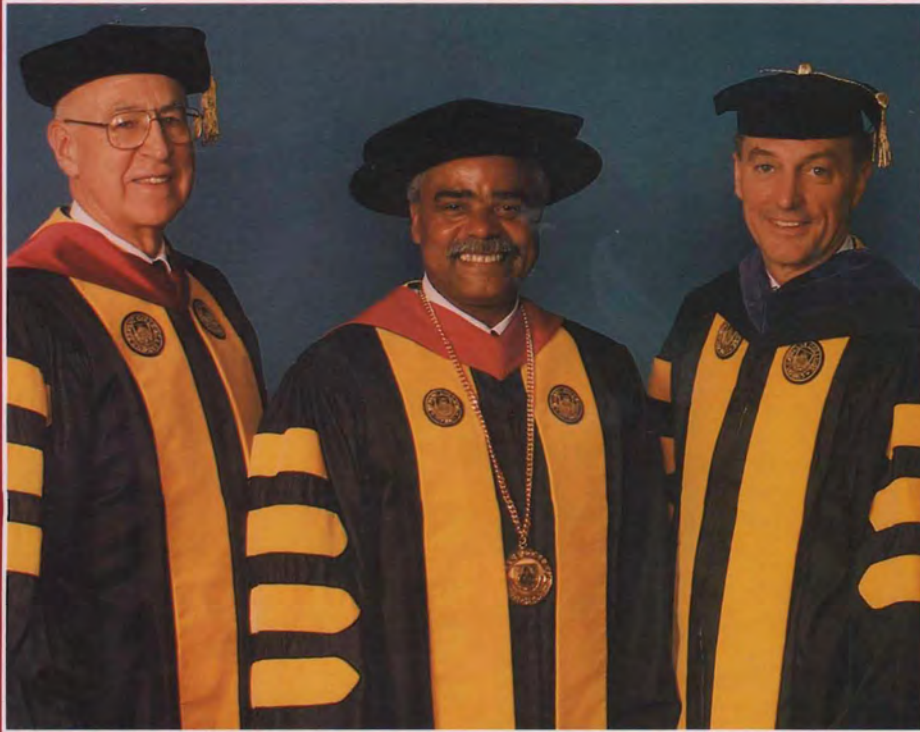
Ray says this is just one example of the impact that the College has had on his career. "I had good instincts about business when I entered Bryant, but I needed to hone my skills. If business is viewed as a game, then Bryant gave me all the rules of the game."

That's why he wanted to give something back to Bryant. "I've accomplished more than I ever expected to, personally and professionally," Ray says. "Along the way, I received some breaks. So I wanted to do something that would help someone else." By enabling Bryant to link every high school in Rhode Island to the ITDN, Ray will do just that. ▲

PORTRAIT OF A FRIEND

BY ANN MACDONALD





Leaders gather at Commencement '96:
Interim President James A. (Dolph) Norton,
President William E. Trueheart, and
President-Designate Ronald K. Machtley.



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