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# Bryant BUSINESS

A RESOURCE FOR THE BRYANT UNIVERSITY COMMUNITY

WINTER 2006



## **LEADING CHANGE:**

Managing the journey  
of transformation



**LEADING CHANGE:  
SEVEN TIPS FOR  
THE JOURNEY**

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## PRESIDENT'S MESSAGE

**C**hange can be difficult, exciting, angst-ridden, and energizing—sometimes all at once. But there's one thing that's certain: change is inevitable. And success demands constant attention to your environment and your evolving role.

Former Army Chief of Staff Eric Shinseki may have said it best: "If you don't like change, you are going to like irrelevance even less."

In many ways, higher education has been shielded from change, but there's no doubt that change is now upon us. Consider this:

- Students today are more serious than ever and are very concerned about **global competition** and whether their lifetime earnings, lifestyle, and achievement will match their parents'.

- Today, **fewer male students** (43 percent) are going on to college than women (58 percent) and many more students are coming from an ethnically diverse background.

- All families are challenged by the **cost of an education** with compound annual tuition rate increases of six to 13 percent for both private and public schools. In Washington, proposed legislation is attempting to connect availability of federal funding with the annual Consumer Price Index.

- The need to continually reinvest in **technology**, to redesign learning paradigms, and to keep current with instantaneously available knowledge has changed educational demands. We truly live in the information age. This means libraries and resources for research are significantly different than for prior generations of faculty and students.

- From Enron and WorldCom to Martha Stewart, we have witnessed serious lapses in ethics and **character** in the professional workplace. These lapses cause employees, shareholders, and institutions' investors to consider the value of the company apart from its product or service.

These forces and many others bring us to the verge of what Andy Grove in *Only the Paranoid Survive* calls a "strategic inflection point"—the moment in an enterprise when its fundamentals are about to change. "That change can mean an opportunity to rise to new heights," he writes. "But it may just as likely signal the beginning of the end."

At Bryant, we've been preparing for that "strategic inflection point" for the past 10 years—focused initially on our **New Century Plan for Excellence**. That

plan was successfully accomplished ahead of schedule in no small part due to the tremendous support we received from alumni, parents, and friends during The Campaign for Bryant. New buildings, new academic and co-curricular programs, new faculty, and new technology have led people around the globe to a greater appreciation of the quality of a Bryant education.

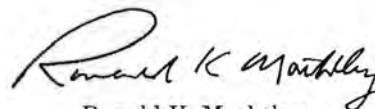
Now, through our **Vision 2010** strategic plan, we are further refining how Bryant University can enable its students and alumni to succeed in this ever-changing world. We are continuing to enhance and expand academic programs and facilities that will better serve our students, yet we find ourselves ratifying the values and attributes that have been fundamental at Bryant for almost 150 years. As a university, we now have the best integration of courses in the College of Business and courses in the College of Arts and Science.

As we move forward, we will continue to reinforce important Bryant traditions. Our students will maintain the strategic advantage of studying both business and liberal arts to build a solid foundation for a lifetime of personal and professional success. We will also find additional ways to focus on the "character of leadership" because Bryant has always understood that personal effectiveness and carefully cultivated habits of the mind are critically important in the world. We will give each student the tools and the opportunities to define and achieve the goals that can help him or her become effective citizens of the global economy and technologically savvy professionals.

Our accomplishments thus far and our plans for the future demonstrate that these are exciting times at Bryant University—times of great change. And as is true with many great institutions, the more things change, the more they stay the same. You are part of this Bryant community, and we appreciate your interest and involvement. As I write this introduction, I've just finished reviewing our admission statistics that show this year's applications are 55 percent ahead of last year! Bryant has become a very hot school.

Come visit us one day soon. Our physical layout and new facilities will feel entirely new, but the most important aspects of our University—our mission, our students, and our continued optimism—will make you feel at home.

Sincerely,



Ronald K. Machtle  
President






# LEADING CHANGE:

## Seven Tips for the Journey

**F**ord decides to manufacture aircraft again. Deloitte decides to outsource accounting. Curt Schilling decides he's left-handed. Geese decide to winter in Canada. Far-fetched? Probably. But experts know that the demands of our shifting economy can force entities to transform quickly—or risk going under. Leaders in business need to prepare their firms to change course, at times suddenly, so we offer a bit of advice from those who've made the journey.

Because this much is now clear: change in business...  
is business as usual. *(Continued on page 5.)*



D. Ellen Wilson '79,  
executive vice president  
of human resources for  
Fidelity Investments

"We love change at Fidelity.  
It is part of the fabric of the  
culture."

Bryant University Trustee  
Joanna Lau '97 H,  
president of Lau  
Technologies in Concord,  
Massachusetts

"What made the company  
work was the business  
knowledge of the core  
managers."



As today's managers maneuver their companies through rapid, complex changes, they may feel like Frodo Baggins, the unlikely hero in J.R.R. Tolkien's mythic *Lord of the Rings*. With the future of his people hanging in the balance, Frodo volunteers to lead an expedition through a treacherous land. Bolstered by the fellowship of his brave comrades, the wisdom of a mentor, and the occasional help of a magical sword, he embarks upon a journey full of surprises.

In the absence of magical swords, today's business leader can turn to the wisdom found in change theories and practical approaches developed by both social scientists and hands-on managers. Academic case studies, popular books including John Kotter's *Leading Change* and Malcolm Gladwell's *The Tipping Point*, and quality management models such as Six Sigma and the Kaizen method tackle various aspects of managing organizational change. And though they differ in methodology, they all share a common understanding: wide-scale change is a process that doesn't happen overnight.

"We use mythology and the journey metaphor when we discuss leading change," says James Segovis, Ph.D., executive-in-residence in Bryant's department of management. "If I am a leader confronting a difficult challenge, I have to



mobilize others to want to struggle for shared aspirations. I have to enlist you, empower you, model what to do. I have to prepare you that things might not go well. We're building a shared relationship for the journey."

Following are seven common stages in that journey, culled from the collective wisdom of faculty members, corporate leaders, and authors of management studies and books.

### Assemble the Right Team

Getting stakeholders on board to implement a new vision is a necessary first step in the change process. Bryant University Trustee Joanna Lau '97 H, the president of Lau Technologies in Concord, Massachusetts, learned that lesson well in 1989 as an MBA student. Assigned to do a case study on resource allocation in a manufacturing company, she chose Bowmar Acton Laboratories, an electronics manufacturer and defense department contractor. When she visited the company, she found an organization struggling along with obsolete technology.

"What made the company work was the business knowledge of the core managers," she says. "I saw a value proposition there." When she learned that Bowmar was considering shutting down its headquarters, she sprang

George Vecchione, CEO and president of Lifespan, a Rhode Island consortium of hospitals

"There are three rules when you're making a change: Communicate. Communicate. Communicate."





into action. Lau re-mortgaged her house, cashed in her retirement fund at the company where she worked, and borrowed money from the bank, family, and friends so she could purchase the company.

Lau's biggest challenge was convincing management to stay on. "They saw the business was dying; there was no investment in it. The management was mature, in their fifties. And they didn't know me," she recalls. "How could I build a bridge of trust? I was a woman, Chinese, and 20 years younger than they were."

Lau enlisted the help of a reputable attorney who had previously represented Bowmar. "I went to him and said, 'I can't afford to pay you. But if you represent me now, I will keep you as my attorney for the organization.'" By persuading the lawyer to endorse her buyout, Lau convinced the core managers to remain when she acquired the company in 1990. She also offered a piece of the pie to employees who stayed. Most are still shareholders today. "I have two other spinoff companies now," says Lau. "And I have kept the same attorney."

### Empower the Players

George Vecchione has overseen mergers, turnarounds, and countless organizational changes in his 35-year



career as a health care executive. In his present position as CEO and president of Lifespan, a Rhode Island consortium of hospitals, Vecchione has led the drive to make Lifespan one of the most "wired" medical

institutions in the country with a cutting-edge clinical information network called Lifelinks. The system connects Lifespan's four member hospitals, plus some 800 doctors' offices, allowing physicians to view all of a patient's records, including x-rays, and MRI and CAT scans. The success of the project has earned Vecchione kudos and awards for his foresight and managerial skill.

One of the keys to leading a successful organizational change, says Vecchione, is to put the right leadership team into place early and empower them to act. "The number of persons around a CEO should not be large," he says. "But each chair must be filled by a critical person who shares your values, someone who is not afraid to make decisions. Give them support and room to work and get things done."

When Vecchione arrived at Lifespan in 1998, he says it was clear the organization had enormous potential to use technology to improve not only management, but safety and quality of care. At that time, the head of



Luel Coakley, Ph.D., chair of Bryant's department of management

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Sharon Garavel '85,  
senior vice president for  
global operations at GE  
Capital Solutions and a  
Six Sigma leader

"Change is a learning  
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learning culture."



information services (IS) was reporting to finance. "My earliest move was to elevate the IS manager to senior vice president level, reporting directly to me," he says. "That person became a strategic member of the management team."

### Communicate Direction

"Honesty is essential when communicating about change in an organization," says Vecchione. When he began at Lifespan, the organization was in a growth phase, committed to increasing research activity, recruiting top scientists, and implementing information technologies. But the organization was operating at a loss; recognizing a looming financial crisis, Lifespan board members were looking for expense reduction. Almost immediately, Vecchione found himself in a turnaround situation that might be short-term or could take perhaps two years. And he knew what he had to do: align expectations with fiscal realities.

"There are three rules when you're making a change: Communicate. Communicate. Communicate," he says. "Tell people what you're about to do, what you are doing as you're doing it, and afterwards, what you did and how it went. Explain why there's urgency. Be as frank and honest and direct as possible. People need to know where they are in a cycle and would rather get an honest answer than be misled."

Modeling behaviors you want in others is essential for any leader, according to Vecchione. "Be consistent with your actions," he says. "I have a saying: 'Don't just listen to what I say. Watch what I do.'"

### Anticipate the Consequences

As business organizations become increasingly complex, even small changes can have big repercussions. "Change doesn't happen in isolation," says Lori Coakley, Ph.D., chair of Bryant's department of management. "Change begets more change, spinning off consequences across the organization.

"We do a simulation in class," says Coakley. "Our students must expand a company, making finance, marketing, and production decisions. Then we explore the impact of



those choices. What the students discover is that one area of an organization cannot change without affecting others."

Nowhere is that truth more evident than in a manufacturing environment. At Marotta Scientific Controls, a New Jersey manufacturer of fluid control systems, valves, and electronic controllers, CEO and Bryant Trustee Thomas Marotta '67 has built multi-directional communication into his day-to-day operations to avoid the unexpected. Before he embarks on a new project, he brings customers to the plant and has them talk with the engineers. "What an engineer and customer envision is not always the same," he says.

Once the concept for a product is clear, training is critical in giving employees the necessary big picture. "When I submit an idea to the plant, I go around and talk to every person. We take a machinist and put him in touch with the assembly person so he can see who uses that part," says Marotta. "Then we show them both how the part ultimately will be used. We move people around a lot."

### Watch for "Alligators"

As senior vice president for global operations at GE Capital Solutions, a business unit of GE Commercial Financial, and a Six Sigma leader, Sharon Garavel '85 knows about change. Lean Six Sigma is a quality management methodology that GE uses internally as well as with customers to enable change and generate growth. It offers tools, frameworks, and measurement systems to help organizations remove waste from and improve processes.

In her career as a facilitator of change, Garavel has observed a wide range of stumbling blocks—"alligators in the water," as she calls them. "There are the naysayers, constantly throwing up roadblocks. Or you can have leaders who want too much collaboration, who set the bar so high they want 100 percent agreement. Perfection is another big obstacle; it's not a practical goal. The organization will never move forward."

"The healthiest way to view change is to see it as a chance for growth," says Joseph Trunzo, assistant



professor of psychology at Bryant University. Humans are creatures of comfort, however, and individuals must go through a step-by-step process when confronting change, just as organizations do.

Often, people start with the notion that everything is just fine as it is. It takes contemplation before planning on change, let alone acting on it and making it an organic part of future behavior. "A common mistake companies make is not accurately assessing the readiness of their organization," says Trunzo. "They have to take the steps needed to move people along toward being okay with change."

Sometimes change can fail or not occur because there isn't a realistic time frame, according to Garavel. "Often-times we can't get people to change if we're talking about having it happen within six months," she says. "But if you broaden it, if you say, 'How would you feel if it changed over the next year or next two years?,' you can get much better acceptance. We feel strongly that buy-in about the pace of change is very important."

### **Acknowledge the Loss**

New beginnings depend on endings, according to William Bridges, author of *Managing Transitions: Making the Most of Change*. If successful organizational change is to happen, the author asserts, something must die. Maybe it's the comfort of old attitudes or reporting structures; maybe it's the loss of a job title, office space, company identity, or fellow employees who did not stay on after the merger. The wise leader recognizes individuals need support throughout the transition process, not only during the "letting go" stage, but also during the "neutral zone" when new alignments and patterns of behavior develop, so that they feel safe to fully accept the new beginning. Acknowledge the loss, Bridges advises, and allow employees to express their feelings so that the group can move forward.

Bryant's Jim Segovis recalls a previous job he held in which his division of a quasi-governmental agency was being merged into the U.S. Treasury. "Rather than focus on the negative issues around us," he says, "my director

and other managers celebrated our accomplishments, acknowledged people's personal grieving and emotions, and then had everyone participate in creating a new vision for the group. This helped people

work through their anger, loss of power and prestige, and uncertainty about the future. We emphasized taking personal responsibility for creating the future rather than staying stuck in the past and being angry."

### **Celebrate Small Wins**

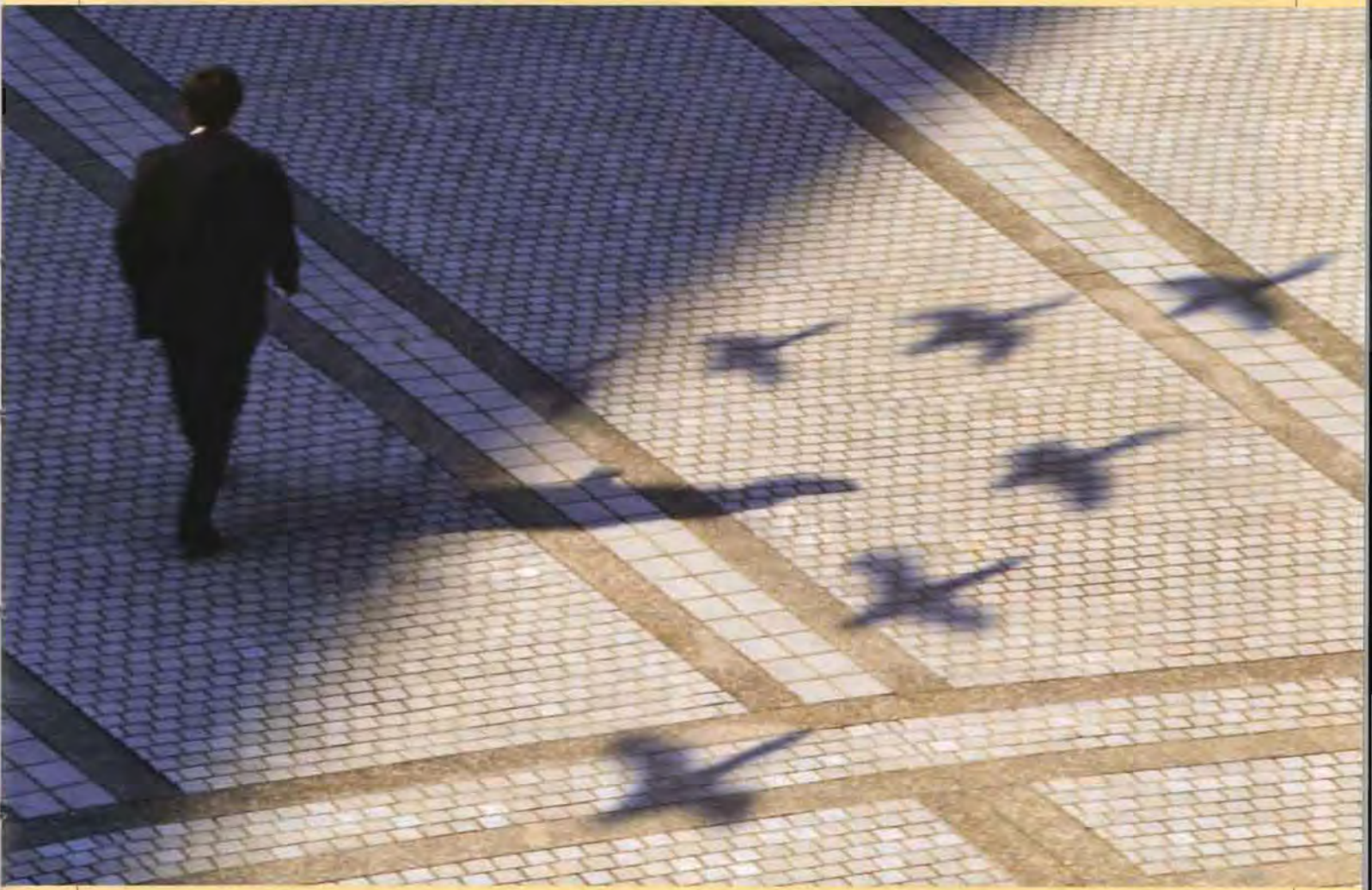
D. Ellen Wilson '79, executive vice president of human resources for Fidelity Investments, has learned to embrace the transformational journey. "We love change at Fidelity. It is part of the fabric of the culture," she says. During the 1980's, Wilson explains, Fidelity instituted the Kaizen method company-wide (kaizen is a term taken from the Japanese words 'kai' meaning continuous and 'zen' meaning improvement). "The theory is that every day each of us is responsible for making a small change that benefits the customer. We change leadership, structure, and strategy. It's a model that has worked for us. It keeps the company vibrant and competitive."

Small successes have a mushroom effect, notes George Vecchione. It was "hundreds of little blocking and tackling moves" that helped move Lifespan out of the red. "We got everyone to focus," he says, either on insuring that all services were properly billed and collected, or identifying new revenue sources, or reducing expenses. "It's little steps—we didn't rely on the home run."

Garavel also believes that small wins energize people. "I often tell my team, pick an area visible to the organization, and small enough so you can change something and win," she says. "Then really showcase it when you're done. It builds momentum, gives confidence, and recognizes success. A showcase breaks down barriers to change."

It's okay to start small with a pilot project, adds Garavel, and it's okay to fail every so often. "Change is a learning process that doesn't necessarily result in instant success. You need to create a learning culture. It allows you to get good at change, and that's important." 🌐

## IT'S NOT YOUR GRANDFATHER'S CAREER



**T**here was a time in America when ‘career’ meant 40 years at the same job and a gold watch at retirement,” says Ron Deluga, Ph.D., head of Bryant’s department of psychology. Like work itself, that definition has changed. “Today, ‘career’ means a series of decisions throughout life from now until when a person’s formal work ends,” he says. “We prepare young people for the fact that they won’t be staying at the same job the way their grandparents did.”

D. Ellen Wilson '79, who heads up human resources for Fidelity Investments, agrees that career paths are not reliably predictable anymore. And though she has held seven different jobs in her 13 years at the company, Wilson isn't daunted by the prospect of more change ahead. For both the individual and the organization, she says, "it is so much more productive if people look at change as a wonderful opportunity."

### GETTING THROUGH THE VALLEY OF UNCERTAINTY

As a human resources professional, and particularly during a period in the 1980s when she worked for a company that was downsizing, Wilson has seen firsthand the struggles of people caught in the uncertainty of organizational change. For any employee facing such change, she offers this bit of advice: "Learn to deal with ambiguity. That ability is the hallmark of people who get through change successfully."

When transformation efforts begin at an organization, she says, "an informal network kicks into high gear. Everyone speculates but no one knows what the enhanced state will look like. We call this period the 'valley of uncertainty.' The way you deal with this phase will be fundamental to your future at the company. I tell people, 'Give it 90 days. Focus on your work and do your best to make the boss successful.'"

Meanwhile, says Wilson, figure out how you can integrate into the new plan. "You are building an individual portfolio of skills. Be ready for the next opportunity." Don't count on the company to know where you fit, though. "It's different now from our parents' generation. You're required to be your own career manager," she says. "The great news is there's a lot more choice and flexibility today."

### RECALIBRATING

And what if you don't fit into the new vision, especially if you are an older worker? "Leverage what you're good at," Wilson says. "When change happens in mid-career, after the initial stages of shock and anger, people begin to focus. I advise them to get to an outplacement firm, get coaching on how to market themselves. It's a freeing experience to recalibrate. They may end up starting their own business. Almost always it's a positive change."

Judith Clare, director of career services at Bryant, frequently counsels alumni who are going through career changes. "Once someone graduates, we provide a lifetime of services," explains Clare. "We have contact with close to 400 alumni, some of whom have been out of school for 25 years. Alumni come to us to update a resume or get help with



*Judith Clare, director of career services at Bryant*

interviewing skills. We may do a mock interview with them."

Clare loves working with alumni but admits it's a challenge because so many issues are involved. "They have families and often there are two earners of equal stature. If a company is moving to another state, what do you do?" she says. "Overnight travel is another problem area. How is a wife to travel if her husband does also and there are children? These are the things that figure into career choices, and often, decisions today are based upon the needs of the children."

Clare's general advice to employees is to anticipate change. If you're sure the merger or cutback or transfer won't work for you, then begin to look for another job. Don't wait until the situation is desperate, because that's when people make bad decisions. You're likely to take the first job that comes along.

In her 20 years of counseling Bryant seniors about their future careers, Clare has observed a noticeable shift in what corporate recruiters are seeking when they interview on campus.

"They're looking for team players, which is something they wouldn't have requested two decades ago," she says. "Then everyone did an individual job. Today, it's often team members collaborating to produce a product. Employers are looking for adaptability, too, because circumstances change. And they want multi-taskers." In New England in the 1990's, she says, a lot of middle managers lost their jobs. "Those remaining took over their functions and assumed a lot more responsibility." There's one quality recruiters seek out that hasn't changed, though. "Communication skills are still their top request, just as they were 20 years ago."

*Alumni interested in Bryant University's Career Services Office can learn more at [www.bryant.edu/~csoffice](http://www.bryant.edu/~csoffice).*

*To contact the Career Center: Email [jclare@bryant.edu](mailto:jclare@bryant.edu) or call (401)232-6090.* ☎

# Achieving "Personal Best"

Bryant embraces change, continually evolving in ways that better prepare students for the rich possibilities that lie ahead.

Intellectual curiosity. Character. Drive to succeed. These are the tools Bryant University strives to give students so they can achieve their personal best in life and work. Rather than simply readying them for their first jobs, Bryant educates students for broad roles in society, says David Lux, Ph.D., dean of the College of Arts and Sciences. Bryant's recent change to a university structure with two undergraduate colleges builds upon existing strengths and broadens the school's ability to produce well-rounded, creative, and humane leaders.

"The two colleges complement each other," says Lux. "Business majors get a grounding in the humanities, while arts and science majors enlarge their scope with a solid introduction to the world of commerce." In both cases, he says, "our students are creating platforms for clear trajectories into purposeful lives and careers."

## EMBRACING THE GLOBAL COMMUNITY

One of the realities Bryant graduates encounter is the important role China plays in the world economy. While Bryant has offered a study-abroad program for many years, the creation of the U.S.-China Institute in 2005 increases the University's commitment to expanding the global perspectives of students, faculty, and business leaders.

"Bryant has a clear vision of where we want to go," says Hong Yang, Ph.D., associate professor of environmental studies and founding director of the Institute. "We want to create an institution with a full-fledged exchange on both sides."

In 2006, 15 Chinese students, along with 15 Bryant students and 15 students from other universities across the country, will study at Bryant for two weeks. The group will then travel to China for another two weeks. Their joint project focuses on ethical, social, and environmental issues in China and will result in a bilingual report.



*Hong Yang, Ph.D., is founding director of the U.S.-China Institute of Bryant.*



*Isabela Dias '07 is helping to expand diversity awareness on campus.*

The leadership role Bryant University has taken in reaching out to China has resulted in several exciting opportunities. A recent trip to China by a group comprised of President Ronald Machtley, Professor Yang, and Bryant trustees and alumni resulted in a unique educational/business exchange agreement between Bryant and the government of Shandong Province. Through the arrangement, Bryant will host an exhibit of rare Confucius artifacts. The exhibit will open in 2007 and is expected to appear in nine major U.S. cities.

## EMBRACING DIVERSITY AT HOME

As the workplace becomes global and the workforce more diverse, Bryant continues to help students understand and appreciate diversity. Isabela Dias '07, a student representative on Bryant's Diversity Council of Champions, works with the group to build awareness with a variety of approaches, including a campus calendar, townhall-style meetings, and activities during freshman orientation.

A key focus of the organization involves broadening understanding of what the term "diversity" really means. "For a long time, people just thought of it as a black and white issue," says Dias. "People assume, for example, that I am African-American, though I was actually born in Brazil. But diversity has to do with differences such as culture, sexual preference, and physical abilities, as well."

As a resident assistant, Dias often has informal discussions in the dorm about diversity. By being open and modeling how to talk about a sensitive subject, she feels awareness expanding. "I see small changes in the residents' attitudes about diversity," she says. "Things are progressing."

Jack Trifts, Ph.D., dean of the College of Business, says there is a palpable feeling of pride among faculty and students for what Bryant has already accomplished. "But there's not an ounce of complacency here," he adds. "As an organization, we feel a sense of urgency to take what the University has achieved and use it as a springboard into the future." 🌐



# CAMPUS NEWS: SPOTLIGHT ON BRYANT



## COMMUNITY NEWS AND EVENTS

### CHINA TRIP REAPS BIG RETURNS FOR BRYANT

Bryant President Ronald K. Machtley, with director of Bryant's U.S.-China Institute Hong Yang and members of the Board of Trustees, completed a productive, 10-day visit to China in November.

#### Highlights of the trip:

- The signing of an agreement with the Shandong Province government for Bryant to be the host of a U.S. tour of an exhibit featuring Confucius and his impact on modern Chinese culture and education. This will be the first time these artifacts are shown in the United States. The exhibit will open in 2007 and is expected to appear in nine major U.S. cities.

- The signing of an agreement with Capital Normal University in Beijing for academic collaboration and student exchange. Capital Normal is renowned for its international programs and its growing actuarial math department.

- The opening of the Bryant-China University of Geosciences distance learning technology classroom in Wuhan. Students in Wuhan and at Bryant will be able to participate in classes held at each location via a live Web-based teleconference link. Trial classes started in early December.

- Students from Lingnan College of the Zhongshan



Ten-day visit by President Machtley and trustees to China strengthens international ties.

University in Guangzhou will travel to Bryant this summer for two weeks. They will join 15 Bryant students and 15 students from other American institutions to study the social, ethical, and environmental issues of international corporations. All the students will then travel to China for two weeks of additional study and sightseeing.

- President Machtley was one of two university presidents invited to the annual meeting of the International Business Leaders' Advisory Council for the Mayor of Shanghai. The meeting placed Machtley among a group of CEOs from the top 50 businesses around the globe.

For more information about the U.S.-China Institute at Bryant University, visit [web.bryant.edu/~china](http://web.bryant.edu/~china).

### DIVERSITY JUST IS.

Members of the Bryant community learned 12 steps toward appreciating diversity at a forum organized by the Diversity Council of Champions on November 10. The event featured former MTV "Real World" star Mohammed Bilal, an actor, musician, writer, and speaker. While Bilal made some complex metaphysical points, he focused on the practical merits of diversity for all of society. Why is diversity important? Bilal answered the question simply: "Because diversity just 'is.'"

### TACKLING THE TOUGH ISSUES

On October 18, **David Hemenway, Ph.D.**, of Harvard University gave a presentation titled, "Private Guns, Public Health" as part of the Trustee Speaker Series. *The New York Times* has described

Hemenway's book by the same title as "a brilliant and clear-eyed primer for the country." Hemenway explored the advantages of treating gun violence as a consumer safety and public health problem with the emphasis on prevention of gun-related injury and death. He is professor of health policy at the Harvard School of Public Health and director of both the Harvard Injury Control Research Center and the Harvard Youth Violence Prevention Center.



David Hemenway

## BRYANT HOSTS TALK ON SOLAR ELECTRICITY AND BIODIESEL

"The Business of Renewable Energy" was the topic of a workshop held on campus October 13 for small business owners, educators, and policy makers. Speakers included Charlie Hawkins from U.S. Senator Lincoln Chafee's Office; Robert Chew of SolarWrights; Patrick Condon from the R.I. State Energy Office, and Robert Cerio of The Hudson Companies. A question and answer period on issues of wind-power, fuel cells, hybrids, photovoltaics (PV), and more capped the evening. The talk was co-sponsored by the Center for Sustainable Business Practices, located in Bryant's Science & Technology Department, and The John H. Chafee Center for International Business.

## INVESTING FOR THE FUTURE

Bryant has always been committed to providing students with resources and opportunities to get hands-on experience to enhance their classroom learning. "The Archway Fund" is a new student-managed fund that allows students to work with a real \$200,000 investment portfolio—and it takes the concept of "theory to

practice" to a whole new level.

Bryant trustees voted to allocate \$200,000 as a seed capital investment so that finance and financial services students could utilize the C.V. Starr Financial Markets Center (FMC) to its full capacity. In September 2005, the first group of students was accepted into the program.

Students went through a rigorous interview process to get into the program (25 were accepted) in which they will achieve a functional level of competence in the areas of securities analysis (first semester) and portfolio management (second semester).

**C. Bruce Johnstone**, managing director and senior marketing investment strategist for Fidelity Investments, spoke at the kick-off event celebrating the fund on November 7.

## BRYANT EXPANDING LIBRARY RESOURCES

The HELIN Library Consortium, comprised of 10 academic libraries in Rhode Island and Massachusetts including Bryant, is creating a digital repository that will archive, preserve, and make available materials that will serve the needs of students and faculty. HELIN's cooperative model of sharing library resources has improved learning, scholarship,



More than 600 participated in the 5th Annual Shawn M. Nassaney Memorial Cross Country Race/Walk held during Homecoming and Reunion September 23-25, in memory of the 1998 Bryant graduate and former cross country team captain who died on United Airlines Flight 175 with his girlfriend and Bryant graduate Lynn Goodchild '98.

and research throughout Rhode Island's academic community. The planned digital repository will include rare books, manuscripts, book plates, photographs, slides, maps, artifacts, oral histories, and audio and video clips. It will also archive and preserve faculty publications, student theses, university publications, and special collections.

## HOMECOMING AND REUNION 2005

Homecoming and Reunion 2005, held September 23-25, featured alumni and athletic events, tailgating festivities, and the

Bulldog Fun Zone. More than 4,000 students, faculty, staff, and alumni attended. On Saturday evening, Bryant sponsored WaterFire in Providence to help celebrate the completion of our highly successful *Campaign for Bryant*. Check out more photos at [www.bryant.edu/bryant/alumni/events.jsp](http://www.bryant.edu/bryant/alumni/events.jsp).

Funds raised by the Nassaney Race on Sunday are used by the Shawn M. Nassaney Memorial Foundation to support programs at Bryant, St. Raphael Academy and, this year, Hurricane Katrina relief. Homecoming and Reunion was sponsored by Coca-Cola.



Cheering on the home team



The Bulldogs beat Pace University (20-19) in the final quarter of a nailbiter Homecoming game.

## PEOPLE MAKE THE DIFFERENCE AT BRYANT

A reception and dinner was held during Homecoming/ Reunion 2005 to honor the members of the Bryant Leadership Council (BLC) for their continued support

of the University's initiatives to enhance the student-centered learning environment. Members of the BLC mingled with students who directly benefited from gener-

ous scholarships and from the significant improvements to the facilities, resources, and programming on campus. Alumni and friends of Bryant had the opportunity to see just

how much of an impact their gifts had on our students—and have a wonderful evening visiting with others who have the same level of commitment to the University.



*Tom Celoni '09, Trustee, Kathleen Celoni '08, Diane Begin, and Roger Begin '76, Trustee*



*Steven Dabois '08 (recipient of the Loretta and Beniamino DiDonato Scholarship funded by Mr. and Mrs. Battista), Yolanda Battista, and Richard Battista '65*



*Retired Dean Richard Albery and Professor Hal Records*



*Student Alumni Association members Christopher Phelps '08, Dan Keough '07, Joe Harding '06, Phillip Weiss '08, and Christopher Mahoney '06*



*Burton (Buzz) Waltman '76, Keren Carnes '08 (Jane and Buzz Waltman '76 Scholarship recipient), and Jane Waltman*



*Nirmala Ummi, Vice President for Academic Affairs V.K. Ummi, and Walter Stepan '01 H, Trustee*



### BRYANT INTRODUCES NEW HOMEPAGE

Launched in October, the new Bryant homepage is the result of input from nearly 400 students, faculty, and staff who provided feedback on the new design over the summer. Over the next 12-18 months, the entire Web site will be updated and redesigned to reflect Bryant's emphasis on academic excellence; character development; innovative use of technology; student-centered, high-touch learning experiences; international and diverse perspectives; and world-class facilities. This initiative is being overseen by a Web Steering Committee co-chaired by Art Gloster, vice president for information services, and Laurie Musgrove, vice president for university advancement.

### BRYANT AMONG TOP 20 "BEST COLLEGES"



The August 29, 2005, edition of *U.S. News & World Report's* "Best Colleges" issue again ranked Bryant in the top 20 Master's I Colleges Category in the North. This designation recognizes high academic quality and other criteria such as alumni participation and selectivity. Check out the rankings and the full-page Bryant ad at <http://web.bryant.edu/usnews>.

### BRYANT EXPANDS LANGUAGE PROGRAM

An increased focus has been placed on developing Bryant's language curriculum and the University now offers French, Chinese, Italian, and Spanish. Bryant students also utilize state-of-the-art technology to help develop their language skills. By partnering with an award-winning company that uses Voice-over Internet Protocol (VoIP) technology, Bryant offers real-time, online collaboration among students and instructors. They can also access software that listens to and analyzes their use of the language and provides

immediate feedback via the Internet using voice recognition technology.

On a more informal basis, Bryant's cable system broadcasts SCOLA, a television network that plays 150 authentic language programs from 80 countries every day. In addition, a "Conversation Partners" program has been developed to match English-speaking students with faculty or students whose primary language is not English. Fulbright scholars from France and Argentina serve as teaching assistants in Bryant's language lab and live in the residence halls with undergraduate students, enhancing the cultural experience for all students.

### BRYANT COMMITS TO OPEN SOURCE COMPUTING

Bryant University has committed to open-source computing by moving its entire data center from proprietary Sun Solaris systems to the IBM POWER5 Microprocessor Architecture, which is compatible with open source Linux. Bryant is enhancing the capa-

bilities of its applications using Linux, considered to be critical to any organization looking to build a reliable, innovative, and flexible technology platform based on open-source solutions. Bryant computer information systems and information technology students are also using Linux to build computer skills for application development and, as a result, broaden their technical expertise for future job opportunities.

### NEW HOUSING FACILITIES APPROVED

Additional townhouses and a new residence hall are being constructed on campus—plans authorized by the Bryant University Board of Trustees and the town of Smithfield. These new townhouses will ensure that students have greater access to this popular housing option. The 12 units with 70 additional beds will be located behind the D and E block. The new townhouses are expected to be ready for occupancy by September 2006. The new five-story residence hall will be constructed in the suite village and is expected to be completed by September 2007.



*The new residence hall will be located in the suite village and is expected to open in 2007.*

## NEW PART-TIME MBA OFFERS FULL-TIME BENEFITS

The Graduate School of Business has redesigned its Master of Business Administration (MBA) program for students who seek the benefits of a full-time program on a part-time basis. The Bryant Graduate School has a strong track record of producing business leaders, and the new program builds on this tradition with some key innovations in business education.

The new curriculum is distinctive in several ways. Students enter the two-year program as a group, and progress as a cohesive unit through a rigorous academic program that combines the latest theory with best business practices. It is a general MBA that provides students with a broad range of business knowledge and skills that can be applied in any setting. Students take two classes each semester for a total of 12 courses over two years.

Another distinguishing element is the opportunity for



*Bryant's new MBA establishes a strong network among busy professionals and is designed to be completed in two years.*

students to develop strategic networking relationships among their classmates. This is an advantage to each professional throughout his or her career—and a benefit that is rarely enjoyed by part-time degree candidates.

The highly regarded faculty lead classroom discussions that stimulate analytical thinking and incorporate the work experience of the class. Most Bryant MBA students are working professionals, from 28 to 42 years of age.

*For more information, contact the Bryant University Graduate School of Business at (401) 232-6230 or via email to [gradprog@bryant.edu](mailto:gradprog@bryant.edu) or by attending an information session.*



## *Vision: The Power That Shapes the Future*

### Women's Summit 2006

WEDNESDAY, MARCH 15, 2006



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Discover your vision for the future. Learn from nationally renowned women leaders, attend workshops that address the real issues that affect you, and expand your own business network.

**Phoebe Eng** is co-founder of The Opportunity Agenda and specializes in maximizing performance in multicultural and multinational workplaces. She is the author of "Warrior Lessons: An Asian American Woman's Journey into Power."

**Jane Pauley** is one of America's most accomplished newswomen. She has co-anchored NBC's "Today" and "Dateline NBC," authored a best-seller titled "Skywriting: A Life Out of the Blue," and hosted her own television talk show.

**Carol Grace Anderson** is a motivational speaker and author of the popular book, "Get Fired Up Without Burning Out!" She has been an inspiration to audiences around the nation.

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# CAMPUS NEWS: SPOTLIGHT ON STUDENTS



## STUDENT SUCCESSES

Within Bryant's diverse, student-centered learning community you will find there are many different ways to be successful. Here are some shining examples of what success means at Bryant.

### GIVING VOYCE TO OTHERS

Everyone has his or her own definition of success. For Bryant senior **Saddi Williams**, in addition to being a committed student and stellar athlete, success also means reaching out to help others.

Williams utilizes his Bryant education in marketing and communication to benefit Young Voyce, an organization he founded with four friends during his last year in high school in Washington, D.C. The Christian-based youth advocacy organization offers mentoring for college-bound students and a scholarship program.

"Young Voyce was created to encourage young people to achieve excellence in every aspect of their lives," said Williams. "My friends and I saw Young Voyce as an opportunity for young people to become educated, empowered, and excited."

Despite their busy schedules, Williams and his partners are devoted to Young Voyce, and as a result it has grown. To complement the mentoring relationships, the organization established the Extraordinary Scholars award. This scholarship offers up to \$500 to one senior at Paul Lawrence Dunbar High School (Williams' alma mater). The student must have a good GPA, demonstrated community service,

and leadership capabilities. The scholarship staff reviews 50-60 applications annually.

In addition to his hometown commitments, Williams is an active member of the Bryant community. He is a member of the Multicultural Student Union, captain of the football team, and president of Bryant Christian Fellowship, an organization he helped found during his freshman year by merging it with the already-existing Intervarsity.

"Bryant gives you a variety of avenues to make an impact," he said. "But it's up to you, the individual, to take your stand—and you can make your stand anywhere."

Educated, empowered, and excited are adjectives that describe Williams well—he embodies "The Character of Success."

To learn more about Young Voyce, visit [www.youngvoyce.org](http://www.youngvoyce.org).

### STUDENT COMPETITIONS, AWARDS, AND OPPORTUNITIES

**Mikayla Truckey '06** has won the Tom Pasternak National Outstanding Tutor Award. Truckey is a senior studying computer information systems and is a peer tutor at the Academic Center for Excellence (ACE). The College Reading and Learning Association (CRLA) International Tutor Certification



*Saddi Williams '06 demonstrates that one person can make a difference.*

Program established the award in honor of the late CRLA newsletter editor, Tom Pasternak. Truckey received the award of \$250 and a plaque at the National CRLA conference in Long Beach, California, November 4. Said Lynnae Dopp, chair of the selection committee, "We had a difficult time selecting the winner this year because of how

competitive it was, but Bryant University's Mikayla Truckey rose to the top."

**Natasha Coelho '06**, a senior in accounting, received a \$1,000 scholarship from the American Society of Women Accountants — Rhode Island Chapter on October 29. The scholarship was presented by Bryant alumna **Inez Mello '89** of Bachelor, Frechette, McCrory

& Michael CPAs in Providence, R.I. Mello, a former scholarship recipient, was a non-traditional student at Bryant.

Bryant University's Global Entrepreneurship Program (GEP), Students in Free Enterprise (SIFE), and the Collegiate Entrepreneurs' Organization (CEO) co-sponsored the 2005 Elevator Pitch Competition, held in the Stepan Grand Hall on November 19. A new school record for participation was set, with 127 teams pitching ideas to an all-star panel of judges that included regional business leaders and Bryant faculty. Students were allowed 90 seconds or less—the time it takes to ride an elevator—to pitch their business ideas. This year's Grand Champion award went to **Brandon Ruotolo '06** of Glocester, R.I., for his concept: a rechargeable card that saves a profile of the user's coffee preferences, which can be swiped at special terminals in the coffee shop, reducing

time and errors in patrons' coffee orders. Ruotolo received a \$500 prize. An archived video of the Elevator Pitch Competition is available at [media.bryant.edu](http://media.bryant.edu).

**Michael Oliveri '08** was awarded the Collegiate Entrepreneurs' Organization's (CEO) National Student Leadership Award. Oliveri, who is the president of Bryant's CEO chapter, also received \$200. He demonstrated entrepreneurial spirit from the age of 14 when he launched his own business, Cirion Technologies, which grew to nearly a dozen employees during high school. When he entered Bryant, Oliveri became an active leader in the campus CEO chapter, writing up a business plan for the group. He has also project managed the 2005 Entrepreneurial Extravaganza, overseeing 12 project teams and nearly 40 volunteers from Bryant and Brown University. CEO supports college students



*Bryant @ Night features many exciting events, including "The Price is Right," modeled after the popular TV show. Host Anthony Furnari '06 ("Bob Barker") invited the audience of 200-plus students to guess the prices of various items and winners received cool prizes amounting to \$2,000, including a flat screen TV and a digital camera.*

in their entrepreneurial efforts, providing them tools they can use to succeed.

#### STUDENTS HELP BRYANT BLOOM AT NIGHT

Last spring Bryant @ Night was born to rev up the number and caliber of on-campus, school-sponsored weekend events. Since then, campus night life has come alive with movie nights, barbecues, karaoke, thematic events such as "I love the '80s" and "90s Throwback," Psychic Night, and Carnival Night. There are also three-on-three basketball tournaments and even bingo, where students win great prizes.

Behind the success of Bryant @ Night is the Bryant @ Night Programming Committee, comprising representatives from Health Services, Student Affairs, Athletics, Greek Life, the Intercultural Center, Commuter Connection, Student Programming Board, Student Senate, and Student Alumni Association. With such broad representation, Bryant @ Night has "something-for-everyone."

Recently, students petitioned to add Thursday nights to Bryant @ Night as well. Says Assistant Dean for Student

Life **Judy Kawamoto**, who chairs the Programming Committee, "The students spoke—and we listened."

"It's a good opportunity for students to enjoy something planned especially for them," adds **Kathryn Corey**, program advisor of Bryant @ Night. To learn more about Bryant @ Night, visit [web.bryant.edu/~atnight](http://web.bryant.edu/~atnight).

#### ASPIRING STUDENT REPORTERS GET FACE-TIME

NBC-10 held auditions on November 16 and 18 in the new Communications Complex at Bryant for students from colleges around the state to win an internship in on-air reporting. Contestants were each given a brief time slot in which to deliver a prepared piece—no teleprompting allowed. Channel 10's news room staff selected 10 finalists, of whom two are Bryant students. Their pieces were posted online so viewers could vote for their favorites. The winner will report the campus entertainment news on-air. During auditions, Bryant students volunteered in the control room, assisting Communications Complex Coordinator Tom Dooley.

#### BRYANT STUDENTS KNOW NO BOUNDS



(Left to right) Assistant Professor of Management **Chris Roethlein**, **Lauren Biller '06**, **Jay Dunn '08**, **Jeff Haydock '08**, **Kim LaRosa '06**, and **RICC AmeriCorps\*VISTA Service Coordinator Vanessa Jones** pose with **Ellie** and **Barry**, the Boundless Playground® bears. Students recently sold the bears to raise money to support a Boundless Playground® they are building in Killingly, Conn. So far, the team has raised \$93,000. For more information on the project or to make a donation, contact Roethlein, the project coordinator, at (401) 232-6721, or visit his Web site at [playground.bryant.edu](http://playground.bryant.edu).

The fall term brought a variety of dynamic speakers to campus, from the former president of Brazil to the star of a popular cooking show.

### CONVOCATION SPEAKER ADVOCATES INTROSPECTION AND JOY

Bryant's Convocation address was delivered by the **Reverend Jewelnel Davis**, chaplain at Columbia University. Her theme of "centering down," drawn from Quaker concepts of authenticity and grounding, was timely and inspiring. Chaplain Davis, who also serves as associate provost and director of Earl Hall Center at Columbia, discussed the importance of self-knowledge to help focus on the essential priorities. She cautioned students about the contemporary notion of "waiting for life to begin" until a goal is reached or a possession, credential, or status is obtained, and instead encouraged members of the Bryant community to find joy in

the process of "getting there." "Enjoy your 'now,'" Rev. Davis advised.

The Student Alumni Association and the Bryant University Alumni Association sponsored a reception, where the Class of 2009 received a class baseball cap while the Bryant Jazz Ensemble performed.

### LEARNING FROM AROUND THE WORLD

November 14-17 was International Education Week (IEW) and it focused on the theme "Utopia/Dystopia: Envisioning a Better World." The opening flag ceremony was followed by a talk from Providence attorney **Jerry Elmer**, former Vietnam-era peace movement leader, who spoke about history and foreign policy in Vietnam and Iraq. During the week there



Former Brazilian President Fernando Henrique Cardoso visited Bryant

were workshops and forums on global issues including the role of music in African society and how family and cultural traditions shape individual identity. "The Radical Reader" also returned to campus, with students presenting a staged reading of documents culled from the U.S.'s radical tradition and utopian visions. At the end of four days, the community came away with a sense that—utopian or not—we really are connected to those far away.

### BRAZILIAN PRESIDENT ON CAMPUS

Global studies student **Vanessa Jurema '06** (born in Brazil) proposed the idea of inviting former Brazilian President **Fernando Henrique Cardoso** to campus to give a talk. Aided by global studies/economics adjunct faculty member **Nancy Biersteker**, a long-time acquaintance of the former president, Jurema's idea came to fruition October 20. After a Bryant campus tour, Cardoso gave a talk, "Brazil's Role in the Global World: Opportunities and Challenges." The event was attended by nearly 300 students and they met with Cardoso at a post-talk reception.

### A COMMUNICATION SERIES

The Distinguished Communication Speakers series, co-sponsored by University Advancement and the Department of Communication, drew several notable speakers to campus throughout the fall semester.

Kicking off the series October 18 was **Marc Summers** of the popular Nickelodeon show "Double Dare" and the host of the Food Network's "Unwrapped" and "Trivia Unwrapped." Summers imparted his wisdom about a career in show business—and his advice for any career: "Do it with passion."

**Ralph J. Begleiter**, Rosenberg Professor of Communication and distinguished journalist-



The Rev. Jewelnel Davis (left) was introduced as the Convocation speaker by President Ronald K. Machtley.



Marc Summers told of his television career.





Ralph Z. Begleiter talked about the power of the media.



Bob Gulla gave advice about a career in writing.

in-residence at the University of Delaware, gave a lecture at Bryant on October 24 titled, "Global Media and the Power of Images." The former 20-year CNN world affairs correspondent talked about America's conflicted image in the world and the crucial role communication plays in conveying, sometimes creating, that image.

**Bob Gulla** captivated would-be communicators November 8 when he spoke about "The Writing Life." The long-time *Rolling Stone* and *Entertainment Weekly* contributor offered a two-hour workshop on the ups and downs of a career in writing and communication, and conducted several exercises.

### CELEBRATING ONE'S HERITAGE

Bryant celebrated Latino Heritage Month with a variety of activities that included everything from an interactive Latin dance party to a cultural coffee house. All events were presented by the Multicultural Student Union. A highlight of the month's events was a keynote speech by **Alfredo Dante Rivera**, CEO, Born2Speak, LLC, a leadership and communication consulting firm. Rivera discussed the importance of honoring, celebrating, and embracing diversity through personal action.

### APPAREL ENTREPRENEUR SPEAKS

"Achieve your dreams. Do what you like; like what you do" were the words of wisdom from **Bert Jacobs**, co-founder of the Boston-based multi-million dollar apparel company Life is good®. Jacobs spoke to students September 20 as part of Bryant's Global Entrepreneurship



Hundreds of students gathered to hear the success story of Bert Jacobs and Life is good®.

Program (GEP) annual kickoff event. "If we had a program like the GEP at my college, getting to where we are now would have been a lot easier," said Jacobs after the talk. For more information about GEP, visit [www.bryantgep.org](http://www.bryantgep.org).

### MEDIA WHIZ AT BRYANT

Hailed by *The Washington Post* as one of the capital's "most celebrated journalists," *Congressional Quarterly's* White House columnist **Craig Crawford** visited Bryant November 15 to discuss the themes in his new book, *Attack the Messenger*, which focuses on the relationship

between politicians and the press, objective reporting, media bias, and democracy. Crawford is featured almost daily on national TV and radio programs including *The Early Show* on CBS, various programs on CNBC and MSNBC including *Countdown with Keith Olbermann* and *Hardball*, and CBS Network radio. He is a frequent commentator for NBC's *Nightly News*, *CBS Evening News*, and *Imus in the Morning*. Following his talk was a luncheon and book signing. The event was co-sponsored by the Faculty Development Center and the Faculty Development Committee.



Latino Heritage Month activities



Jhony Leyva '06, Juan Camilo '07, Ramon de Los Santos '08, and Brian Ferreira '08 enjoy Latino Heritage Month's grand finale festivities.

# CAMPUS NEWS: SPOTLIGHT ON FACULTY



## PUBLICATIONS, PRESENTATIONS, AND SCHOLARLY ACHIEVEMENTS

Professors of Marketing **Frank Bingham** and **Charlie Quigley** collaborated on "An Off-Site Drug Distribution System Designed to Expand Service into Underserved Areas: A Case Study," presented at the Economics and International Research Conference in December.

Garrison Keillor read two poems by associate professor of creative writing **Tom Chandler** on his NPR radio show, *The Writer's Almanac*: "Ten Degrees" on the November 16 show, and "To the Woman at the Red Edge Motel" on the November 22 show. Chandler, who is Rhode Island Poet Laureate emeritus, was recently on sabbatical serving as the writer-in-residence at the Vermont Studio Center.

**John Dietrich**, assistant professor of political science, edited "The George W. Bush Foreign Policy Reader: Presidential Speeches and



John Dietrich

Commentary," a publication that provides a set of source materials for assessing the scope and direction of American foreign policy during the most recent Bush presidency. The book is published by M.E. Sharpe.

**Jongsung Kim**, assistant professor of economics, has returned from a year-long sabbatical at Johns Hopkins University researching the economic status of the Hispanic population in the U.S. labor market and gender inequality at work. He also taught econometrics in the Johns Hopkins master's program in applied economics in Washington, D.C.

In July, professor of history **Judy Barrett Litoff** presented a conference paper on women's correspondence during World War II on the topic of Hiroshima and Nagasaki. The conference was held at the Oak Ridge National Lab in Tennessee — one of the three national labs where the A-bomb was developed. Also over the summer Litoff published an essay, "The Nation Transformed: United States Women," which appeared in *From Total War to Total Victory: How the War Was (Really) Won* (Wheaton, Ill.: Cantigny First Division Foundation, 2005). Her book reviews have appeared in the *Journal of American History* and the *Journal of Tourism and Culture*.



Harsh K. Luthar



Ranjan Karri

**Harsh K. Luthar**, associate professor of management, co-authored and presented three papers selected through a blind referee process at the National Academy of Management Conference 2005 in Honolulu, Hawaii, in August. The papers' subjects are sexual harassment across cultures, gender and race influence on sexual harassment, and transformational leadership. He also co-authored a paper on organizational ethics with Assistant Professor of Management **Ranjan Karri** that was published in the *Journal of Business Ethics* in 2005.

**Bradford Martin**, assistant professor of history, wrote a book, *The Theater is in the Streets: Politics and Public Performance in Sixties America*, which was published in the fall by the University of Massachusetts Press. It was awarded the 2005 New England American Studies Association's (NEASA) Lois P. Rudnick Book Prize.

**Janet Morahan-Martin**, professor of applied psychology, organized and chaired a symposium called "Paradigms of Problematic Patterns of Internet Use: Current Research Directions" in August at the Convention of the American Psychological Association in Washington, D.C.

Professor of Marketing **Elaine Notarantonio** was keynote speaker at the International Catholic Stewardship Council at their annual conference in October on marketing and religion, "Can We Really Market God: Marketing and Marketing Research for Religious Organizations."



Elaine Notarantonio

**William O'Hara**, president emeritus and executive director of the Institute for Family Enterprise at Bryant, co-authored "The Anthony Romano Company: Ethics of a Family Business" with Bryant alum Robert Delisle '79, '95 MBA, for fall publication in *The Family Business Casebook Annual 2005*, printed by The Cox Family Enterprise Center, Coles College of Business at Kennesaw State University, in cooperation with the Loyola University Chicago Family Business Center. The case was first considered when Delisle discussed his first-hand experience working in a family business in O'Hara's MBA business ethics class. Delisle is now vice president of finance, The Allied Group, Cranston, R.I.

**Saeed J. Roohani**, professor of accounting, received the 2005 Outstanding Educator Award from the American Accounting Association

in The Artificial Intelligence/Emerging Technologies Section. The association promotes worldwide excellence in accounting education, research, and practice. Roohani's involvement since 2000 in the development of XBRL (eXtensible Business Reporting Language) and his contributions to the XBRL education site <http://web.bryant.edu/xbrl> (#1 in Google search) helped earn him this recognition. He also chairs the annual Global XBRL Academic Competition on behalf of the industry.

**Kenneth Sousa**, professor of computer information systems, was elected to the Board of Directors of the Delta Chi Educational Foundation through 2007. The foundation was created to address the leadership development and scholastic needs of the Delta Chi Fraternity. Through its programs and initiatives, the goal is national excellence for the Delta

Chi Fraternity through the realization of the members' potential. The Foundation accepts donations to provide scholarships, award recognition of leadership in their chapters, and educational grants to assist in the development of good character and a sound education.

Assistant Professor of Applied Psychology **Joseph Trunzo** received a grant funded by the National Cancer Institute to investigate the relationships



Joseph Trunzo

among social problem-solving ability, distress, and risk behaviors (tobacco and alcohol use) among smoking-related cancer patients and their family members. He is currently analyzing data for presentation at national conferences and scientific journal publication. His co-investigators on the projects are affiliated with Miriam Hospital, Brown Medical School, and Rhode Island Hospital.

**Hong Yang**, assistant professor of science and technology, was leading author for a paper about biomolecular preservation of Tertiary Metasequoia fossil Lagerstätten that appeared in the *Review of Palaeobotany and Palynology*. He was organizer, chair, and field trip leader for a special symposium on Clarkia Miocene fossil deposits for the 15th Annual Goldschmidt Conference held in Moscow, Idaho, last May.



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- \$25 Pays for an on-staff specialist to tutor a student on time management
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- \$100 Buys computer mice for five student workstations
- \$250 Rents a van to transport students to a community service project
- \$500 Provides 300 students with annual access to Lexis/Nexis
- \$1,000 Pays for a bus so that 50 students can network with alumni on Wall Street

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# CAMPUS NEWS: SPOTLIGHT ON ATHLETICS



## BULLDOG FALL RECAP

It was a record-breaking fall sports season for Bryant University. The Bulldog football team set new highs for victories, and the women's volleyball team accomplished a first in the program's history: hosting the NCAA Regional Championship.

On the football field, the Bulldogs ran their way to an impressive 7-3 record, setting a new school record for wins in a

single season as well as establishing 29 new team records and 39 individual records along the way. Under the direction of second year coach **Marty Fine**, the Bulldogs passed for a school record 1,993 yards this season while **Lorenzo Perry '07** (Providence, R.I.) created plenty of excitement with his dazzling running ability. The junior transfer from UMass-Amherst and former Rhode

Island High School Player of the Year at La Salle shattered the school rushing record with 1,335 yards and a record 17 touchdowns for the season. One of several highlight games came in Bryant's 24-12 win over Stonehill, where the speedster ran for a record 313 yards — the fourth-best rushing performance in school history. The Bulldogs went a perfect 5-0 at home this season, highlighted by a 27-14 win over Bentley College.

The Bryant volleyball team captured their sixth Northeast-10 Conference tournament championship with a 3-2 win over Bentley College in the final. **Michelle Muniz '06** (Guaynabo, Puerto Rico) earned MVP honors at the championship and was named the Player of the Year in the conference for the third year in a row. **Tiffany Garry '08** (Frankfort, Ill.) was named the NE-10 Setter of the Year while **Jessica Cegarra '07** (Danville, N.H.) joined Muniz and Garry with all-conference honors. Earlier in the year, Muniz set Bryant's all-time career kills record of 2,045, passing the record of former standout **Maria Bras '95**. For the first time in the program's history, the Bulldogs hosted the NCAA Northeast Regional Championships Nov. 17-19 at the Elizabeth and Malcolm Chace Wellness and Athletic Center. It was Bryant's ninth appearance in the NCAA Championship and seventh in a row.

The Bryant men's and women's soccer teams both concluded successful seasons. The



*Michelle Muniz '06 was named Player of the Year, three years running.*

men's soccer team earned its first Northeast-10 Conference tournament win with a 3-2 overtime victory at Merrimack College behind sophomore **Michael Gargiulo '08** (North Branford, Conn.) who scored two goals to propel the Bulldogs to the semifinals. The Bulldogs would fall to eventual conference champion Le Moyne in the finals to finish the year 8-6-4 and rank No. 8 in the Northeast Region.

The women's soccer team climbed as high as No. 12 in the NCAA Division II national poll and narrowly missed qualifying for the NCAA tournament with a 13-5-2 overall record. Four players were named all-conference by the Northeast-10, including senior **Hannah Sandrowski '06** (Trumbull, Conn.) who was named the Northeast-10 Conference Defensive Player of the Year. **Casey Grange '07** (Methuen, Mass.) and **Terrri Gidius '06** (Coventry, Conn.) were named second team all-conference while sophomore **Tricia Spada '08** (Dedham, Mass.) earned third-



*Lorenzo Perry '07 shattered Bryant's rushing record.*

team honors. In addition, Gidius was recognized by Northeast-10 on its all-academic team.

The Bulldog field hockey team posted a 5-14 record with senior **Maureen Burns '06** (Derry, N.H.) earning Northeast-10 All-Conference First Team honors, scoring 14 goals and adding 14 assists in the past two seasons. At the conclusion of the season, Burns was named Second Team All American for the second consecutive season.

The Bulldog cross country teams were busy this fall, hosting the Bryant Invitational in early October where the men took home first place honors, and followed with hosting the Northeast-10 Conference Championships on Oct. 23. Behind the strong running of senior **Caleb Paul '06** (Addison, Maine), the Bryant men took

fourth while the women, led by **Nicole Radzik '08** (Sutton, Mass.) took tenth. Paul would conclude his cross country season with a strong 38th place finish at the NCAA Regional Championship in Boston in early November.

Men's golf captured its 20th Northeast-10 Conference Championship in September with **Brenden Smith '06** (North Attleboro, Mass.) and **Jim O'Connell '06** (Troy, N.Y.) leading the way. Smith was two over par for the championship to finish second while O'Connell finished tied for fifth at the conference meet.

#### **BRYANT HOSTS JUNIOR OLYMPICS**

More than 3,000 athletes journeyed to Rhode Island on December 10 in pursuit of

Junior Olympic gold when Bryant University hosted the annual USA Track & Field Junior Olympic cross country championship at the Bryant Cross Country course. Bryant last hosted the USATF Junior Olympic Championships in 1993. Participants qualified for the championship based on performances at preliminary, association, and regional levels from 15 regional championship meets throughout the country.

#### **BRYANT STUDENT-ATHLETES ATTEND LEADERSHIP CONFERENCE**

Bryant University was one of 10 Northeast-10 Conference schools that took part in the Division II Leadership Academy in Boston on September 23-24.

The Leadership Academy comprises student-athletes, athletics administrators, and coaches from across the nation.

This year a total of 44 institutions took part in the conference. Bryant's Head Women's Lacrosse Coach Karen Healy joined student-athletes **Caitlin Gardner '07** (Shrewsbury, Mass.) of the women's lacrosse team and **Jon Ezeokoli '08** (South Orange, N.J.) of the Bryant men's basketball team to represent Bryant at the Academy.

The mission of the Division II Leadership Academy is to engage participants in leadership education and facilitate partnerships that will affect progress on campuses, within conferences, throughout Division II, and beyond the collegiate realm.

#### **BULLDOGS RECEIVE NATIONAL HONORS**

Former softball standout **Carly Muise '05** and men's basketball graduate **Mike Williams '04, '05 MBA** are recent recipients of national awards handed out by the NCAA. Muise, a native of Hanson, Mass., was named NCAA Woman of the Year for the State of Rhode Island while Williams, a native of Ellington, Conn., was awarded the NCAA Sportsmanship Award for Division II. The NCAA Woman of the Year recognizes outstanding female student-athletes who have excelled in academic and community leadership.

Muise becomes the second Bryant student-athlete to be honored as Woman of the Year from the state of Rhode Island. Volleyball standout Meribah Dean was selected in 1996. Twenty-nine of the 2005 state honorees are from Division I, while 16 represent Division II and six from Division III. All represent 15 different sports. Muise is the only female student-athlete

from the state of Rhode Island representing all divisions.

Muise was a four-year letter-winner with the Bulldog softball team, earning First Team All-Northeast-10 Conference honors this past spring with a .304 batting average and .980 fielding percentage at second base. A standout student-athlete, Muise was one of just 33 softball student-athletes nationwide to earn Academic All American honors in 2005. In addition, she is a four-time National Fastpitch Coaches Association (NFCA) Academic Award honoree, and Northeast-10 Conference Scholar-Athlete. In the spring, Muise was named Bryant's Scholar-Athlete of the Year with a 3.93 grade point average in applied actuarial mathematics.

Williams, who earned his master's degree from Bryant in 2005, helped lead the Bryant men's basketball team to the NCAA National Championship game this past season and concluded his career with 1,277 career points (13th all-time)



*Carly Muise honored By NCAA at Woman of the Year awards dinner*

and 987 career rebounds (third). He set Bryant's school record with 301 career blocks — including a record 90 during his sophomore season.

Academically, Williams was inducted into the Bryant Chi Alpha Sigma honor society in 2004 and was a Northeast-10 Conference All-Academic and NE-10 Scholar-Athlete in 2005. He is currently playing professionally in Argentina. Last summer, Williams played in

the William Jones Basketball Camp in Taiwan for a team representing the United States.

The NCAA Sportsmanship Award was chosen by a committee from member institutions and is awarded to those who exemplify good sportsmanship that characterizes the highest level of respect, caring, fairness, civility, honesty, integrity, and responsibility during competition.

# CAMPUS NEWS: SPOTLIGHT ON ALUMNI



## LISTENING TO OUR ALUMNI

Bryant conducted a survey last November to better understand the relationship between the University and its alumni. More than 1,200 alumni responded to the anonymous e-mail survey, which was conducted by Stamats, Inc., one of the country's top independent education research and consulting firms.

The objective of this survey was to determine how Bryant can continue to improve programming and communication with alumni. It is our sincere desire to strengthen our connection with alumni in ways that benefit the alumni, our current students, and future generations.

According to the survey, 75 percent of alumni are connected with or wish to be more connected with Bryant. The results show that the greatest connection is with alumni who graduated between 2000 and 2005 and prior to 1970. The '80s alumni expressed the greatest desire to have a stronger relationship with Bryant, and we look forward to working with alumni leaders and individuals around the country to make that happen.

The survey showed that those who graduated in the '70s feel the least connected with their alma mater, and we want to open the channels of communication to find out how we can strengthen ties with this group. We welcome feedback and suggestions for enhancing the alumni experience.

Stay tuned for more information about the Bryant

alumni experience in the next issue of the *Alumni Bulletin*. We will be looking at developing more alumni programs in the coming months.

### STRENGTHENING CONNECTIONS

Bryant University's Office of Alumni Relations is working hard to expand its outreach to all members of the Bryant community.

Beginning this fall, efforts began to establish a new program to help alumni stay in touch with each other and with Bryant. Class Steering Committees are being formed for all graduating classes to focus on improving communications between campus and alumni and to encourage attendance at Homecoming and Reunion 2006.

Robin Torbron Warde, interim director of alumni relations, says Bryant's Class Steering Committees will use the "Power of Five" concept to help Bryant alumni stay connected with one another and with the broader Bryant alumni network.

"Each alum will be asked to contact five other alumni in their graduating class," said Warde. "Then each one of those five will contact five others, and so on, until we've reached everyone in a reunion class."

If you're interested in connecting alumni from your graduating class to each other, contact Robin Torbron Warde at [alumni@bryant.edu](mailto:alumni@bryant.edu) or call her at (401) 232-6253 or toll free, (877) 353-5667.

### BRYANT PLANS FOR THE FUTURE

Bryant's reputation as one of the premier schools in the Northeast for business students has been well-established since 1863. Graduates of Bryant University prove time and again they have all the knowledge and skills to make a difference at work and in their communities.

Bryant has helped so many students because it continues to adapt to the changing environment.

"Bryant's establishment of the College of Business and the College of Arts and Sciences

reflects our commitment to uniquely integrate liberal arts and business to help each student succeed," said Ronald K. Machtley, president of the University. "Our strategic goal is to expand our programs and offerings to become the small university of choice, known and respected at the international level."

In order to help achieve this strategic goal, Bryant has formed the National Council on Philanthropy (NCoP). The NCoP will help Bryant continue enhancing its reputation, and build on the momentum

## ALUMNI SURVEY HIGHLIGHTS

### What do you find most appealing about being associated with Bryant?

38 percent of those who responded said "Good reputation, prestige" was most appealing. Progress, growth, pride, quality of education, and staying connected with other alumni were also cited frequently.

"Bryant's reputation and access to new and innovative programs."

"My degree is worth more now."

"First of all, the education is top-notch. Secondly, the networking and credibility are excellent. Also, it is exciting to see the rapid expansion and growth of the campus."

"I am proud to be a Bryant alumnus; Bryant has done so much for me. I feel Bryant has a great deal to offer future generations."

### What are your preferred sources of information?

The top response was *Alumni Bulletin* followed by *Bryant Business*, e-mail newsletter, and the Bryant Web site.

Have you checked out the new Bryant Web site home page, [www.bryant.edu](http://www.bryant.edu)? The site is undergoing a comprehensive redesign over the next 12 to 18 months. We welcome your continued feedback on the Web site and on all of our communications. If you'd like to send us your comments and suggestions, please contact Alumni Relations at 401-232-6040 or [alumni@bryant.edu](mailto:alumni@bryant.edu).

established by *The Campaign for Bryant*. Some highly regarded and talented alumni and friends of Bryant have decided that this is an important endeavor to support.

"The fact is, Bryant can no longer rely principally on tuition revenues to fulfill its aspirations," noted Tom Taylor '63, a member of the NCoP who also chairs Bryant's Board of Trustees. "Other colleges and universities have found that reaching beyond the resources provided by tuition is the only way to thrive in today's very competitive environment."

"One of the things we learned from *The Campaign*

for Bryant is that alumni and friends will respond positively when presented with a compelling case for supporting Bryant," said Tom Hewitt '68, CEO of Interstate Hotels & Resorts, and chair of the NCoP. "Our goal is to show alumni how important it is to continue giving to Bryant or to make that first gift."

While Bryant has compiled a record number of accolades during the last few years, the administration is proactively planning for the future.

"We are attracting greater numbers of students who want the Bryant experience," said Laurie Musgrove,

vice president for university advancement. "We've enrolled more students with higher SAT scores because of our growing reputation, our academic programs, and an enhanced campus experience. Private gift support coupled with sound financial planning and management will ensure that this trend continues."

At the inaugural meeting of the NCoP in New York City on December 1, committee members discussed the scope and purpose of the organization and began the planning phase. Members of the Council will work closely with Bryant's administration, Board of

Trustees, and staff to engage greater numbers of alumni and friends of the University who have an interest in making a difference at Bryant.

"Through the support of alumni and friends, the University has made great strides in establishing its national reputation," said President Machtley. "So much has been accomplished, but we cannot rest on our achievements to date. We must stay the course in assuring that the Bryant experience, in and out of the classroom, continues to positively impact each and every one of our students."

## NATIONAL COUNCIL ON PHILANTHROPY

### Chairman:

**Tom Hewitt '68**  
CEO, Interstate Hotels & Resorts

**Stuart Brenner '64**  
President, Lovett International

**Robert Calabro '88**  
Tax Partner,  
PricewaterhouseCoopers

**Malcolm (Kim) G. Chace**  
Chairman, Bank RI, and  
Chairman, SENESCO

**Michael E. Fisher '67**  
Managing Director, Barclays  
Global Investors

**Jane Mahler '79**  
President, Mahler Realty  
Advisors

**Keith Mahler '78**  
President, The Mahler  
Financial Group and President,  
Restructured Opportunity  
Investors, Inc.

**Agnes Bundy Scanlan**  
Counsel, Goodwin Procter LLP

**Janice Wilbur Sullivan**  
Owner, Colors by Design

**Peter A. Sullivan '74**  
President, Arlen Corporation

**Thomas Taylor '63**  
Retired CEO of Amica; Chair,  
Bryant's Board of Trustees

**Robert D. Wales '50**  
Chairman, Air Emissions  
Technologies, Inc.

## TELL US YOUR BRYANT STORY

*When I first started college I had no real direction or sense of what my career aspirations were. As my studies progressed and different professors inspired me, it all came together. Surprisingly, I went to law school after graduating and I am now a civil litigation attorney in Massachusetts. Two very special and talented professors helped me to become a lawyer. One was a professor who taught the basic 101 legal class and piqued my interest in the law (despite my marketing major). The other professor wrote a letter of recommendation for me that helped me get into law school. So many of my experiences from this great business school helped me to get through law school—and continue to help me as a lawyer today.*

*Thank you,  
Meredith Rainey '98  
Worcester, Mass.*

To read other stories, log onto the Web site.

### To share your story ...

1. Log on to [www.bryant.edu/mystory](http://www.bryant.edu/mystory); or
2. Send an e-mail to [mystory@bryant.edu](mailto:mystory@bryant.edu); or
3. Send a letter to:  
University Relations  
Attention Tina Senecal '95  
Bryant University  
1150 Douglas Pike  
Smithfield, RI 02917

Please include the name you attended Bryant under, your class year, and a phone number or e-mail address. You'll get a Bryant Alumni window decal when you submit.

Due to space considerations, we may edit submissions.



# CLASS NOTES

## 1958

**EDWARD C. LABRECQUE** of Palm Harbor, Fla., was appointed to serve on the 2005-2006 Accounting Principles and Auditing Standards Committee as well as the Elder Care Services Committee of the Florida Institute of Certified Public Accountants.

## 1966

**EMERY TROWBRIDGE** of Ocean Springs, Miss., is involved as a gaming and casino operations instructor in higher education.

## 1967

**DONALD W. BISHOP** of Kingwood, Texas, retired from Continental Airlines in March 2005 after 22 years of service as a Boeing 737 captain. Since June 2005 he has been employed by Petters Group Worldwide, West Palm Beach, Fla., as a Boeing 727 captain.

## 1970

**DEBORAH LYON** of Vero Beach, Fla., earned her real estate license. She is now associated with Vero Beach New Homes as the new business development manager and realtor.

## 1973

**ROBERT C. DICKERSON JR.** of Camp Le Jeune, N.C., Marine Corps Base Commanding General and Major General, received the order of the Long Leaf Pine Award. The order is presented to individuals who have a proven record of service to the state of North Carolina and is the state's highest honor presented to an individual for dedication and extended length of service.



## 1976

**PAUL D. ROY** of Ledgewood, N.J., joined the law department at Time Warner Cable in Stamford, Conn., as director of finance. He will be responsible for monitoring and controlling spending on legal services, leading the budgeting process, and coordinating with the finance department.

## 1978

**PAUL W. GILLS** of Essex, Conn., was promoted to vice president of loss control of Alea North America Insurance Company located in Rocky Hill, Conn.

**JOHN T. RUGGIERI** of Barrington, R.I., was named chief financial officer of Gilbane, Inc. and Gilbane Building Company.



He will lead all financial operations of the company including information systems and risk management.

## 1980

**JAMES G. RUSSELL** of Farmington, Conn., was appointed by The Connecticut Society of Certified Public Accountants (CSPA) to serve as the chair of its peer review committee for the 2005-2006 activity year.



## 1981

**TODD D. SHEPARD** of Columbia, Conn., completed training and achieved the certified senior advisor designation. His recently earned CSA along with his certified financial planner designation will help him better serve his clients and their families.

## 1982

**DIANE M. CAROSELLI '82 MBA** of North Providence, R.I., was appointed vice president, recruiting operations manager in human resources at Citizens Bank. Diane is also an adjunct faculty member at Roger Williams University in Bristol, R.I.

**MICHAEL J. ROY** of Linwood, Mass., was named senior vice president, compliance officer at Bank R.I. in East Providence, R.I.



**DAVID M. STOLL** of Hoboken, N.J., competed in the Ford Iron Man World Championships in Kona, Hawaii.

## 1983

**STEVEN J. HARROLD** of Byfield, Mass., was appointed vice president, corporate security risk oversight for Fidelity Investments in Boston, Mass.

## 1984

**ANTHONY J. BORZARO JR.** '91 MBA of Cranston, R.I., formerly finance director for cash management at Citizens Bank, was promoted to senior vice president.



**ROY F. VAN BUREN JR.** of Reading, Mass., completed his eighth consecutive Boston Marathon in April 2005. In October 2005 he ran the Lake Canandigua (N.Y.) 50-mile ultra marathon.

## DEIRDRE (O'MALLEY) LEYDEN



of South Yarmouth, Mass., was accepted by the National Trust for Historic

Preservation, as a member of its Historic Real Estate program.

**MARK A. SPOONER** of Gainesville, Va., was hired to act as a senior liaison between the IT department and Corporate Security at Amtrak. With his knowledge of technological deployments within the Homeland Security environment, he will provide expertise to assist in securing the nation's rail system.

## 1985

**FRANCISCO JOSE VIERA** of Caracas, Venezuela, is currently working for Sequoia Sociedad de Corretaje de Valores, a Venezuelan brokerage house, as account manager.

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Bryant University  
1150 Douglas Pike  
Smithfield, RI 02917-1284

e-mail: [bryantbusiness@bryant.edu](mailto:bryantbusiness@bryant.edu)  
fax: 401-232-6732

**Please note:** Due to space limitations, we cannot print all entries. The information you provide is subject to editorial review.



**1987**

**CHRISTOPHER A. CACIOPPO** of Houston, Texas, started his own consulting company, Finance and IT Solutions, Inc.

**JOSEPH DECHRISTOFARO** of Providence, R.I., owns two businesses. The first one is a real estate investment company. The second business is providing basic financial services to individuals.

**1989**

**JOSE B. GONZALEZ** of Quaker Hill, Conn., published *Latino Boom: An Anthology of Latino Literature* (Longman Press), the first anthology of Latino literature to offer a wide array of scholarly and pedagogical resources for class discussion and analysis. The book, which he co-edited, includes his poetry.

**JEFFREY P. LEVINE** of Rocky Hill, Conn., was promoted to managing director of Thomas Capital Group, LLC.

**ANDREW J. THOMAS** of Westport, Conn., was appointed president and chief executive officer of Heineken USA.

**SUSAN (BURNS) WINDLE '89 MST**

of East Greenwich, R.I. was promoted to the position of senior manager at the accounting firm of Sansiveri, Kimball and McNamee, L.L.P.

**1990****DAVID J. BUSSIUS '95 MST**

Cranston, R.I., joined Tofias PC, as a principal in the tax group. He will be located in both the Cambridge and Providence offices.

**CHRISTINE (JOHANSEN) DEBLOIS** of West Greenwich, R.I., received the 2005 YWCA Women of Achievement Award.

**MELISSA (WOOD) RADCLIFF** of Durham, N.C., was promoted to executive director at the Family Violence Prevention Center of Orange County in Chapel Hill, NC.

**EILEEN F. TWEEDIE** of Cumberland, R.I., was appointed private bank administrator to its newly formed One Trust and Private Banking Services Division. In her new role, she will facilitate the service for customers between Bank Rhode Island and Coastline Trust.

**1991**

**LISA D. LEBEL** of Suffield, Conn., is now employed by United Health Group of Hartford, Conn.

**CATHERINE A. LEVATINO** of West Nyack, N.Y., a senior auditor with the AERS function of Deloitte and Touche LLP, was one of five working mothers interviewed on the Jane Pauley Show. She talked about her career track and how her flexible work arrangements benefit both her and the firm.

**1992**

**CHARLES C. GREENWALD** of New York, N.Y., received his master's of arts in medieval studies from Columbia University.

**LORI J. MALKASIAN** of Whitinsville, Mass., is a marketing analyst, contract marketing for Staples, Inc., in Framingham, Mass.

**TRACY J. NOGA, PH.D., CPA** of Somerville, Mass., was named assistant professor in the department of accountancy at Bentley College with specialization in taxation.

**LESLIE (D'AGOSTINO) ST. JEAN** of North Grafton, Mass., was elected to a two year term as co-chairman of the Grafton Mass. Special Education Parent Advisory Board. Her duties will include working directly with the school committee and school administration to support special education services as well as support families and their special needs children.

**1993**

**ERIC M. ALBEE** of Lambertville, N.J., has a growing business, Aromatic Fusion, Inc., and is focused on developing innovative new fragrance delivery systems. They will be launching a new brand of products in the upcoming year.

**DEBRA (DEELEY) GAGNON** of Danbury, Conn., was promoted to associate production director for Children's Publishing at Reader's Digest in Pleasantville, New York.

**ANNE M. PISATURO '94 MST**

Cranston, R.I. has been promoted to the position of senior manager at the accounting firm Sansiveri, Kimball and McNamee, L.L.P.

**1994**

**RALPH A. GIGLIOTTI** of Lincoln, R.I., established his own practice, Legacy Valuation Services, LLC.

**TAMMY (MANTIE) MCKAY** of Windsor Locks, Conn., is now employed by Integrated Disability Resources of Bloomfield, Conn.

**RACHAEL (LOVETT) PETERSON** of Medway, Mass., joined the human resources team at PTC in Needham, Mass., and has just started working full-time again after working part-time since the birth of her two children, Matthew (4) and Sarah (2).

**CHRISTOPHER M. RONEY** of Grafton, Mass., was named director, marketing communications at Fidelity Investments in Marlborough, Mass.

**1995**

**JASON F. LELIO** of Kingston, Mass., a manager in charge of the Boston, Mass., office of RGL Forensic Accountants and Consultants, earned the certified fraud examiner designation from the Association of Certified Fraud Examiners.



**RANDEE (KENT) ROUCOULET** of Simsbury, Conn., has been appointed by the Connecticut Society of Certified Public Accountants (CSCPA) to serve as chair of its technology committee for 2005-2006.

**1996**

**PAMELA J. COTE** of East Windsor, Conn., was promoted to partner at Saslow Lufkin and Buggy, LLP in Avon, Conn.

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**alumni@bryant.edu**

## 1997

**DEBORAH J. BAUER** of Eugene, Ore., instructor of finance at the Charles H. Lundquist College of Business at the University of Oregon in Eugene, received a 2005 Ersted Award for distinguished teaching. The award recognizes excellence in teaching by faculty members early in their teaching careers.

**ROBERT S. CLARK** of Bloomfield, Conn., was named a security analyst in the Core/Value Equity Team at Turner Investment Partners in Hartford, Conn.

**MARTEN R. HART** of Hong Kong, China, is finance manager responsible for Procter and Gamble/Cosmopolitan Beauty Care businesses in Greater China and Korea.

### STEPHEN J. KOGUT MBA of



Lincoln, R.I., was elected president of the Hope Alzheimer's Center Board of Directors

at the University of Rhode Island, College of Pharmacy. He also serves as assistant director of Healthcare Utilization Management Center.

**WILLIAM T. SCHIMIKOWSKI** of South Boston, Mass., was named director of web service at Fidelity Investments. He will be working to enhance the fidelity.com web site, as well as improving the customer experience, customer satisfaction, and driving cost standards.

## 1999

**JONATHAN M. GAUDIOSO** of Lincoln, R.I., was promoted to manager, financial reporting for Tectron Financial Corporation in Providence, R.I.

**JAY N. HERSHMAN** of Cheshire, Conn., is opening a second real estate firm of Ballie Hall and Hershman P.C., in Norwalk, Conn.

**JENNIFER (KACZOR) PENKUL** of Swampscott, Mass., was named associate producer at the ImaginEngine, in Framingham, Mass.

**MAUREEN NOBILE** of Astoria, N.Y., is the new accounts manager at BNY Capital Markets, Inc. in New York, N.Y.

## 2000

**MICHELLE J. BUCKLEY** of Weymouth, Mass., is currently working at Merrill Lynch in Wellesley, Mass., and is part of a team of financial planners.

**DAVID F. GRECO** of Wallingford, Conn., joined AFLAC as director of business development where he is responsible for all of Connecticut and Western Massachusetts, in a channel selling capacity.

**KIMBERLY JALETTE '00 MBA** of Lincoln, R.I., recently assumed the position of chief of staff at Met-Life. She also completed the coordination and development of the enterprise's 2006-2008 IT Strategic Plan. She received her PMP certification in September.

**KERRI-BETH ST. JACQUES** of West Warwick, R.I., was named associate account manager of FIIS Marketing Communications Account Management team at Fidelity Investments in Smithfield, R.I.

**ERIC R. STUMPF** of Swanton, Vt., recently completed U.S. Navy basic training at recruit training command, Great Lakes, Ill.

## 2001

**DAVID MISIASZEK** of Marietta, Georgia, was named regional manager of the Southeast Mid-Market Territory, responsible for Georgia, Tennessee, Mississippi, and Alabama.

### THOMAS S. PHILLIPS '01 MBA of



North Providence, R.I., was named technical manager for the corporate analytical lab as well as the chemicals division at Ternor Apex Company.

## 2003

**STEPHANIE J. INMAN** of Charlotte, N.C., was promoted to office manager at the new branch of Rimkus Consulting Group, Inc., in Charlotte, N.C.

**DAVID C. JOACHIM** of Concord, Mass., recently completed U.S. Navy basic training at Recruit Training Command, Great Lakes, Illinois, with honors.

**THOMAS J. LALIBERTE '03 MSIS** of Smithfield, R.I., earned the designation of project management professionals (PMP) from the Project Management Institute (PMI).

## 2004

**MATTHIAS LIPPMANN '04 MBA** of Jena, Germany, is a finance associate for OSRAM Sylvania and is currently on assignment in Versailles, Ky., in the company's associate development program.

### AMY NEARY of Wickford, R.I.,



has just been promoted to vice president of the marketing and public relations

firm at North Star Marketing, Inc., after receiving her MBA from Bryant in August '05.

**AARON T. WILKES** of North Hatfield, Mass., is with Mass. Mutual in North Hatfield and recently passed his series seven exam.

## 2005

**JUSTIN W. ORKIN** of Newton, Mass., is a technical recruiter with Open Systems Technologies in Newton.

### FEELING NOSTALGIC?

If you haven't yet registered to be an active member of the Harris Online Directory, you may be missing out on a chance to make invaluable connections!

Bryant's online community offers you the opportunity to chat with alumni on message boards, advertise your business in the Bryant alumni yellow pages, or rekindle friendships with old friends. You can look up former classmates using a variety of search criteria. Type in your sorority's name to find your Bryant "sisters" or the name of your team to find old teammates. Do you want to know who your alumni neighbors are? Just type in the name of your city or state.

#### Connecting with old friends is easy!

Sign up online today by visiting

[www.alumniconnections.com/olc/pub/BRC](http://www.alumniconnections.com/olc/pub/BRC)

## IN MEMORIAM

MYRTLE (COLOMY) PICKLES '26  
*March 9, 2005*

VERONICA (MASTERA) BUTTS '30  
*August 18, 2005*

ALICE (MARQUES) CARD '30  
*September 16, 2005*

RUTH (JEFFREY) BARNES '31  
*February 5, 2005*

ELLEN (BJORKLUND)  
BARNHARDTSON '33  
*January 11, 2005*

MARJORIE (PERKINS)  
NIGHTINGALE '33  
*January 30, 2005*

HAROLD E. GRAY '35  
*January 27, 2005*

JOSEPH F. MURPHY SR. '35  
*July 13, 2005*

DOROTHY (DUNN) NELSON '35  
*May 23, 2005*

VIOLA (WITIKAINEN) CROWELL '36  
*October 2, 2005*

WALTER J. PETRUCCI '36  
*August 12, 2005*

NORMAN L. DUCHESNEAU '37  
*November 22, 2004*

MARIE (HAYDEN) BURNS '38  
*September 8, 2005*

MARY ANNE (WILSON) GIBBS '38  
*September 20, 2005*

ROLLIN C. TRIPP '38  
*April 1, 2005*

ELIZABETH K. DALY '39  
*June 30, 2005*

HILDA FERRAZZANO '39  
*August 11, 2005*

HENRY G. JACKSON JR. '40  
*August 8, 2005*

ALVAH W. SANBORN '40  
*June 17, 2005*

RALPH H. LAKEY '43  
*September 27, 2005*

ELIZABETH A. NEILAN '43  
*July 2, 2005*

MARY (STEINER) SEGALL '43  
*August 26, 2005*

DANTINA (QUARTAROLI) BELLA '44  
*April 16, 2005*

ANA TERESA (PINO) SCOTT '46  
*April 6, 2005*

WILLIAM P. CONNOR '48  
*June 24, 2005*

EARLE H. DUMAS '48  
*May 6, 2005*

FRANK B. LIGHTBOWN '48  
*September 25, 2005*

ALBERT N. PREFONTAINE '48  
*August 17, 2005*

JOEL M. PRESSMAN '49  
*July 20, 2005*

JANE (YORK) BELL '50  
*July 3, 2005*

RAYMUND G. CARBERRY JR. '50  
*April 21, 2005*

MILTON S. GOLDBERG '50  
*November 20, 2004*

WESLEY A. GOLDSTEIN '50  
*July 10, 2005*

JAMES E. WILLIAMS '50  
*July 22, 2005*

WILFRID L. HEBERT '51  
*February 2, 2005*

EDWARD F. GAITO '51  
*November 16, 2004*

NICOLA SALERNO '51  
*July 6, 2005*

DAVID GARDAM '52, '76 H  
*June 3, 2005*

JOSEPH LIBERMAN '52  
*May 27, 2005*

THOMAS RHODES '52  
*June 13, 2005*

ROBERT N. BOULANGER '53  
*March 20, 2005*

LLOYD A. BOWKER JR. '53  
*January 31, 2005*

EDMUND L. ROBINSON '53  
*August 22, 2005*

PHYLLIS (LEPORE) COSTANZO '55  
*June 5, 2005*

DONALD E. WERT '55  
*January 4, 2005*

LOWELL D. HANSON '56  
*September 6, 2005*

DALE J. KELLY '56  
*June 1, 2005*

JOHN J. BECKETT '57  
*September 16, 2005*

FRANK CASALE '57  
*June 6, 2005*

ROBERT E. GRAY '57  
*September 4, 2005*

LENWOOD S. MCCLELLON '57  
*April 9, 2005*

ROBERT D. MATIMORE '58  
*February 17, 2005*

CLYDE B. ROOF '58  
*January 19, 2005*

IRWIN L. SYDNEY '58  
*July 18, 2005*

VINCENT PENNACCHINI '59  
*April 1, 2005*

ARTHUR D. GOLDBERG '60  
*November 26, 2000*

JAMES L. SHEEDY '60  
*May 21, 2005*

GAETANO TANTIMONACO '60  
*September 3, 2005*

MICHELLE (RUDMAN) BLANKFORT '62  
*January 19, 2005*

ELENA HORTA '65  
*August 9, 2005*

WILLIAM H. CORNE JR. '66  
*June 14, 2005*

STANLEY G. MACIENSKI '66  
*January 1, 2005*

DAVID R. FISH '68  
*June 9, 2005*

LINDA (RIVERA) SLAVIS '68  
*March 24, 2005*

ANDREW M. ARSENAULT '69  
*June 9, 2005*

THOMAS J. JACQUARD SR. '78  
*July 4, 2005*

DAVID G. LONERGAN '78 MBA  
*June 9, 2005*

LORI ANNE (FIORENZANO)  
CORBISHLEY '80  
*August 3, 2005*

ARTHUR I. BLACKMAN '82 MBA  
*February 2, 2005*

GEORGE L. DUCHARME '83  
*August 4, 2005*

SUSAN (DWYER) JANIAK '84  
*January 29, 2005*

NANCY (DINITTO) VADEBONCOEUR '84  
*June 19, 2005*

CHARLOTTE (CLARK) RODERICKS '87  
*February 20, 2005*

WILLIAM OLLIVER BAILEY '88 H  
*January 28, 2005*

ALBERT E. LEAL '90  
*September 27, 2005*

BENJAMIN J. BATES '02  
*September 11, 2005*

ROBERT L. HARRIS  
*November 29, 2005*

Economics adjunct faculty member Robert Harris, '85MBA, '89CAGS died November 29, 2005. He was the husband of Donna Harris, Bryant's assistant director of alumni relations, and the father of Bryant alumna Rebecca Harris '03.



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